

UNITED FORUM OF EXECUTIVES' ASSOCIATIONS
(Comprising of AIBSNLEA & AIGETOA)
CHQ, New Delhi

No:UF/DIRHR/Agitation/10

Dated the 27th May 2016

To,

The Director (HR),
BSNL Board,
New Delhi-110001

Subject: Deferment of the ongoing organizational program – regarding.

Respected Madam,

This is in reference to the positive and firm assurances given to the United Forum of AIBSNLEA and AIGETOA in the meeting held with CMD BSNL on 19th May 2016 in presence of Director (HR), GM (Establishment), Jt. GM (PERS) and DGM (Establishment) and thereafter another meeting held on 23rd May 2016 with Director (HR) in presence of GM (Establishment), GM (SR), Addl. GM (SR), Jt. GM (PERS) and DGM (Establishment) with GS, President, FS, AGS (HQ) of AIBSNLEA and President, AGS, OS, CWC of AIGETOA and the subsequent meetings and communication of Director (HR) vide letter no. BSNL/5-1/SR/2016 dated 27th May 2016 wherein the management has reaffirmed that they shall take all the steps to honor the commitments made to the forum in respect of the resolution of the issues on agreed timelines.

We are very much thankful to CMD and Director (HR) for taking the necessary efforts and initiating the steps for resolution of the issues.

We have firm faith and belief that management shall be honoring all its commitments in regard to the timelines and settlement of the issues as annexed here with for your kind consideration please.

In view of the above we hereby defer our organizational action Programme and assure our fullest cooperation in taking BSNL to the new Heights.

With kind regards,

Yours sincerely


(PRAHLAD RAI)
General Secretary
AIBSNLEA
9868278222


(AMIT ROY) 27/5/2016
Asstt. General Secretary
AIGETOA
9953967217

Encl: Brief of discussions and decisions arrived thereof.

Sl. No.	Issue	Decision
1.	Implementation of the recommendation of the committee headed by Sh. M. A. Khan, ED' (NB) on standard E2 & E3 scales for JTO & SDE Equivalent executives	It is agreed to implement Khan Committee recommendations wherein E1A and E2A scales shall be replaced with E2 and E3 scales respectively. The date of effect of replacement of scales shall be 01.01.2007 i.e. E1A by E2, E2A by E3, E3 by E4, E4 by E5, E5 by E6 and E6 by E7. The promotions to the next scale shall be after a span of five years as per EPP. A proposal to this effect has already been submitted on 23.05.2016 for approval and the same shall be presented in the next MC Meeting for ratification by MC and thereafter by BSNL Board.
2.	Implementation of CPSU Cadre Hierarchy in BSNL	It has been decided to implement the Khan Committee Recommendation in regard to the implementation of CPSU hierarchy wherein time bound functional promotions shall be given to the executives after every five years up to the level of AGM/DET/CAO/equivalent. The promotions up to AGM/DE/CAO/equivalent level shall be independent of number of posts and the promotion from AGM/DE/CAO/equivalent to DGM (Equivalent) shall be restricted to availability of posts. If the posts are less, remaining may be promoted as Jt. DGM. The proposal to this effect shall be put up to the board for approval by 15 th June 2016.
3.	Scrapping of the MT RRs	It is decided that the issue of scrapping of MT RRs shall be dealt after the membership verification/referendum process of the Executive Associations and the view of the majority association shall be taken into consideration. Till that time MT recruitment shall be kept on hold.

