

**CMD & Dir (HR) addresses delivered by GM (Trg) BSNL CO. in the OPEN-SESSION of CWC meet of AIBSNLEA at Jabalpur on 19th October 2011**



Dear colleagues

I am thankful to AIBSNLEA for inviting me as Chief Guest in the Open Session being conducted on the occasion of the Central Working Committee Meeting of the Association. I apologise for not

being able to attend the Session due to emergence of official exigencies requiring my presence in Deihl I extend my greetings and best wishes to all the responsible members of BSNL family for successful CWC Meet and Open Session.

I would like to share with you some important issues which need focused attention by the entire BSNL fraternity. As you know accounts of the company for the year 2010-11 have been finalized and the Company has posted loss of approximately Rs. 6384 Core during last year which is three times more when compared to 2009-10. The depleting reserves and declining trend in revenue generation is a matter of serious concern for the financial health of the company. All of us have started feeling the pinch of this decline and lot of efforts have to be put in by each and everyone to come out of the present predicament. We have been assigned physical and financial targets by the Administrative Ministry and our performance is being monitored closely by the Government. We have to explain reasons for shortfall in meeting the targets.

We have been asked to increase our revenue by 25% during 2011-12 over the revenue of previous year Le.2010-11. Our gross sale target for the current year is Rs 37000 corer and as per data available for five months up to August 2011 we have earned around Rs 9855 crore which is about 26.6% of the target assigned. Half the year has gone but we are yet to cross the half way. I need not point out to you the fall outs of non-performance. Each one of us has a considerable stake in the business of the company and has to share the responsibility of taking out BSNL from the present situation by not only meeting but exceeding the assigned targets. All of us have the historic responsibility to take and support progressive measures to bring more and more business and revenue to BSNL. I would like to add here that although mobile is the buzzword of the day and we need to focus attention on wireless business but wireline segment needs equal focus as we are earning about 65% revenue from the wireline segment. We need to leverage the broadband potential in this segment by excellent maintenance of our internal and external network. Special focus has to be given to Enterprise business to boost the bulk business. All employees have to be sensitized to deliver personalized

service to Corporate as well as individual customers. Good work by our employees has often been appreciated by the customers and we have to build upon our positive strength of transparency in functioning with excellent service delivery.

Apart from generating additional revenue streams/ we need to exercise control on the unproductive expenditure. While we are doing our best to correct the present situation I need your wholehearted support for various decisions taken or that might have to be taken in future in the overall business interest of the company. In view of the ongoing process of absorption of Group A officers in BSNL/MTNL/DOT/ I urge upon you to prepare yourself to meet any contingency that may arise to run the services in case large number of officers opt out of BSNL. I trust that the executives of BSNL would brainstorm during this Open-Session dispassionately to chalk out a dedicated action plan keeping "Service before. Self" to save BSNL from further erosion and take it forward on the path of growth and progress.

I wish this Open-House to be a great success and convey my good wishes to all of you for a happy and prosperous Deepawali.



Thank you for your invitation to the Open Session of the CWC Meeting of the AIBSNLEA on the 19th and 20th October, 2011 at Jabalpur. I would have very much liked to be amidst you on this irhp011ant occasion but due to preoccupation in office I regret that

I am not able to attend the Meet. I would however like to convey my best wishes for the success of your CWC Meet which is happening at a critical juncture in the history of BSNL. I am certain that the future of BSNL will depend largely on how its human resource faces the stiff challenges being faced by the organization it is imperative that all of us remain prepared and contribute our best efforts in the overall interest of the organization as it is my firm belief that the well being of all of us depends upon the growth and prosperity of the BSNL. AIBSNLEA has a significant role to play in this regard by providing inspiration to its members to keep the organizational interest uppermost in their deliberations.

Addressed to Shri Prahlad Rai, General Secretary, All India Bharat Sanchar Nigam, Central Headquarters, New Delhi-II0001.

**Key Note Address delivered by Shri Prahlad Rai, General Secretary in the  
Open Session of Central Working Committee  
Meeting of AIBSNLEA held at Jabalpur on 19.10.2011**

It is a matter of great pride and privilege for me to have such a gathering of distinguished personalities present here on the occasion of the Central Working Committee Meeting of our Association i.e. All India Bharat Sanchar Nigam Limited Executives' Association being held here in this Historical City Jabalpur. Our delegates in this CWC Meeting, who are the representatives of 30,000 strong BSNL executives, have come to attend this Meeting from every nook & corner of the country-from Kashmir to Kanyakumari and Lakshadweep to Andaman & Nicobar. Thus, this CWC Meeting has given us a unique opportunity to discuss the issues related to the growth of BSNL which gives us bread & butter and also to discuss the issues related to our carrier prospects.

All India Bharat Sanchar Nigam Limited Executives' Association was formally launched on 1<sup>st</sup> May 2004 by merging ten separate Associations which were earlier representing Group B and promotee source Group A officers of different disciplines in the Department of Telecommunications. We, the members of AIBSNLEA belonging to various disciplines of BSNL i.e. Telecom Engineering, Telecom Finance & Accounts service, Telecom Civil, Electrical and Architectural, Telecom Factory Engineering Services, Telecom Personal Staff, Corporate Office Secretariat Staff, Telecom Official Language Officers etc., numbering more than 30,000 throughout the country, are playing the pivotal role in the development, maintenance and operation of Telecom.

2. Under this background, I certainly feel privileged to use this opportunity to share the views of our Association with this distinguished gathering on the issues pertaining to telecom as well as the matters concerning the members represented by our Association.

At the time of formation of BSNL from a Govt. Department to a corporate entity, BSNL faced unique challenges, in which serious doubts were raised about its capability to sustain productivity and profitability. But with true grit determination, dedication and sincerity, BSNL has belied these misconceptions and sustained its position. In a period of 10 years, BSNL has a mobile customer base of 60 million and 5 million Broadband connections have been provided in this period. This year is a very challenging year for us to improve its position since in last year BSNL has faced losses of Rs.1800 Crores & 6300 Crores respectively. We are confident that under the leadership of **Shri R.K. Upadhyay, CMD, BSNL**, we will be achieving the targets set by the Govt.

Over the past 11 years, assets of BSNL have grown almost double. with an assets base of about 68,000 crores at the time of its formation, now the asset base has become more than 1,36,000 crores. BSNL's target for this financial year is to provide about 6 million telephone connections including those in rural areas but in the area of Land Line telephones, lot of disconnections are taking place and our market share declined which is a matter of serious concern to all of us. We reassure our best co-operation and support to Hon'ble CMD in achieving the targets set by the Government to turn around BSNL.

We are holding our CWC Meet when big changes in Telecom Sector are in the offing. In the rapidly changing scenario in Telecom, the regulatory regime and competition in Telecom are a fait accompli. We are not afraid of competition. With all the constraints around, our colleagues in BSNL in all major cities and other places are facing competitions with exemplary courage. In a bid to fall in line with the international standards, the Telecom Regulatory Authority of India has proposed certain standards to be ensured for quality of service along with provision of imposing penalties, if the prescribed quality of service is not maintained. Technological innovation, the rise of the customer-driven markets and regulatory actions are dictating new management styles. Now, there is pressure on us not only to increase DELs i.e. number of telephone connections but also to retain the customer base, especially the creamy layer by rendering quality service & good customer care.

The Govt., based on TRAI recommendations, has completely phased out the Access Deficit Charges (ADC) by 31<sup>st</sup> July'2011. It was assured that BSNL would be suitably compensated in the form of ADC for meeting the obligations in respect of rural telephony or other un-economic services but the same has been withdrawn. It seems that the Govt. is heading towards limiting its commitment to a short period.

BSNL, the major service provider of universal services in rural, remote, in-accessible and hilly areas, provided reliable service connectivity across the country including ice-lands, should be fully exempted from making the contribution towards USO fund and the net contribution made by it till date which is about Rs. 8000 Crores should immediately be refunded to BSNL.

National Telecom Policy (NTP)'99 does not envisage recovery of any license fee from BSNL (then DoT) in respect of its fixed line services. In respect of GSM line

services the license fee was to be paid by BSNL but the same was to be fully reimbursed being a national service providers having immense rural and social obligations. BSNL has been paying the license fee in respect of basic services and cellular services also. Accordingly, BSNL has suffered a total financial loss of Rs. 15,000/- Crores up to 31.03.2009. Further it is facing the recurring financial loss of Rs. 1200 Crores per annum on the payment of license fee and Rs. 1750 Crores towards USO contribution per annum contrary to NTP'99.

BSNL has requested to DoT for financial support in order to make its wired line services/rural telephony financially viable by compensating the losses of Rs. 44,000 Crores incurred by BSNL due to difference in ADC admissible to BSNL, payment from USO fund against difference of rentals set by TRAI and the rental being charged by BSNL for the rural DELs provided through USO scheme. The operational expenditure of Rs. 5800 Crores per annum of its 90 lakh rural lines and reimbursement of Rs. 1500 Crores annual losses being faced by BSNL on telegraph services but the Telecom Commission has only reduced USOF contribution from 5% to 3% which gave very small amount relief to BSNL.

Govt. has charged Rs. 18,500 Crores for 3G and BWA spectrum auction and as per the allocation guide-lines in which BSNL has been given one block of spectrum on the cost of highest bid in the respective service area, whereas BSNL should have been allocated 3G spectrum free of cost in lieu of complete phasing out of ADC or on benchmark price and should immediately refund Rs. 8313 Crores of BWA Spectrum Charges to BSNL..

BSNL should expand its GSM, 3G and Broad Band Services looking into tremendous public support and demand. BSNL Management's decision to outsource CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.

We acknowledge the comments of **CMD BSNL Shri R.K. Upadhyay** that **"we will dedicate ourselves to augment the position, prestige and esteem of our Company keeping aside self interest and contribute in enhancing its glory by providing high class services to our customer"**.

**Director(HR), BSNL Shri A.K. Garg** is for **"improving the work culture and public interface"** to improve our image. He is also stressing on the need of an attitudinal change for making customers delighted to continue with BSNL.

