

Regn. No. - 44528

☎ : (R) 2533581  
(O) 2534283**ALL INDIA BSNL EXECUTIVES' ASSOCIATION**

Central Headquarters, New Delhi

**MP CIRCLE, BHOPAL**

CIRCLE SECRETARY

**B. S. RAJPUT**C-33, Housing Board Colony,  
Koh-e-fiza, Bhopal-462001All Communication to the  
Circle Secretary

No. : AIBSNLEA/MP/01/23

Dated at Bhopal...12-09-2009

To,

**Shri Kuldeep Goyal,  
Chairman Cum Managing Director, BSNL  
New-Delhi**

Sub:- Memorandum regarding HR issues of Executives'.

Respected Sir,

At the outset I would like to welcome you in the Historic City of hills and lakes on behalf of members of AIBSNLEA MP Circle and on my personal behalf. I would like to avail the opportunity to draw your kind attention towards following burning HR issues which are perturbing minds of all our members.

1. **Regularisation of Adhoc STS** :- Sir, the pace at which matter is moving is very discouraging. It is requested to kindly intervene so that regularization process is completed with in time schedule by 30.09.2009.
2. **a.DPC for Promotion from SDE(T) to DE** :- Sir, large number of SDEs are eagerly waiting for ensuing DPC from SDE to DE (Adhoc) which is held up due to stay Order from Hon'ble J&K High Court. It is general feeling amongst our members that BSNL HQ is not making serious attempts for timely submission of reply in the Hon'ble high court. Delay in DPC is depriving, our senior members, of promotion who are on the verge of retirement.  
**b.DPC for promotion from AO to CAO**:- The DPC is badly delayed and should be completed immediately.
3. **MTRR** :- MANAGEMENT Trainee Recruitment rules framed by BSNL are not upto our expectation. Provision of age limit and Qualification is discriminatory for large no of executives for internal candidature. It is requested to kindly review the same and all executives irrespective of their age and qualification should be made eligible for internal candidates.
4. **BSNL MSRR** :- "BSNL Management services recruitment rules" published by BSNL are discouraging particularly for C/E and Arch wing where min. qualification of BE has been prescribed for promotion to EE. This will deprive large number of JTO/SDE who are diploma holders and were eligible for promotion to EE as per existing rules. This should be reviewed and corrected, Sir.
5. **Payment of 60% Arrears**:- DOT has already issued orders for payment of 60 % of arrears to unabsorbed officers working on deputation. BSNL Absorbed executive should also be paid remaining arrears immediately without further delay, Sir.

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6. **Refixation of revised pay taking 78.2 % DA into account:-** As per DPE guide lines pay in revised IDA scale on 01.01.07 is to be fixed taking 78.2% DA into account. This should be considered without further delay .
7. **Absorbtion of ITS Officers:-** When 3 lakhs executive and non-executive have already taken absorbtion into BSNL it is surprising that completion of absorbtion process for 1800 ITS officers is still uncertain. This is adversely affecting viability of BSNL hence absorbtion process should be completed by the dead line of 31.12.2009 and no further extension of deputation should be allowed.
8. **Payment of Conveyance allowance:-** Conveyance allowance rates applicable earlier remains unchanged. This requires increase particularly in the light of abolishment of CCA by 6<sup>th</sup> pay commission. Also as per 6<sup>th</sup> pay commission discrimination between private and official accommodation with in one km is removed. BSNL should also consider payment of Conveyance allowance to its employees staying in departmental accommodation with in one km on the line of 6<sup>th</sup> CPC, Sir.
9. **Discrimination in fixation of pay of 2005 batch JTO :-** There is pay anamoly in the pay fixation of 2005 JTO in revised IDA Pay scale based on date of appointment. This has created a situation in which seniors are getting less pay than their juniors. This should be corrected and all recruits of 2005 JTO should be fixed in revised IDA Pay scale as if already working on 31.12.06.
10. **Posting of GMTD Ratlam:-** Post of GMTD Ratlam is lying vacant since long. This is adversely affecting working of SSA. It is understood that Shri Bidwai GM presently working in Gujrat Circle has been posted as GMTD Ratlam. The Officer should be relieved without further delay to takeover as GMTD Ratlam.
11. **Admissibility of one stage higher quarter to BSNL Staff:-** Large no of quarters are lying vacant in BSNL. If admissibility of one stage higher is allowed many staff may feel attracted and may opt for quarters.
12. **Allowing 149 facility on RSTC:-** 149 Facility which is being made available to public may be tended to RSTC also so that interested executive may avail the facility as per their option. Also unlimited broad band plan 750 may be permitted to interested executives by taking difference of amount. PRBT Charges being levied on service mobile connection should be included in free limit as applicable and no separate charges should be levied.
13. **Seniority of 1966 TES Grp B:-** Seniority of 1966 SDEs has been restored by Hon'ble court but BSNL has not refixed their seniority so far. It is requested that their seniority should be fixed without further delay Sir.
14. **Shotage of GSM Equipment :-** BSNL has recently commissioned many USO Sites. These are being maintained by BSNL but due to non-availability OF GSM equipment BSNL not earning any profit. On the other hand Pvt operators are using these sites and earning profit whereas maintenance expenditure is being born by BSNL. Hence GSM equipment should be made available immediately .

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15. **Deficiency of CDR Project:-** CDR project which is being installed and supposed to function wef 01.08.2009 is not user friendly. Vendor should be directed to address the problems for its smooth functioning.
16. **Allotment of Development Fund to MP Circle:-** It is reliably learnt that MP Circle has not been allotted any development fund for current. This will further deteriorate development of services in MP Telecom Circle which is already struggling due to shortage of GSM equipment.
17. **Restoration of AD(OL) Post In MP Circle:-** Previously 36 posts of AD(OL) were sanctioned in MP Circle .At present only 12 AD(OL) are working in MP Circle but BSNL HQ has sanctioned only five posts. At least 12 (ol) post may be sanctioned to accommodate already working incumbents.
18. **Restoration of AGM Post in TF:-** BSNL has abolished 12 AGM Post in Telecom factory and created 12 post of DGM. This has reduced promotional Avenue of SDE (TF). More over at present all these DGM Posts are lying vacant as no eligible official is available for promotion. Therefore these AGM posts may be restored so that eligible SDE may get promotion to AGM Post.

I request your personal kind attention to above points and resolve these issues as early as possible.

Thanking You, Sir,

Yours Faithfully

  
 ( B.S.Rajput)
Circle Secretary  
AIBSNLEA ,MP Circle

Copy to :- Shri Prahlad Rai GS AIBSNLEA New-Delhi for information.