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4.	Scrapping of the DGM RRs	It has been decided to scrap the DGM RRs. The process for scrapping the ongoing recruitment shall be dealt by a committee constituted for the purpose. The subsequent action for scrapping the Recruitment shall be taken by 23 rd June 2016.
5.	Extending 30% Superannuation benefit to the BSNL recruited employees.	The proposal for implementation of Superannuation benefit is being sent to DoT. The issue of date of implementation is to be examined after the proposal is approved by DoT. The review of the quantum shall also be done, keeping in view the improving financial health of the company.
6.	Immediate conduction of various CPCs in all the disciplines to fill up the vacant group-A and Group B equivalent posts in a time bound manner	The Status of CPCs in all disciplines i.e. Telecom Engineering, Telecom Accounts, Civil, Electrical, Architecture/TF Engineering Wings etc. is enclosed herewith as Annexure-II
7.	Notional Pay fixation of all upgraded pay scales w.e.f. 01.10.2000	The case has been submitted for direction on demands of the United forum of AIBSNLEA and AIGETOA. Thereafter, the proposal to be submitted after discussion with United Forum by 30 th June 2016.
8.	One time relaxation to Steno Grade-III for their promotion to PA cadre	Fresh representation of United Forum shall be examined and the conclusive decision shall be taken by 30 th June 2016.
9.	Settlement of Pay Anomaly cases where junior executives are drawing more pay than senior executives	The case has already been processed. The proposal shall be submitted to the management committee by 30 th June 2016.
10.	Special recruitment drive for hard tenure/shortfall circles,	It was informed that the recruitment has been announced to cater to all Rule 8 cases based upon the inputs received from circles. However, the details regarding vacancy calculation shall be shared with United forum and there after the forum shall submit its input to establishment cell for further examination.
11.	FR 22(I)a(i) pay fixation to officiating JTOs,.	The matter is being examined based on the Judgement of Hon'ble PB CAT Delhi.
12.	Restructuring of AD (OL) cadres,	The case to be submitted for approval by 31 st May 2016 and shall be put up to the management committee by 7 th June 2016.

13.	Finalization of new SDE RR 2014 in line with association suggestions	The proposal shall be approved in next board meeting with minor changes as directed by board. The changes to be intimated to United Forum by 31 st May 2016.
14.	Declaration of LDCE results.	The result has been declared. All efforts shall be taken to ensure promotions at the earliest. The request for choice postings shall also be called for in due course of time and the same shall be considered based upon the administrative feasibility.
15.	Settlement of Rule-8 transfer cases	Circle shall be advised to clear the long pending cases based upon the administrative feasibility and local arrangements.
16.	Pay loss to JTOs/JAOs recruited after 01.01.2007	The matter shall be re-examined after submission of new inputs by the United Forum.
17.	Fixation of pay in respect of departmental outsider (TTA) appointed as JTOs	The matter shall be re-examined after submission of new inputs by the United Forum.
18.	Extension of E1+ 5 advance increment benefit to JTO (SRD)/JAO 2013 batch and PA Cadre	The proposal approved by BSNL Board to be sent to DoT for ratification by 15 th June 2016.
19.	Diversion of 50% MT quota CAO Posts to the seniority quota.	It was informed that efforts were made to withdraw the matter from BSNL Board and to settle at par with Telecom Operations stream but BSNL Board has not agreed since it needs modifications in BSNL MSRRs. Hence, the matter will be further submitted in the next BSNL Board meeting for consideration.
20.	Increment of promotions through LDCE quota	The matter has been discussed at length. The Forum will submit additional inputs which shall be examined.
21.	Extending NFSG Grade to DGM (Adhoc) promoted from group -B.	It was informed that matter has not been considered by BSNL Board. However the same shall be put up again for consideration of the board or the proposal shall be delinked from the board.

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Annexure-II

Sl. No.	CPC Status	Status
1.	JTO to SDE (T)	Promotion In SDE Cadre (SCF Category for VY 2009-10) can be issued with in one month of the decision of the Court at Ernakulum
2	SDE(T) to DE (Adhoc)	Promotion can be issued with in two months from the date of decision of court. However, case for Adhoc - Promotion is under process and vetting will be taken from legal as well as CLO section as case is under sub-judice on reservation issue
3.	DE to DGM	Promotion for balance 34 executives will be issued after the receipt of their ACR within one month.
4.	SDE to DE /EE in civil/electrical stream	Approval is required to be taken by cadre controlling authority which is not received in the Pers. Section. Promotion orders will be issued within one month from date of receipt of APAR and VC from the Cadre controlling authority.
5.	JTO Civil to SDE Civil	The CPC work is in progress. VCRs are being collected. Shortly promotion orders will be issue for filling up 64 posts.
6.	JAO to AO and AO to CAO	It was informed that CPCs are held up due to the Court case pending in the Hon'ble CAT. These cases are posted for hearing in the month of July 2016. As soon as clearance from the court is given the CPC will be expedited within the period of two months.
7.	CAO to DGM (Finance)	The Proposal for relaxation in the eligibility criterion from four to three years was sent to BSNL MC, But the MC has made some queries which are being replied shortly.

Arshad Ali

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