3. Despite having a definite edge over the Private Operators in many areas, BSNL has some weaknesses

too. The main weakness lies in its structure itself i.e. the Management believes and possesses a work culture which does not suit the need of the hour. There is no denial that the dependency on other Departments / Organizations like Planning Commission, Department of Electronics, Department of Expenditure, Department of Telecommunications and Department of Public Enterprises delays the decisions. BSNL has to be given the freedom to decide its own issues. After all, it is the BSNL Management which is responsible and accountable to the Public whereas others are not. In this background, BSNL needs to be given the full autonomy in decision making both on functional and financial front. In the process of decision making, innovative ideas and bold initiatives need not be distrusted and overcome by the age old DoT systems and procedures of ensuring safety and propriety. In the modern management concept, it is also necessary to decentralize the administrative and financial powers for not only reducing the burden on the top management but also to give adequate freedom to the lower formations. Unfortunately, a typical DoT work culture is still continuing in BSNL, which tends to keep the powers centralized and prevents any move in positive direction. The BSNL again suffers most in the absence of a sense of team spirit. The conviction of team leaders to live in isolation keeps them away from the realities. In the challenging current business scenario with highly competitive market conditions and customer expectations in terms of quality of service, BSNL will have to gear up itself to improve its performance in achieving excellent growth in all spheres. Accordingly, BSNL needs to take immediate steps to motivate its works force, their skills and profile through trainings, seminars, moral education and attractive incentive schemes etc. so that it meets the challenges and increases its profitability in future and also prevents the brain drain.

4. As a Service Association we can't remain silent spectator to the problems of our cadres. As already stated, our members are frustrated due to non-settlement of the following pending grievances:

**(a) BSNL Management Service Recruitment Rules-2009:** These rules are effective from 11<sup>th</sup> June 2009 instead of 1<sup>st</sup> October 2000 as is in the case of Executive Promotion Policy. The Executives promoted to adhoc Group 'A' post before or after 01.10.2000, their adhoc service will not be counted as regular service for the purpose of future promotions.

As per these BSNLMS RRs, the existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification were not eligible to be promoted to the grade of Assistant General Manager EE/Arch. In addition to this,

in the Architecture discipline, having valid registration as Architect with the council of the Architects is made compulsory, which is gross injustice to the absorbed Executives of Civil/Electrical/Arch Engineering wings in BSNL and against the DoP&T guidelines and CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). It is requested to remove discrimination on the pretext of degree/diploma qualification to the promotion of EE from SDE (C/E/Arch) and provide parity with the JTO (T) / SDE (T).

**(b) MTRR:** BSNL has notified MTRRs for internal and outside quota (50%). BSNL absorbed Executives have been debarred to appear in the internal MT examination on the basis of age and qualification. We persuaded with BSNL Management for not making the provision of age and qualification for MT examination for the existing Executives against the guidelines of DPE and to allow a fare competition.

**(c) Change of designations on each Time Bound upgradation and post based promotions:** On each upgradation to the next higher grade, the designation and the duties / responsibilities associated with the grade should also be allowed. BSNL Board has decided to change the designations in BSNL C.O. i.e. JTO equivalent – Asst. Manager, SDE equivalent – Dy. Manager, Sr. SDE equivalent – Manager, DE equivalent – Asst. General Manager, JAG equivalent – DGM, SAG equivalent – GM and HAG equivalent – PGM. The change of the designations in field units is yet to be decided.

**(d) One time placement of SDE to Sr. SDE grade :** As per DoT agreement and commitment of BSNL at the time of absorption of Group B officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr. SDEs grade through Cadre Review Concept, on the backdrop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (as approved by Telecom Commission in 1994) for placement in the existing scheme, was approved by DoT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MoC&IT in the meeting held on 22.10.2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL board meeting. Now the majority of TES Group B officers have been absorbed in BSNL and the BSNL Executives' Promotion Policy is implemented with effect from 01.10.2000, but the assurance given to provide one time placement of SDE to

Sr. SDE on 01.10.2000 has not been implemented. The issue needs to be settled favourably.

**(e) Continuous deprivation of senior executives of Telecom Engineering wing :** We apprised about the continuous deprivation of senior executives of Telecom Engineering wing who were promoted to SDE cadre in 1990 DPC and are drawing less salary than juniors who promoted in 1993 and 1994 DPCs, which still remains unresolved. BSNL CO is fully aware that out of the entire executive community a small group of about 800 executives have not and will not get any benefit from the time bound executive policy. We requested for granting the second time bound promotion after 4 years instead of 5 years for the executives who got one time bound promotion before 01.10.2004 to avoid the anomaly.

**(f) Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:** Committee headed by PGM(FP) is yet to submit its report on this issue. We have already provided feed back in writing and in person to the committee members and requested to make the provision in EPP allowing stepping Up of pay.

**(g) Filling up of the vacant JAG, STS Group 'A' posts in BSNL :** BSNL Management should immediately fill up all vacant JAG, STS level Executives posts of all disciplines.

**(h) Regular Promotion to SDE (Telecom) :** About 3000 SDEs (Telecom) posts against seniority-cum-fitness and 4500 LDCE quota are lying vacant. The DPC process to fill up the vacant SDEs posts should immediately be completed and LDCE should be notified. The vacant posts of SDEs/DEs (Telecom factory) should also be filled up at the earliest.

**(i) Serious irregularities in the TES Gr. B officers seniority lists :** While implementing Hon'ble Supreme Court Judgment DoT re-casted the seniority of 45 TES Gr. 'B' officers only whereas, thousands of TES Gr. 'B' officers are to be provided similar benefit. Now TES Gr. 'B' officers promotions to DE is being issued on the basis of two seniority lists i.e. one on rule-1966 and another on para rule-206 basis. It has caused serious anomaly and heart burn to the TES Gr. 'B' officers in BSNL. Request for implementation of one rule for preparing the TES Gr. B seniority list so that several court cases can be avoided.

**(j) DPC from AO to CAO and JAO/AAO to AO:** The DPC for filling up of about 500 vacant CAOs posts and about 800 AOs posts are to be completed. We request for an early issuance of the promotion orders.

**(k) 1999 JAO Batch DPC :** We requested to hold DPC of 1999 JAO batch on retrospective date i.e. 01.01.2004 when they were eligible to be promoted as AAO and the

BSNL declared AAO as wasting cadre in 2004 without holding their DPC.

**(l) Revision of pay scale of Assistant Directors (OL)**

: The AD (OL) in BSNL are drawing pay scale Rs. 9850 – 250 – 14600 whereas, in the other Ministries the AD (OL) are drawing the pay scale Rs. 13000 – 350 – 18250 as per the BSNL's restructuring policy of executives cadres in BSNL to give parity with JTO/SDE(T) has to be considered. AIBSNLEA has been demanding to remove the discrimination.

**(m) Promotion from JTOs Offg (TTAs) to JTOs**

**Telecom on regular basis** : We are requesting to BSNL management to upgrade requisite number of TTAs posts to JTOs as one time measure to promote 1800 JTOs offg. on regular basis. We have also requested to provide pay fixation under FR-22 (l) (a) (i) instead of FR-32 to officiating JTOs since they are discharging the duties of JTO.

**(n) Sanction/creation of new posts of PPS in the field offices**

: With the restructuring, there remain only two grades i.e. PA and PS. In the restructuring order it was specifically clarified that the Private Secretaries who were already promoted as Sr. Private Secretary shall continue to hold the designation in the field units till further orders. It was agreed by the then Director (HRD) that the posts of PPS in CDA pay scale of Rs. 10000-325-15200 will be created and attached with Heads of Circles. We request that all CGMs/PGMs (HAG level) may be provided with PPS.

**(o) Implementation of DPE OM dated 02.04.2009 and revision of Perks & Allowances:**

As per the Govt. decision, the fitment benefit @ 30% on the basic pay + DA @ 78.2% instead of 68.8% as on 01.01.2007 should be provided to all BSNL Executives. Similarly the date of effect of implementation of allowances / perks should be 26.11.2008 instead of 27.02.2009. The perks and allowances should also be revised in new IDA pay scales at the earliest.

**(p) Finalisation of E1A, E2A, E9A and E9B IDA pay scales**

: BSNL Board has approved the in between pay scales E1A, E2A, E9A and E9B for JTO, SDE, CGM and ED and sent to DOT for approval. But DoT has rejected the proposal. Now BSNL should decide standard pay scales to these cadres.

**5. The following steps are required to be taken for the viability of BSNL:**

**A. Absorption of ITS officers in BSNL:** The absorption issue of ITS officers in BSNL/MTNL is yet to be resolved. It seems that ITS officers Association opposition will continue as the demands of ITSA remains unsettled. We have been requesting to the DOT administration to settle the issue at the earliest so that viability of BSNL is not

affected adversely. Presently these officers are working under uncertainty, thereby not concentrating towards developmental and maintenance works. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL / MTNL and its employees.

Recently DoT has called again option from ITS officers to get absorbed in BSNL/MTNL. But ITS officers Association has demanded to repatriate them to DoT from BSNL/MTNL. Hence, the ITS Officers are not going to exercise option in BSNL. In this situation BSNL should immediately decide its contingency plan to fill up the vacant higher posts by promoting its own eligible executives and recruiting from market. But in any case, no deputation in BSNL should be permitted. BSNL should be led by its own executives who own its responsibility and commitment to this company.

**B. Myth of the Privatization/Disinvestment of BSNL being a panacea of all its problems:**

Privatization/ Disinvestment of BSNL can only help the Government to meet its budgetary deficits because BSNL shall not be allowed to utilize any of the revenue earned by its disinvestment for the growth/ expansion of BSNL. After formation of MTNL a Navaratna Company 46% of its shares have been offloaded in the Market but it has not led to any improvement in performance of MTNL or increase in its Market Share.

How will privatization / disinvestment help BSNL in its growth or increase of its market share? Only a motivated workforce, a Committed Management and faster decision process in finalization of Tenders, procurement of Equipments and clearance of associated bottlenecks can help BSNL in its growth and increase of its Market Share. Only a strong and growing BSNL can keep the Telecom Prices in check and will not permit free rein to private operators to form cartels and fleece the Public. But for the PSUs like BSNL the customers would have never got Telecom Services so cheap as of now.

**C. VRS:** BSNL Board has approved the VRS on 04.10.2011 and the same has been sent to administrative ministry (DoT) for its consideration. We oppose such move of VRS to One Lakh employees without having any roadmap that in what way it is going to benefit BSNL. We explained to BSNL Management that BSNL Management instead of realizing its failure to manage company well is shirking its responsibility by pleading in all the forums that BSNL staff strength is the big problem of its losses is not at all justified. BSNL Management failed to extract the work from its employees and did not procure equipment, material in due time which has adversely affected the viability of BSNL. BSNL Management could not resist against the wrong policies of Govt. viz. payment of Rs. 18,500 crores

as 3G of BWA spectrum charges, reimbursement of license fee and spectrum charges, withdrawal of ADC, payment of AGR and non-payment of OPEX charges etc. The ITS absorption issue continued to linger on and they are leading BSNL without owning the responsibility and commitment. These are the main reason, which has put BSNL under losses. Hence BSNL management instead of making BSNL employees as "Victim of the situation" should concentrate procurement of equipment, stores i.e. cables, telephones instruments, GSM equipments, Broadband modems, MLLN equipments, Drop wire etc to improve the quality of service and to strengthen its Marketing & Sale Units. BSNL Management should treat its manpower as its strength instead of liability by making its best use.

**D. Illogical interest and taxes being paid by BSNL:** Various illogical interests are being paid by BSNL to Govt. of India, which is directly affecting the viability of BSNL. BSNL should be exempted from paying building tax, paying excise duty on SIM cards, paying exorbitant electricity bills by applying the logic of low usage of power instead of electricity being charged on the basis of power plant capacity, VTMs revised penalty charges and heavy charges being paid to municipality and panchayat for erecting towers whereas they are not charging anything from electricity companies.

**E. Instructions to all Govt. Departments/ Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL only to support BSNL:** BSNL is operating in a very stiff competitive environment with sharp reduction in tariffs in order to serve the people of the Country as a responsible PSU. BSNL is maintaining the rural network with very low tariff for serving the rural India. In addition to this reimbursement of ADC charges is also withdrawn which has adversely effected the financial position of BSNL. The fixed expenses of the company are also increasing year after year. It is observed that some of the Government Departments/ Autonomous Bodies are inclined to switch over to private network for various reasons.

As we are aware that the Ministry of Finance has issued instructions to all the Government Departments/Autonomous Bodies for undertaking the air travel by Air India only for both domestic and international travel where the Government of India bears the costs of air passage to support the Air India. (F.No.19024/1/2009-E.IV, GOI, MOF [Department of Expenditure].

BSNL Management should strongly take up the matter with Govt. for providing telephone connections/ broadband/ Value Added Services etc., to all Government Departments/ Autonomous Bodies from BSNL only in order

to support BSNL and to provide better and reliable communication facilities to the country at large.

**F. Strengthening of Marketing and Sales units of BSNL:** Private Service Providers are approaching to BSNL customers door to door and offering various attractive plans and taking away its creamy layer customers. BSNL is not allowing to offer matching tariff to those creamy layer customers to stop churning. Proper monitoring of franchisees / retailers who should have all available brands of BSNL, is required. More and more retailers / outlets of BSNL are also required in the market. BSNL should create teams to bring enterprise business by way of door to door marketing and should concentrate to provide quality service.

In the above background it is clear that there is no threat on BSNL as BSNL has got good infrastructure and expertise manpower but the measure problem is nothing but the senior managerial cadre (ITS) in BSNL should join BSNL ending the continuous deemed deputation status so that they can have sense of belongingness and commitment to BSNL. The committed workforce and leaders can only yield the better results. The increase in the number of total connections provided by BSNL is phenomenal, though the total market share has decreased because of overall growth in the total number of connections provided by all the operators. The Group B and Group A officers absorbed in BSNL are playing crucial role in such a phenomenal growth by BSNL. But the Officers need motivation to perform tirelessly for the growth of the company because only a contended workforce can deliver up to the desired level of customer satisfaction. It is therefore, imperative that the Management settle the HR issues concerning all the executives as enumerated above.

Hon'ble Sirs, our intention is definitely not to burden you with our cadre problems. What precisely we want to convey to our esteemed audience and the dignitaries sitting on the dais, is that telecom is moving towards faster growth and more and more customer friendly services and in the days to come we shall have to earn more and more confidence of our customers and make them delighted through our faultless and customer friendly services. We assure, all of our members will strive hard for this. We all together devote ourselves to the service. Now, while concluding, I thank you all for giving me a patient hearing and at the same time we reaffirm our resolution that we shall be discharging our responsibilities even in the new environment efficiently and will move forward along with all of you to make India of our dreams, a reality. We also assure our esteemed customers that this Association will do everything to ensure the best possible telecom services to them.

**BRIEF REPORT OF CENTRAL WORKING COMMITTEE MEETING OF AIBSNLEA  
HELD AT JABALPUR ON 18<sup>th</sup> & 19<sup>th</sup> OCTOBER, 2011.**

Central Working Committee meeting of the AIBSNLEA held on 18<sup>th</sup> & 19<sup>th</sup> of October at Jabalpur. The meeting commenced at 9.30 hours at BRBRAITT, Jabalpur with hoisting of Association flag in the presence of Central Head Quarters office bearers, Circle Presidents, Circle Secretaries, Special invitees and CWC members from all over the country. After hoisting of the Association flag by Comrade Prahlad Rai G.S slogans like 'BSNL' Zindabad, 'AIBSNLEA' Zindabad gave the pleasant weather of Jabalpur warmth of unity. Com. P. Venugopal, President requested every one to assemble in the Conference hall to commence the meeting.

Com. P. Venugopal, President of AIBSNLEA presided over the meeting. President in his opening remarks requested every one to co-operate with the dias in completing the agenda points and various important issues in the crucial period. He welcomed all the CHQ Office bearers, Circle Secretaries, Circle Presidents, CWC members, special invitees and requested all to fully participate in the deliberations and make the CWC a grand success.

Com A.K. Tiwari, Circle Secretary Jabalpur, welcomed all the CHQ Office bearers, Circle Secretaries, Circle Presidents, CWC members, special invitees and requested the participants to excuse them for the shortcomings, if any in the arrangement of accommodation, etc. to the participants and requested everyone to co-operate in conducting the meeting successfully and inform the host volunteers in case of any short fall in the arrangements.

President informed that Open Session scheduled at 11.30 hours.

Agenda circulated were unanimously approved by the CWC. Two minutes silence observed in memory of the departed comrades.

After Self introduction, the agenda items were discussed.

Minutes of the 3rd CWC meeting held at Goa were unanimously confirmed.

Minutes of the circles were present in the CWC meet except ASn circle Delhi circle, NE-I, NE-II, ALTTC GLB circles. CHQ office bearers GS (Engg), AGS (f), Ads. Keshav Rao could not attend CWC meet due to some personal problem.

Circle –Wise organisational reports were presented by the circle secretaries, organising secretaries, AGS and Advisors.

CWC meet adjourned for the Open Session at 11.20 hours

**OPEN SESSION:** The open session on the occasion of CWC meet commenced at 11.45 hours with lighting of sacred lamp by Shri Neeraj Verma, G.M. (Trg.), BSNL Corporate Office, New Delhi and other dignitaries. Comrades of Jabalpur Circle warmly welcomed the Chief Guest Shri Neeraj Verma, Guest of Honors Shri Jitendra Vyas, CGM (TF), Jabalpur, Shri A C. Mishra, Sr. GM TD, Jabalpur, Shri G.C. Manna, Sr. G.M. Inspection Circle, Shri S.K. Bose, Sr. G.M. TTC, Jabalpur, Shri Prabhash Singh, Sr. G.M. (Admn), M.P. Circle, Special Guest, Shri K. Satyanarayana with Boquets, Shawls and Mementos.

Com G.S. Rajput, Circle Secretary of M.P. welcomed all the members. He has mentioned that the CWC is being held in a crucial period passing by the BSNL with the proposed VRS, ITS absorption, revenue reduction, etc. and it is very much important to identify the reasons for the revenue reduction and to find out a suitable solution to bring the BSNL in its original glory.

Com Prahlad Rai G.S. informed that the Central Working Committee Meeting of our Association i.e. 'All India Bharat Sanchar Nigam Limited Executives' Association being held here in this Historical City Jabalpur. Our delegates in this CWC Meeting, who are the representatives of 30,000 strong BSNL executives, have come to attend this Meeting from every nook & corner of the country—from Kashmir to Kanyakumari and Lakshadweep to Andaman & Nicobar.

AIBSNLEA was formally launched on 1<sup>st</sup> May 2004 by merging ten separate Associations which were earlier representing Group B and promotee Group A officers of different disciplines in the Department of Telecommunications. AIBSNLEA belonging to various disciplines of BSNL viz. Telecom Engineering, Telecom Finance & Accounts service, Telecom Civil, Electrical and Architectural, Telecom Factory Engineering Services, Telecom Personal Staff, Corporate Office Secretariat Staff, Telecom Official Language Officers etc., numbering more than 30,000 throughout the country, are playing the pivotal role in the development, maintenance and operation of Telecom.

He has informed that this year is a very challenging year for BSNL to improve its position since in last year BSNL has faced losses of Rs.1800 Crores & 6300 Crores respectively. He stated that he is confident that under the leadership of Shri R.K. Upadhyay, CMD, BSNL will achieve the targets set by the Govt.

He also stated that the CWC Meet is being held when big changes in Telecom Sector are in the offing. In the rapidly changing scenario in Telecom, the regulatory regime and competition in Telecom are a fait accompli and our members are not afraid of competition.

He pointed out that the Govt., based on TRAI recommendations, has completely phased out the Access Deficit Charges (ADC) by 31<sup>st</sup> July'2011 and its assurance for suitable compensation in the form of ADC for meeting the obligations in respect of rural telephony or other un-economic services has also been withdrawn.

He further pointed out that BSNL, being a major service provider of universal services in rural, remote, in-accessible and hilly areas, provided reliable service connectivity across the country including ice-lands, should be fully exempted from making the contribution towards USO fund and the net contribution made by it till date which is about Rs. 8000 Crores should immediately be refunded to BSNL by the Govt.

He also stated that as per the National Telecom Policy (NTP)'99 does not envisage recovery of any license fee from BSNL (then DoT) in respect of its fixed line services. In respect of GSM line services the license fee was to be paid by BSNL but the same was to be fully reimbursed being a national service providers having immense rural and social obligations. BSNL has been paying the license fee in respect of basic services and cellular services also. Accordingly, BSNL has suffered a total financial loss of Rs. 15,000/- Crores up to 31.03.2009. Further it is facing the recurring financial loss of Rs. 1200 Crores per annum on the payment of license fee and Rs. 1750 Crores towards USO contribution per annum contrary to NTP'99.

He has informed that DoT should adhere to the request of BSNL for financial support in order to make its wired line services/rural telephony financially viable by compensating the losses of Rs. 44,000 Crores incurred by BSNL due to difference in ADC admissible to BSNL, payment from USO fund against difference of rentals set by TRAI and the rental being charged by BSNL for the rural DELs provided through USO scheme. The operational expenditure of Rs. 5800 Crores per annum of its 90 lakh rural lines and reimbursement of Rs. 1500 Crores annual losses being faced by BSNL on

telegraph services but the Telecom Commission has only reduced USOF contribution from 5% to 3% which gave very small amount relief to BSNL.

He also requested the Govt. should not have charged Rs. 18,500 Crores for 3G and BWA spectrum auction and as per the allocation guidelines in which BSNL has been given one block of spectrum on the cost of highest bid in the respective service area, whereas BSNL should have been allocated 3G spectrum free of cost in lieu of complete phasing out of ADC or on benchmark price and demanded immediate refund of Rs. 8313 Crores of BWA Spectrum Charges to BSNL..

He has suggested that BSNL should expand its GSM, 3G and Broad Band Services looking into tremendous public support and demand. BSNL Management's decision to outsource CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue which, all these days, BSNL's own employees were successfully carrying out.

He has acknowledged the comments of **CMD BSNL Shri R.K. Upadhyay that "we will dedicate ourselves to augment the position, prestige and esteem of our Company keeping aside self interest and contribute in enhancing its glory by providing high class services to our customer"**.

He informed that he fully support the view of Director(HR), BSNL Shri A.K. Garg for "improving the work culture and public interface" to improve the image of BSNL and the need of an attitudinal change for making customers delighted.

He has demanded that BSNL has to be given the freedom to decide its own issues, who is responsible and accountable to the Public. He demanded full autonomy for BSNL in decision making both on functional and financial front

He also suggested that decentralization of administrative and financial powers for reducing the burden on the top management and also to give adequate freedom to the lower formations.

He has requested the BSNL management to settle the long pending grievances of the executives viz. BSNL Management Service Recruitment Rules-2009, MTRR, Change of designations on each Time Bound upgradation and post based promotions, One time placement of SDE to Sr. SDE grade, Continuous deprivation of senior executives of Telecom Engineering wing, Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors, Filling up of the vacant JAG, STS Group 'A' posts in BSNL : Regular Promotion to SDE (Telecom), Serious irregularities in the TES Gr. B officers seniority lists, DPC from AO to CAO and JAO/AAO to AO : 1999 JAO Batch DPC, Revision of

pay scale of Assistant Directors (OL), Promotion from JTOs Offg (TTAs) to JTOs Telecom on regular basis, Sanction/creation of new posts of PPS in the field offices, Implementation of DPE OM dated 02.04.2009 and revision of Perks & Allowances, Finalisation of E1A, E2A, E9A and E9B IDA pay scales,

He has also pointed out that based on the EPP the training is mandatory for all the Executives, whereas the same is not applicable for the non-executives covered with NEPP. The online examination is being held with the help of web camera without any proper syllabus due to which about 16 to 17% failures are taking place and further action in case of these failures are not clear. Hence GS demanded a uniform policy for all the cadres in the case of mandatory training

GS informed that BSNL management has constituted a committee under the chairmanship of PGM (FP) to settle the pay anomaly case of Sr. A.O. / Sr. SDEs and requested the committee to finalise its report at the earliest.

GS demanded that for the viability of BSNL Absorption of ITS officers in BSNL is a must and under no circumstances the deputation should be allowed to continue, to discontinue process of VRS as the same has not helped MTNL in any way, Disinvestment of BSNL, to stop the illogical interest and taxes being paid by BSNL, issuing instructions to all Govt. Departments/Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL to support BSNL.

He has demanded the immediate stoppage of various illogical interests are being paid by BSNL to Govt. of India, which is directly affecting the viability of BSNL. BSNL should be exempted from paying building tax, paying excise duty on SIM cards, paying exorbitant electricity bills by applying the logic of low usage of power instead of electricity being charged on the basis of power plant capacity, VTMs revised penalty charges and heavy charges being paid to municipality and panchayat for erecting towers whereas they are not charging anything

GS further informed that committed workforce and leaders can only yield the better results in strengthening of Marketing and Sales units of BSNL.

He thanked all for giving him a patient hearing. He also reaffirmed AIBSNLEA will be discharging its responsibilities even in the new environment efficiently and will move forward along with every one to make India of our dreams, a reality. He also assured the esteemed customers of BSNL that

AIBSNLEA will do everything to ensure the best possible telecom services to them.

Com G. Venugopal, President, AIBSNLEA, in his address expressed sincere gratitude to Jabalpur Circle, BRBRAITT, for making wonderful arrangement for the CWC.

President informed that since the inception of BSNL, all the executives and non-executives are dedicatedly working for the growth of BSNL. But, it is painful to say that the ITS officers, who are leading us is not able to take a decision on their absorption issue. He requested the ITS officers to get absorb in BSNL and join the work force of BSNL so that BSNL can achieve its original position. He informed that DoT has requested the executives of face any contingency situation to manage the BSNL in the case of ITS officer not opted for BSNL. President has informed that on behalf of the Association our CHQ has already informed the DoT that BSNL executives are ready to face any challenge.

President has stated that at the time when BSNL employees were putting their maximum efforts to bring back the BSNL in its original position despite of all odds, the management has proposed the VRS and the same has diverted the focus of the employees from its efforts. MTNL has in no way benefited with VRS and the same will be the result in BSNL too. The VRS is proposed to cover up the mis-management of BSNL by the management.

He informed that the management has failed to under that the investment is mandatory for earning revenue. It is the prime duty of all of us to make the company a profit making one instead of all odd situations.

As regards the viability of BSNL, BSNL has earned profit around 9 years, the revenue in landline itself has reduced drastically, where all the taxes, etc. liable to be paid by the BSNL in intact and there is no change in it.

He informed that AIBSNLEA is striving its best to educate its members and in supporting the management to grow and earn its original position. He has requested all the members to provide better and delighted services to its customers.

Com. K Satyanaraya, Founder President of AIBSNLEA is his speech mentioned BSNL is not the only company having competition and there is a competition in every field and the deliberations

should concentrate on the status of Banks especially in the case of State Bank of India and how they could come to such a situation despite of stiff competition.

He has stated that lack vision by BSNL management as regards the case of future requirement of equipments and also non-availability of proper marketing is the reason for the present situation of BSNL.

He informed that good service to the customers are the main cause of making profit which some of the SSAs / Circles are doing and making it profit. Identifying the potential customers and constant contact with them will keep them satisfied and will make them to remain with BSNL. The senior management is not bothered about the services received by the customers and they are happy and satisfy with varies report like MIS, etc.

He also stated that LIC the government owned company is perishing like anything instead of stiff competition and the same to be taken as an example and BSNL should progress.

He requested all the ITS officers to get absorbed in the BSNL and to be part of the organisation and lead the force. He also pointed out that in case ITS officers are not willing to get absorbed in the BSNL they should go back to DoT, so that BSNL can make its own arrangement and the uncertainty will be ended once for all.

He has requested all the members to strive for the betterment of the BSNL and the cadre issued will be taken care by the G.S. and President at CHQ level. He has expressed his sincere thanks for inviting him for the CWC and giving the opportunity to address the gathering.

Shri A.C. Mishra, Sr. GM TD, Jabalpur in his addressed informed that the dynamic leader like Shri Prahlad Rai is capable to take care of all the needs of the executives and expressed that BSNL management will look into the issues favourably and settle the issues.

He informed that BSNL is in the 4<sup>th</sup> position as on date in the market. Lack of timely procurement of equipment and non-focus on products like WLL and its technology, planning and sales strategy is cause of it. WiMAX also is now in uncertainty and BWA spectrum is being returned to DoT. In any BSNL is not planning and implementing and its sale technology, the situation of BSNL will more worsened.

Value addition to the landline services are required to keep the basis services. Lack of modems and EPBTs are also contributing heavily in the presence situation of BSNL.

He has pointed out that overall change in technology implementation , attitude, sale strategy, is the need of the hour.

Shri G.C. Manna, Sr. G.M. , Inspection Circle, Jabalpur expressed his gratitude for inviting him in the CWC open session. The telecommunication journal released by Inspection circle was presented to all the dignitaries on the Dias and also to all members present. He informed that the journal is released in two volumes and requested every one to subscribe the magazine so that all the technical / technological development and its knowledge can be passed to all and also through its newly designed website. He informed that all the publications are registered one.

He informed that as regards the quality of service, as mentioned by the GS, the quality of service of 114 places was analysed by the inspection circle and there is an overall improvement in the services and requested to keep the same trend.

Shri S.K. Bose, Sr. G.M., TTC, Jabalpur in his address expressed his gratitude to AIBSNLEA in conducting the CWC in the institution and giving the chance to the Organisation to host the CWC. He informed that there are very few PSU those kept the positive growth for a period of 9 to 10 years like BSNL and it is also a great achievement. He stated that "**leader is one and leadership is collected.**" In case the team is winning it is the victory of the team and failure is the responsible of the team leader.

He stated that we should focus and be dedicated to increase the revenue and stop worrying. BRBRAITT has designed a motivational course and the same will be imparted to around 2500 executives including top management.

He has opined that joint efforts and action can face any challenge and achieve the target. He also mentioned that all the efforts are to be synergised and requested every one to look back on the end of the every day about the efforts put and its result, so that improvement can be made wherever found necessary. He also informed that every stoppage / failure is an opportunity.

He opined that the leadership at BSNL CHQ level will look into the aspects of monetary aspects and proper utilisation of our assets and make it a

profitable assets and can make the BSNL financially viable.

He informed that BRBRAITT has designed and commenced imparting multiple number of courses for the outsiders.

He personally opined that ITS alone cannot do anything and all have to join hand together and assured all the support of endeavour in revising the BSNL.

Shri Prabhash Singh G.M. (A), Jabalpur in his addressed stated that on behalf of CGM Jabalpur informed that CGM was very much interested in attending the meeting but, due to ill health condition could not attend the meeting and regretted for the same.

He is informed that MP circle is handling and settling all the issues of its employees as a family matter whatever may be the issue.

MP circle as initiated many of the issues taken up to improve the service by monitoring the uptime (instead of down time), which has made tremendous improvement in the traffic, identify the customers based on the revenue and extend services in different manner including suggestions to reduce their expenditure by suggested ECS / Online discounts. Formation of Core group to identify the availability of VAS services to the customers.

He informed that due to the initiatives taken by the management, many SSAs have now started making profit.

He informed that new NTP will boost the services by way of giving 100 MBPS speed for broadband and suggested that land line services are to be strengthened by way of dispensing drop wires, using new technology cables.

He has expressed sincere thanks for giving the opportunity to host the CWC in MP Circle and for giving him a chance to address the gathering.

Shri Jitendra Vyas G.M. in his speech stated that many of us are seeing that what we get from others, instead looking that what we are giving. He further mentioned that de-centralisation of necessary powers are required to satisfy the customers at all levels right from counter staff. He stated that self analyzation is must and we have to learn to give the same what we expect from others. He expressed his sincere gratitude for inviting him for the function and giving an opportunity to address the gathering.

Shri Neeraj Verma, Sr.GM (Trg.). BSNL Corporate Office, New Delhi in his address expressed his gratitude to become the part of the event and to be a

representative of BSNL corporate office. He stated that Director (HR) and CMD were very much keen to attend the function and address the gathering. He has informed that all the issued presented in the session will be submitted to the concerned Sr. officers in the corporate office for its settlement.

He has informed that the association like AIBSNLEA is very much important for the BSNL and it needs tremendous co-ordination and the BSNL corporation is very well aware that the AIBSNLEA is discharging the distant responsibility and value all of you.

He stated that when an Assn. like AIBSNLEA having members of about 30000 itself is like an organisation and the head of the AIBSNLEA is equivalent. BSNL C.O. will not hesitate to say that participation of each member is extreme important for the survival of the organisation.

He stated that like in our personal life, ups and downs are avoidable in the organisations and BSNL is not an exception to it. There is no need to get panic with the present situation of BSNL and this phase will pass very smoothly and BSNL will grow. He opined that since the charity to be started from our home, we have to start change ourselves and improvement is definitely come.

He informed that since BSNL has made out of the Govt. system not having experience of competition is one of the reason for the present scenario. He opined that New NTP has good potential for BSNL to improve.

He read out the message of Director (HR), New Delhi. In the message Director (HR) stated the future of BSNL will depend largely on how its human resources faces the stiff challenges being faced by the organisation. He also stated that the well being of all of us depends upon the growth and prosperity of the BSNL. AIBSNLEA has a significant role to play in this regard by providing inspiration to its members to keep the organisational interest uppermost in their deliberation.s

In the message of CMD, it was mentioned that CMD apologised for not attending the session in person. CMD stated that the accounts of the company has been finalised and 6384 crore loss is posted which is three time more of 2009-10. It is a matter of concern and lot of effort needs to be put to come out of present situation. 25% revenue has to be increased as compared to previous year. Only 26.6% of the target assigned is achieved so far. He stated that wired line services are to be focused along with other services. Personalised services are to be given to the customers. The unproductive

expenditure to be reduced and requested for whole hearted support of AIBSNLEA and requested to make arrangement to face any situation and manage the services in case of ITS do not get absorbed in BSNL. CMD, BSNL has conveyed his best wishes for the Diwali.

Com Amit Gupta, OS (S), Kolkatta expressed vote of thanks to one and all. In his speech mentioned that lack of professional guidance for marketing the services which make the businessman successful.

G.S. while summing up the reports of the C.S. informed that : Since the modification of transfer policy is under consideration, orders can be issued for around 80 -85 A.Os within next few days.

The case of stopping the foreign training to the Sr. officers of BSNL ready taken up with the BSNL management based on the DPE guidelines that loss making PSUs should stop deputing officers on foreign training. However, the case will be taken up again.

Kolkatta Circle : the issue of harassment of casual labourers is a matter great concern to the organisation, the case has already been taken up with the Director (HR) and he is fully aware of the fact the he is also very much concerned with the situation, as these casual labourers are having the support of political parties.

GS further informed that in many cases, these casual labourers were appointed by the our members and more stress on the issue may invite disciplinary action against our members. However, legal opinion will be sought in this regard to handle the situation.

GS informed that there is no need to revert any officiating officers on the day of retirement and they can retire as officiating officer which were being done in the case of DoT also.

Formation of JAC and its functions, G.S. requested all the Circle / Branch secretaries to inform the incidents of non-co-operation of constituent associations, so that the matter can be discussed with the members of the central JAC during its meeting. Whatever circle have given the details in the meeting, the same will be taken up with central JAC in the next meeting.

The case of Madhusudanan has already taken up and it is already available with BSNL HQ website and AIBSNLEA website.

GS stated that it is matter of fact that while conducting organisational activities, the participation of

members from Corporate office is much less in all cases irrespective of the JAC constituents.

As regards the shortage of JAOs, recently about 120 JAOs are posted and there is a shortage in all the circles.

GS further stated that the one day strike proposed was postponed to include the NFTE in the agitation programme accordingly JAC has decided to go on one day strike on 15.11.2011. Almost all the associations, except FNTTO will participate in the struggle.

Karnataka – There is already 41 officers have been transferred and posted to other circles from Karnataka and they should be given preference to come back while issuing further promotion order. Chances of issuing further sanction by BSNL HQ is also remote and requested the comrades to join the circle on posting.

Kerala and Andhra, Odissa circles are profit making circles and appreciable.

Kerala – individual cases referred will be taken up with the BSNL HQ.

Maharashtra circle – is the highest circle of AIBSNLEA as regards the membership is concerned. The seniority problem of Telecom Factory will be taken up.

Inspection Circle – Merging of inspection circle with Bhopal circle is not permissible as per the constitution of the association and it needs amendment of constitution which can be made in the AIC. Hence the status should be continued till the amendment to the constitution is made in the next AIC.

Odissa circle – tenure transfer cases the views have already been submitted to the BSNL management and the decision is awaited.

Rajasthan Circle - as per the constitution of AIBSNLEA, branches have to remit the CHQ quota directly to the CHQ. Circle Secretary is requested to monitor the branch and direct the branches and ensure that the branch remit the CHQ.

Wherever the hard station is declared by the Corp. office persons can serve in the station and get benefit of choice of posting. As per the Director (HR), till the modification in the transfer policy is modified no modification /amendment will be made in any case for which suggestions have already been submitted by both AIBSNLEA and SNEA. Hence requested all the members to wait for the time being.

Transfer order from the Corporate office is issued on need basis at any time during the year and

particular period cannot be stipulated for issue of transfer orders.

TTAs officiating as JTO are the members of the AIBSNLEA and our association is pleading the case of those JTOs at all level. In spite of agreeing in the meeting, CGM Rajasthan is not issuing the orders for officiating. Hence, C.S., Rajasthan is advised to pursue with the Circle Administration and get the order issued and safeguard the interest of the members.

W.B. Circle – Sikkim has already been declared as Tenure and it is for the W.B. circle to delete the names of the officers coming from Sikkim. It was informed that the format circulated is in order and Circle Secretaries have to submit the membership details in the said format.

Prior to DOP&T notification 3.3.2008, the year of recruitment is the criteria for seniority. Clarification sought by the DoT from the DOP & T is awaited and also the case is in the Chennai court, which has been stayed presently and final judgement is awaited.

If required, C.S. W.B. can accompany the G.S. to Corporate office to discuss the issue with BSNL Corporate Office officers.

Appreciated the OS (S) in comprising and giving the membership figure within his jurisdiction and requested other OSs to submit the similar report in the next meeting.

As pointed out by the OS (W), all circles were requested to update the websites which will uplift the image of the Circle organisation.

CWC has conveyed its approval for merging of ERP unit of BSNL at Ghaziabad with ALTTC Ghaziabad after holding a combined General Body in the presence of the G.S.

General Secretary informed that all the issues raised by various circle secretaries are already included in the report of the General Secretary and the same will be discussed in detail while presenting the G.S. report.

General Secretary appreciated the efforts made by the AGS (GD), Com. Nair in achieving the restoration of residency period in the case of P.A/P.S.

The report of the General Secretary was read out and the same was discussed in detail and the following were decided.

In order to assess the actual membership, all the Circle Secretaries will have to forward the

membership details to the email address of the G.S. by 30.10.11.

Printing out Diary, all the circle secretaries have to assess the requirement and inform the required quantity of diaries by 31.10.2011, so that action can be initiated to print the diary and supply can be effected before 1.1.2012.

Based on the cost analysis it was decided to print the journal on monthly basis as was being done earlier.

All the advisors are requested to take and suggest the remedial initiatives and actions to reduce the expenditure and increase the revenue collection in the circles within their jurisdiction.

20.10.11

HR issues :

#### **CHQ office bearers meeting at New Delhi :**

GS informed that the CHQ officers meetings was held on 9<sup>th</sup> & 10<sup>th</sup> March 2011 to discuss the outcome of AIC. In the said meeting it was felt that the time is not proper to call for an agitational programme where the response of the members may be poor. It was also discussed and decided to make an atmosphere and awareness amongst the executives and accordingly the customer delight month of May 2011 was organised which has a tremendous result.

It was also decided to propose the proposal customer delight month through JAC and accordingly the same was implemented.

#### **Implementation of executive promotion policy in BSNL.**

GS informed that the shortfall of the EPP is already taken up with BSNL management and the management is not willing to accept the time bound based promotion equal to post based promotions. Since the case is in the court, management may go on appeal. AIBSNLEA do not wish to be a party in the case and if house approved we can become the party. In case we become the party to the court case, the same may affect our relation with management as, the BSNL CO has decided not to give officiating promotion until the outcome of court case at Punjab is received.

GS informed that as per the decisions of BSNL CO there is a bench mark was finalised. Now as per the new APAR form there is a provision of mark and the affected executives have the provision to represent against the mark given to him in the APAR. AIBSNLEA have already proposed not to change the bench mark in the EPP due the reason that if changes proposed it may have the adverse effect and the BSNL management may change the bench mark

against the interest of our members. Hence the present status will continue.

As regards the regular promotion against the adhoc promotions, GS informed that the adhoc promotion orders are issued due to the request of the association against the outside quota, if we take up to remove adhoc, our executives may not get promotion.

As regards the applicability of ACP to the executives of Civil / Electrical in between 1.4.2004 and 1.10.2006, it was clarified by the GS that the issue was already taken up with the BSNL Management and it requires amendment to the EPP which the BSNL management is not willing to carry out at this juncture. This is due to the reason that it requires the approval of the administrative ministry and as per the decision of the BSNL during its formation, the Govt. promotion schemes viz. ACP, etc. will continue till BSNL makes its own promotion policy. Accordingly, BSNL has issued its EPP which is effective from 1.4.2004.

As per the RR of SDE Civil there are 1381 vacancies. However, when the matter of vacancies of SDE Civil was discussed with PGM (BW), there is only 52 vacancy of SDE Civil. The matter will be once again discussed with PGM (BW) and the documents justifying the 52 vacancies will be collected and scrutinised.

As and when the exams are notified the no. of vacancies are also notified. However, the difference is due to various court cases.

As per the DoP&T, the calendar of DPCs is already available. But, due to the multiple court case through out the country, the very purpose of such calendars are defeated. Due to the stay order on the DPCs, the calendars are not serving any purpose. DPC to JAO to AO could not be conducted due to the delay of AO to CAO DPC. The promotion granted was already against the 50% vacancies of MT quota for which the approval of PERS cell is awaited. The AO to CAO DPC is delayed due to the delay in getting the permission from PERS. Cell. The case is already put to the case to get post facto approval. A getting clearance from PERS cell to fill up the vacancies of 479 CAO posts against the MT quota. The approval is awaited shortly and the DPC will be conducted in due course.

JAO gradation list has already been published and DPC will be conducted after completion of AO to CAO DPC.

DE (ad hoc) promotion, DPC has already been initiated and APARs have already been called for.

#### **ITS ABSORPTION :**

It was stated by the G.S. that we are making sincere efforts individually as well as through JAC and based on our persuasion, deemed deputation from Govt department to PSU beyond 5 years are to be decided by the Admn. Ministry. In case of administrative ministry failure to formulate the method, 2 more years can be extended as per the direction of the DoP&T. In spite of writing to various authorities with the DoP&T order, the same was not happening. The case has gone to Hon. Cat Principal bench has given clear judgement. Based on the judgement of Pr. Bench of CAT, the opinion of DoP&T and law ministry was obtained. No clearance is received from these ministry about the filing of appeal against the decision of the Bench. Secy. DoT, was represented with the method, He has informed that the case need not be put up to cabinet again as the case has already been decided earlier by the cabinet. Based on the cabinet approval the process has been initiated and option has been called. Now ITS assn has written to Secy. DoT that they do not want to get absorbed in BSNL and they are ready to go to DoT.

There were some rumours that the process of absorption may not take place and ITS may again get deputation. Accordingly Secy(T) DoT was met and he has been informed that Govt. in any way do not want the ITS absorption issue to continue in BSNL and MTNL any more. The opinion of our association was called for in this regard by the Secy(T) DoT. There are about 1400 ITS officers. Some of the officers are interested to exercise the option in BSNL and due to the pressure from the ITS assn. they are afraid to give option to BSNL.

Secy(T), DoT requested to take care of the organisation. We have explained that more than 300 Group A officers in the JAG/SAG/HAG and officers are available. 3000 STS regularly promoted officers entitled to get JAG posts. These posts can be filled up and the system can be managed. Very few about 150 SAG/HAG level officers only is the need to manage the policy / decision making efforts.

It is expected that there may be some problem for a period of 6 month or so, but can have our own officers to lead the organisation.

The case filed by the ITS is rejected and ITS association could not get any stay on the absorption.

The method to manage the services, etc. was asked and more productivity and responsibility will have to

be shouldered by the officers. Some SSAs may be down graded to GM / DGM levels. We have informed that we are firm that we can manage the organisation without the ITS officers.

In case any ITS officer wants to exercise the option to BSNL and the ITS association do not allow them, the DoT will extend full support to such officers and action will be taken against the erring ITS officers. BSNL management has submitted proposal to allow the ITS officers to continue on deputation / foreign service. This was rejected by the DoT.

The ITS association have requested all the members to submit the option in favour of DoT before the cut of date enmass. However, the members did not adhere to the call of the association till date.

At present there is tremendous pressure on BSNL management by the Admn. Ministry and requested to submit the contingency plan.

In case the ITS is not get absorbed, BSNL is ready to recruit the Senior officers from the open market and the R.R. for the recruitment of SAG level officers are being finalised by the BSNL management.

In case of any efforts by the ITS officers to damage, then army will be deployed to handle the situation. BSNL management has already started the process of collecting the names and address of the retired ITS and STS officers to manage the services as a part of contingency plan.

After prolonged discussion and the above briefing, the CWC has passed the following:-

CWC of AIBSNLEA held at Jabalpur (MP) on 19.10.2011 and 20.10.2011 appreciated the action of DOT to reinstate ITS officers absorption in BSNL/ MTNL, strongly demand to end the deemed deputation/deputation or foreign service in BSNL any further. In case ITS officers' donot exercise option for BSNL, the absorbed executives of numbering about 300 of Gr.A level and 3000 regular STS level will own responsibility of BSNL's telecom operation and maintenance effectively without any interruption in case they are given responsibility. In a phased manner, the existing executives may be promoted to JAG/SAG/HAG level executives in BSNL for the future requirement".

#### **VRS :**

It was stated by the G.S. that in the larger interest of the employees as well as the interest of the organisation as a responsible trade union organisation which may differ from person to person on individual capacity, it is to be seen that VRS is already available as on today and many of our

colleagues required to take VRS under personal reasons.

Management is of the view that BSNL is spending more than 45% of revenue towards wage bill and not able to make profit and hence proposed the VRS based on the Sam G. Pitroda Committee / Govt. report.

VRS alone is not the issue and the same is linked with the dis-investment. In case the VRS is allowed BSNL may need fund of more than 21000 cr. The financial position of the BSNL is less than 1000 crore in its reserve fund.

Now the BSNL management has taken a decision for VRS for 1 lakh employees, the proposal from the DoT may go to the Financial Ministry and the support of the Govt. / PMO may get for the VRS, as the proposal is initiated by Sam G Pitroda Committee recommendations.

Secretary Telecom categorically mentioned that BSNL is a Govt. PSU and if Govt. desires to bring VRS in BSNL, it is responsibility of the Govt. of provide fund to meet the requirement.

The VRS proposal is submitted based on the suggestion of the Admn. Ministry/ Govt.

As an association, due to various reasons, no association / trade union can support the VRS. In case the number is less than 1 lakh it may convert to CRS to achieve 1 Lakh. In case of reduction of one lakh employees, the pressure on the remaining employees will also to be seen and the outsourcing will take place more for that also funds are required.

The interest of the people remaining in the organisation will have to be protected. Only 20 to 25 % of the employees taken VRS have comfortable retired life as per the study compared to other PSUs, as many are not able to settle in the life with the VRS amount. Later on the VRS employees will start blaming the association.

Association cannot allow either the VRS employees, remaining employees, organisation and allow the outsourcing.

Based on all the above aspects, the JAC has decided to oppose the VRS. FNTD has decided not to support any of the action of the JAC at any level. NFTE – BSNL may support the JAC decision.

Now the one day strike has been proposed and postponed to 15.11.2011, wherein we have to educate the people.

In case the VRS is introduced with the support of finance from the Administrative Ministry / Govt. the same is going to affect the organisation as a whole in many ways.

After lot of deliberations hours together and hearing the opinion of each and every circle secretaries, CHQ office bearers, advisors, etc. considering the relationship and interactions with the sister associations and JAC, feed back received out of the discussions, the further course of actions with the taken up with JAC.

As regards the strike call on 15.11.11, VRS is only one of the demand along with other issues of HR including policy related issues viz. compensation, pension contribution, re-imburement of license fee, etc.

**As regards the VRS is concerned, it may not be appropriate to create a feeling that the Association is in favour of the VRS at this juncture at any level of the association.**

**Considering the facts and circumstances of the circle / branch level, action will be taken by the secretaries of Circle / Branch while call is given under the JAC for organisational activities.**

**In the prevailing circumstances, where ITS absorption process is in the final stage, and in case they do not opt the BSNL, contingency plan will be implemented based on which, a request will be made to the JAC to discuss and review its decision to continue with the strike call on 15.11.11 and JAC will be requested to defer the strike accordingly.**

Com Ravindranath, AGS (Finance) presented the un-audited receipt and payment accounts for the period 1.1.2010 to 31.12.2010, balance sheet as on 31.12.2010 and also as on 30.09.2011 along with income and expenditure for the period ended as on 30.09.2011.

The same was discussed in detail and clarification sought by the CWC has been given by the FS. Since the account has not been audited due to the reason that the auditor was not appointed in the last CWC / AIC. Accordingly CWC has unanimously appointed Com. Jairam from A.P. Circle and the R&P account, Balance Sheet and Income and Expenditure will be presented in the next CWC for approval.

**Winding up of constituent associations:** President Com. P. Venugopal informed that he being the chairman of the committee form the purpose of acquiring the assets of the constituent associations, information about the movable and immovable assets of various circles were received.

Only Kolkatta telephones have come forwarded and transferred the assets to Kolkatta Telephone and West Bengal Circle. Chennai Telephones in its General Body meeting has taken a decision to hand over the assets to Chennai Telephone Circle and CHQ of AIBSNLEA equally. Other circles have not taken any decision in this regard.

Com Prahlad Rai, G.S. explained the efforts taken to get the transfer of TESA CHQ and the assets available in various circles, which has not fruitful result.

It was decided by the CWC that before seeking legal action with AFSOA constituent, we may once again approach the Ex. G.S. of AFSOA, as he is in constant touch with the AIBSNLEA and is a well wisher of the association and also is easily approachable. As far as the AFSOA is concerned, we will write and wait till 31.12.2011.

As far as TESA CHQ property is concerned, Com. B.S. Reddy and Com. C M Sasthe will talk to the erstwhile General Secretary of TESA and Com. P. Venugopal president and Com. Venkatarao from A.P. will negotiate with the erstwhile General Secretary of AFSOA upto 31.12.2011. If the talks are failed, Legal action will be initiated after 1.1.2012.

It was proposed to hold the next CWC at Kerala / Gujarat.

After detailed discussions, deliberations and clarifications the report of the General Secretary was unanimously approved. CWC passed resolutions on various important HR issues and organisational issues also.

A resolution was passed by the CWC appreciated the Circle bodies of M.P. Circle and BRBRAITT, Jabalpur for wonderful arrangement of transportation, stay and food, etc.

Meeting concluded at 20.00 Hrs on 20.10.2011 with vote of thanks to the chair and national anthem.

## Wedding Bells

- Shri Anwar Khan, AGM, BSNL C.O., New Delhi celebrated marriage of his daughter Dr. SANA with Dr. Vasim on dated 29<sup>th</sup> October'2011.
- Shri B.L. Bairwa, DM, BSNL C.O., New Delhi celebrated marriage of his son Sh. Chander Shekhar with Ms. Shikha on dated 06<sup>th</sup> Nov.'2011.

## AIBSNLEA WRITES

1. Execution of Infrastructure Development works of Central Government Ministry's/ Departments under Rule 126 of GFR 2005 – reg.

We would like to draw your kind attention to the execution of works as per the amended Rule 126 of General Financial Rules(GFR) 2005 (copy available at website <http://www.finmin.nic.in>) which stipulates eligibility conditions of agencies for execution of works of any Ministry or Department of the Government of India.

1. It is learnt that Sardar Vallabhabhai Patel National Police Academy (SVPNPA), Hyderabad a Unit under Ministry of Home Affairs has allotted two construction works costing about Rs. 8 crores to BSNL. The allotment was made **on merit** after four rounds of stiff competition of conceptual design and drawings involving three other agencies i.e. CPWD, NBCC and TCIL. Similarly, NIPHM, Hyderabad a Unit under Ministry of Agriculture has also allotted one Construction work costing about Rs 3.5crores to BSNL.

2. The cases of allotment of above works to BSNL were sent to Ministry of Urban Development (MoUD) for seeking consultation under Rule 126(3) of GFR 2005. It is further learnt that MoUD vide Letter No. Dy No.703/WR/2011-W.3 dated 26.8.2011 has advised the concerned Ministry's to consider to assign the above works to NBCC on the grounds that core competence of BSNL is telecom services while that of NBCC is civil works.

3. MoUD has the role of a consultation authority only under Rule 126(3) of GFR 2005, i.e, MoUD needs to evaluate the financial strength and technical competence of the proposed executing organization and also check the adherence to authorized norms/ scales of accommodation and use of appropriate CPWD procedures etc., It is also learnt that MoUD is not vested with any authority of rendering the said advice of assigning the above works to NBCC under Rule126(3) of GFR 2005.

4. The advice to assign the above works to NBCC is against the spirit of competition in allotment of works, since BSNL was allotted the works of SVPNPA, Hyderabad on merit in a stiff competition which involved three other agencies including NBCC.

5. It is also to intimate that BSNL Civil Wing (erstwhile P&T civil wing of DOT) has executed more than 50,000 buildings like administrative buildings, technical bldgs, staff quarters, training centres etc. in the last 47years. It has more than 4000 highly qualified and experienced professionals like

Architects, Civil Engineers and Electrical Engineers etc many of whom were recruited through the prestigious Engineering Services Exam conducted by UPSC. BSNL has core competence in execution of all types of Civil works and this includes competence in execution of cable works, communication towers etc., also.

The manpower availability of BSNL at Hyderabad is much more than the manpower availability of NBCC at Hyderabad.

6. BSNL is a Central PSU setup for execution of civil and electrical works(the Memorandum of Association and Articles of Association of BSNL is available at website <http://www.bsnl.co.in>). It is learnt that BSNL is thus eligible to execute works of other Government Ministry's/Departments Under Rule126(2) **without seeking consultation of MoUD.**

A favorable clarification on this issue by MoUD would greatly reduce unwarranted delay in the project planning stages for Government, when works are allotted to BSNL Civil Wing. Moreover redundant paper work which taxes valuable Human Resources of MoUD would also be obviated.

7. Due to liberalization of economy, BSNL Civil wing with about 4000 professionals has a vast spare capacity. By entrusting major civil works this valuable human resources can be effeciently utilized for raising productivity of the organization and the country.

8. Considering all the above your kind intervention is solicited so that the matter is taken up at appropriate level arranging for (a) Immediate review of the earlier advice of MoUD, so that the technical work already put in by BSNL Civil wing in the above works can be effectively used by Govt. of India without wastage.

(b) A clarification on the issue raised at Sl.No.(6) above from MoUD.

Urgent corrective action is solicited please.

Copy endorsed to Shri Kapil Sibbal, Hon'ble MoC&IT, Govt. of India, New Delhi, Shri Kamal Nath, Hon'ble Union Minister for Urban Development, Nirman Bhawan, New Delhi for kind intervention in the matter please, Shri Sachin Pilot, Hon'ble Minister of State for Communications, Sanchar Bhawan, New Delhi for kind intervention in the matter please. Shri R. Chandrashekhar, Secretary, Ministry of Communications & IT, Sanchar Bhawan, New Delhi for kind intervention in the matter please, The Secretary, Ministry of Urban Development, Nirman Bhawan, New Delhi for kind necessary action in the

matter please and The Additional secretary, Ministry of Urban Development, Nlrman Bhawan, New Delhi for kind necessary action in the matter please.

No.:AIBSNLEA/CHQ/CMD/2011-12 Dtd 30.09.2011  
(Addressed to Shri R.K.Upadhyay, CMD, BSNL, New Delhi - 110001.)

**2. Revision and Extension of Option benefits to internal officials selected against DR. JTO quota who have applied through proper channel-Clarifications reg.**

REF:1)BSNL CO Personnel-IV Section Lr. No:5-31/2001-Pers-IV Dated 23rd June,2010. 2)BSNL CO LR NO:37-PAT (BSNL) DATED 18-05-2011 3)BSNL CO LR. NO: 1-49/2010-PAT (BSNL) DATED 23-12-2010.

With reference to above cited letter under reference, this is to bring to your kind notice that, to the letter cited under Ref (1) above wherein Clarifications/decisions were conveyed to the field units regarding Extension of benefits to the internal candidates (BSNL recruited or absorbed) who have been selected against DR.JTO quota and have applied through proper channel in the Competitive Examinations conducted by BSNL in the years 2001 onwards. In spite of clear instructions on the subject still unnecessary clarifications are sought regarding Pay fixation, Benefit of Past Service and carry forwarding Leave accounts. In this regard, I wish to reproduce the clarification issued vide para no:4 of letter cited under Ref (1) which reads as follows. **“The Officials as DR. JTO are entitled for benefits of past service, if otherwise admissible under rules, for fixation of pay in the post of DR.JTO, treating the resignation as technical formality. The Pay is fixed under FR 27. The leave will be carried forward.”**

As per Government of India orders Ministry of Finance OM No. F.10(2)-Estt..III/55 15th February 1955 Delegation of powers and conditions for grant of higher initial pay have been notified Which reads as follows “Under the existing rules and orders the Ministries of the Government of India and other authorities concerned have full discretion of granting advance increments under the provisions of Fundamental Rule 27 in respect of appointments to these posts, whether temporary or permanent, which they are empowered to create. In the case of initial appointments to Government Service made to a post created with the concurrence of the Ministry of Finance, the Administrative Ministry concerned may, subject to the conditions mentioned below, grant at their discretion a higher initial pay not exceeding five

stages/increments in the scale of pay applicable to the post. (a) The stage of higher initial pay, where considered justifiable, should be fixed having regard to the candidate’s age, previous experience, qualifications and emoluments last drawn etc.,

(b) The reason for the grant of higher initial pay should be recorded fully on the file at the time of its sanction.” Further as per the letter cited under Ref (2) para (2) reads as follows **“the matter has been examined in consultation with BSNL Finance and accordingly, it is clarified that the Non-executives, who got promotion/financial up-gradation under ACP Scheme from Nonexecutive grade to Executive grade between the period 1.1.2007 i.e. the date of revision of IDA pay scales and 7.5.2010 i.e. the date of issuance of Office Order No.1-16/2010 PAT(BSNL) may be allowed to exercise of option for fixation of pay in the revised pay from the date of their promotion /financial up-gradation under ACP Scheme.”**

From the above it is clear that the internal candidates (Departmental outsiders), selected against DR.JTO Quota, who got promoted between the period from 01-01-2007 and 07-05-2010 the date of issuance of Office order No.1-16/2010 PAT (BSNL) are also eligible for exercising option for Fixation of Pay in the revised pay from the date of their promotion/financial upgradation.”

As per Ministry of Finance and Department of Expenditure Lr. No. F.No.7/14/2010-E. III

(A) dated @ New Delhi, the 5th July, 2010, the subject matter of which is Revision of option exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008 and the same was endorsed (cited under Ref (3)) vide BSNL CO. Lr.No: 1-49/2010-PAT (BSNL) dated 23-12-2010 (CIRCULAR NO:20). This order permits the employees to revise their option upto 31-12-2010, if it is more beneficial to them. But BSNL extends this option only to non-absorbed employees who are working in BSNL on deemed deputation basis.

Hence in the light of the above it is apparent on the very face of it, officials could not be restricted to exercise their option only up-to the date of notification of Non executive pay scale. As in the case of non-absorbed employees in BSNL they should be allowed two years period from 07-05-2010 i.e. upto 31-12-2012. If it could not be acceded to they should be allowed to exercise/revise their option upto 31-12-2010. We therefore request you to kindly allow the internal officials (Departmental outsiders) selected against DR. JTO Quota and who have applied through proper channel , may be allowed to

exercise any one of the options based on the letters dated 23-06-2010 or 18-05-2011 whichever is beneficial to them. Further they may also be allowed to Revise/Exercise option as per Lr. Dated 23-12-2010 cited under Ref (3) as in the case of non-absorbed employees.

No.AIBSNLEA/CHQ/GM(Estt)/10-11 Dtd:23.09.2011  
(Addressed to The GM(Estt), BSNL CO, New Delhi.)

### **3. Case of regularization of qualified and trained TTAs now officiating as JTOs.**

**Ref:- 1) No. AIBSNLEA/CHQ/CMD/2010 dt.17-2-2010.**

**2) No. AIBSNLEA/CHQ/CMD/2010 dt 23-4-2010.**

**3) No. AIBSNLEA/CHQ/CMD/2010 dt 9-8-2010**

**4) No. AIBSNLEA/CHQ/CMD/2010 dt.25-5-2011.**

In continuation of our letters cited above under reference, it is constraint to bring to your kind notice that the issue regularisation of qualified and trained TTAs now officiating as JTOs not been settled. The qualified and trained TTAs officiating as JTOs in various circles continuously for the past several years. These officials stand qualified as JTOs, passing the Screening Test conducted in the year 1999/2000 under JTO Recruitment Rule 1996. No protection was given in the JTO Recruitment Rules-2001, to accommodate TTAs who have already qualified in accordance with the previous RR. A good number of officials qualified as per JTO RR –1996 were given the required pre-appointment training and they are now officiating in the cadre of JTO in various parts of the country **for the past six or more years without getting regularized as JTOs, only because of the administrative lapses on the part of BSNL.**

They are presently officiating as JTO since the year 2005 after completing the training to the post JTO. These officials are being denied the regular promotion for last 10 years. The total of such qualified officials were approximately 6000. Out of this, 3500 were regularized by diverting vacancies from unfilled DR quota initially and by creating equal number of supernumerary posts later, based on an order passed by the Hon'ble High Court at Chandigarh). **Another 2500 are still in wait list.** The officials are on wait list for last 10 years. The present situation and fate of these Officiating JTOs, consequent to the orders of Hon. High Court of Punjab & Haryana in CWP No.5608 / 2007 and the stand of BSNL management thereafter. (It is to be noted that, the court did not allow the petitioner's prayer " to quash the waiting list of 3338 candidates for promotion as JTOs against 35% quota prepared in pursuance of the screening test held on 23-4-2000." The court also did not consider the petitioners second prayer

for issuing a writ of mandamus directing the BSNL to hold the departmental competitive examination for promotion as JTO afresh) . But, the above said writ petition was disposed of with a direction to BSNL to **"restore the posts already diverted from direct recruitment quota to 35% departmental quota, as stated by BSNL in its written statement submitted in the court."** Pursuant to the court order, the management committee of BSNL Board immediately rediverted the 3500 JTO posts back to DR quota and ordered to stop further diversion. Also ordered creation of 3500 supernumerary posts of JTOs to adjust those officials who have already been promoted, as a special measure. **The fate of remaining 2500 officials who are equally qualified and eligible for posting as JTOs, is not clarified or mentioned by the management committee of BSNL Board so far.**

Vide, item No.3- decision of the Management committee( No.3-9/2007-pers-IV dated 11-11- 2008 of Corporate Office) , BSNL wants to ensure that the promotional aspects of those officials who are eligible for consideration under the Recruitment rules of JTOs-2001 are not diminished in any manner. The Company is very much concerned about this group (Petitioners of the said CWP).

**But the fate of those eligible for consideration under the Recruitment Rule-1996, is not discussed anywhere. We have apprehension that, the BSNL authorities could not properly contest the above Civil Writ Petition in the High Court of Punjab and Haryana in the true interest of the Company.**

A good number of TTAs were qualified in the screening test conducted in April 2000, under the JTO Recruitment Rule 1996. This was the first and only one such test conducted under JTO RR –1996. This is the only channel of promotion extended to TTAs under the 1996 RR. There exists a policy decision of the Management Committee of BSNL Board held on 30-3-2001 for diverting sufficient posts of JTOs from 11326 numbers of unfilled DR quota prior to year 2000 to the 35% departmental quota for absorbing those who qualified as per 1996 RR. This was based on the settlement arrived at between the recognized trade unions and the

company. It is an admitted fact that, the petitioners of the said CWP No.5608 / 2007 have no entitlement for the diverted DR posts which remained unfilled between 1996 and 1999. It is also to be noted that, no time- frame was stipulated by any body to restore the diverted posts. These facts were not properly brought to the notice of the Hon. High Court by the company and hence the Writ petition was disposed of with an order which only did harm to those

qualified TTAs/ officiating JTOs waiting for regular JTO posting as per 1996 RR. Even the original petitioners are not benefited, apart from the fact that certain hurdles could be created unnecessarily.

In this context, we earnestly demanded that a detailed inquiry should be conducted to investigate whether any sort of collusion at any stage occurred in the matter of handling of this court case. We have reasons to believe that, an inert attitude/ colluding activities on the part of some higher level officers in BSNL might have resulted in the failure of BSNL 's case in the High Court of Punjab & Haryana. Three writ petitions on the same matter (similar cases) with the same prayers, filed by staff in Kerala state, were dismissed by the Hon. High Court of Kerala. We also demand to bestow all efforts to give posting to all qualified candidates, the majority of whom are doing the job of JTOs in the officiating capacity for the last several years. However, a communication has been issued from the corporate office by the AGM (Pers-IV) vide letter No.3-9/2007/Pers-IV(Pt) dated 26-3-2010, which states that, the case is linked with RA No.148/2009 in CWP No.5608/2007 in High Court of Punjab and Haryana and the matter is sub-judice and no action can be taken in this regard.

Immediately we informed BSNL that, the contents of the above letter issued by the AGM (Pers-IV) was incorrect and misguiding with regard to the matter of one-time up-gradation of qualified TTAs as JTOs. No court of law has ever issued any order barring BSNL from upgradation of posts or amendment of RRs etc. The suggestions put forward by this Association and the trade union, BSNLEU, in the matter of regularization, were not against standing orders of any of the court of law in the country and the question of sub-judice does not arise, as nobody has challenged these suggestions in court of law. Once the matter is settled amicably, all the pending court cases will become in fruituous and will be withdrawn automatically. **If at all, any contempt of court petition remains pending in the court of law against CMD of BSNL in this matter, it is a result of colluding activities already done by certain group of officers in his own office having vested interests for obvious reasons. This is a matter that needs investigation by a top / independent vigilance group and the culprits in side should be booked. If the officers concerned in the corporate office had handled the case properly and judiciously by projecting the true interest of the company without favoring a particular influenced group, the question of a contempt of court against CMD would not have arisen on this account.**

Hence we demands in this matter as follows:-

1) Do the immediate needful to settle the matter amicably.

2) Now the contempt of court case pending in the High court of Haryana, against BSNL, is unnecessarily got postponed and dragged like any thing by the BSNL itself in collusion with the vested interest groups (opposite party) only to delay and deny justice to the qualified and officiating JTOs. (We are sure that the BSNL management can very well close this case immediately, by properly presenting it's legally valid stand that, it has got all powers to amend RR or to create supernumerary posts or to upgrade any number of posts as per requirement. It appears that, instead of upholding its powers, the company shows a tendency to yield unnecessarily before the illogical claims of a vested group as per a pre designed scenario prepared by somebody and thereby torpedo the legitimate and genuine demands raised by this association.).

3) Do away with the present inert attitude of the Company in the matter of regularization of qualified TTAs as JTOs. and complete the process in a time bound manner.

4) Convene a meeting of all concerned at appropriate level to arrive at a logical/ workable solution., either by amending the RR or by one time up-gradation of posts.

5) Do not permit anybody to manipulate things in favor of some vested interest groups.

6) Do not conduct any further promotion tests of any kind from Gr-C to JTO till all the qualified and trained group, officiating as JTOs for the past several years are fully regularized.

7) The suggestion given by us is economically viable as the up-gradation does not involve additional expenditure.

We therefore request you to kindly intervene in the matter and protect the future of 2500 qualified and officiating JTOs who have already proved their competency.

Copy endorsed to The Director (HR), BSNL, New Delhi.

*No.AIBSNLEA/CHQ/CMD/10-11 Dtd 19.09.2011 (Addressed to Shri R K Upadhyaya, The Chairman Cum Managing Director, BSNL, New Delhi.)*

**4.Reduction of one increment by the DOT Cell following post based promotion resulting in reduction in pensionary benefits, Ref- Jt CCA,o/o the CCA,West Bengal Circle, Kolkata letter No-CCA/WBC/PEN/TS/24- 05/P-03/11-12/31 Dated-2nd August, 2011.**

With reference to above subject under reference this is to being to your kind notice that,CCA unit of

West Bengal Circle reduced pensioner benefits of retired executive case of ShriDeo Narayana Singh Rtd DGM(F). Fact of the case:

1. Shri Deo Narayana Singh, Rtd. DGM(F), CGMTS, Koikatta, retired on superannuation on 31-05-2011 (A.N.) as DGM( Finance)/IFA from office of the CGM TelecomStores(BSNL), 3A, Chowringhee place Kolkata-700013,

2. That his last pay on the date of retirement as recorded in his service Book and as per final LPC was Rs 51470.00 accordingly his eligible pension should have been Rs 25735/- & thereby 40% commutation amount Rs 10294.00 and commuted value of pension Rs 10,12,189 & residual pension Rs 15441/-. CGMTS forwarded his pension case with above calculations to the CCA West Bengal.

3. That on perusal of sanction letter conveyed by Jt CCA West Bengal Circle office vide letter No CCA/WBC/PEN/TS/24-05/P-03/COM-03/11-12/89 dtd 30-05-11 He was surprised to see that his superannuation pension has been reduced to Rs 25250.00, commutation (40%) to Rs 10,100, commuted value of pension to Rs 9,93,113.00 & residual pension to Rs 15150/- .

4. It was gathered information from Accounts Enforcement sent to his office that one additional increment available under BSNL Time Bound/ Post based Executive Promotional policy has not been taken into accounts toward Pensionary benefit on the plea that there is no scope of granting an additional **increment beyond the maximum of Pay Scale**. This has resulted in reduction in last pay and consequently other pensionary benefits.

5. That he was promoted to the CAO grade on ad-hoc basis in Jharkhand Telecom Circle with effect from 04-7-2006. On the day of my promotion to the CAO grade he was already drawing pay of Rs 18700/- (maximum in the stage) in pay scale of Rs 14500-18700 due to up gradation of pay scale under Time Bound IDA scale up-gradation policy . As existing pay scale which he was drawing was the same as that of promoted post ,benefit of one increment in the current scale (Rs 14500-18700) was granted by the BSNL on promotion to CAO under the provisions contained under para 8-II(v) of BSNL HQ New Delhi O.M. No 400-61/2004-PersI/308 dtd 18-01-2007 (Which has approval of DOT also).

6. He has already intimated to the concerned Jt CCA that reduction of last pay and other pensionary benefits on above ground is not acceptable to me in the light of following pension rules/orders, clarification issued by the BSNL HQ from time to time and provisions under FR SR. i. Para 8-II(v) of BSNL HQ letter No.400-61/2004-PersI/308 dtd 18-

01-2007 (copy enclosed) which has the approval of DOT also states-"**where executive's pay scale is the same as that of promoted post ,benefit of one increment in the current scale of the executive shall be granted on promotion**", Further Such extra increment is not covered under any provisions of FR/SR.

ii. Further clarification vide sl No.10 of BSNL HQ letter NO. 400-29/2007-Pers-I dt 30-05-2007 re-iterates the same fact that **the benefit of one extra increment under the Executive Promotion policy will be granted to executives in case of ad-hoc or regular promotion ordered by the Corporate office,(copy enclosed)**

iii. Matter was further clarified by the BSNL HQ vide letter No.400-175/2007-Pers I dt 23-06-2009 that on post based promotion of an executive to the scale in which he is already upgraded under time bound scale upgradation only **one additional increment is to be added to the basic pay of the promoted officer in the current scale & in such cases DNI granted earlier will remain unaltered , (copy enclosed)** iv. In the BSNL HQ letter No.400-175/2007-Pers-I dt 19-

02-2010 this matter was made more crystal clear that **one additional increment with effect from the date of post based promotion has to be granted keeping DNI unchanged & this additional increment will count for Pensionary benefits etc ( copy enclosed) , v. As per BSNL HQ clarification issued vide No.400-147/2009-Pers-I dt 29-03- 2010 when an executive gets post based promotion in the same pay scale in which he has already got time bound scale upgradation benefit of one additional increment is to be granted with effect from the date of such post based promotion**

vi. It is needless to mention that those who reach maximum in the scale are also allowed STAGNATION INCREMENT subject to maximum of three though increment in such cases is allowed biannually.

vii. As per proviso under FR 22 (1) (a)(1) where a Government servant is, immediately before his promotion or appointment on regular basis in higher post, drawing **pay at the maximum** of the time-scale of the lower post, **his initial pay in the time- scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post held by him on regular basis by an amount equal to the last increment in the time-scale of the lower post or rupees one hundred ,whichever is more. Fixation under Time Bound Executive promotion policy is to made under al FR 22 (1)(a)(1) .One extra increment**

was given by the BSNL on adhoc promotion as per BSNL Time Bound post based Executive promotion policy .BSNL Pay upgradation scheme is different from other promotion schemes under FR/ SR as such both cannot be equated a. Rule 59(l) (b) (iii) of CCS Pension Rules, 1972 clearly provides that to verify the correctness of the emoluments drawn or to be drawn during the last ten months of service, **the Head of office** may verify the correctness of emoluments for the period of **twenty four months preceding the date of retirement** of a Govt servant **and not for any period prior to that date**. In my case additional increment pertains to July 2006 which is **59 months prior to date of my retirement**. Reduction of my basic pay as well other pensionary benefits by the DOT Cell as such does not appear to be in conformity with this rule as any modification of emoluments under this rule is **within the domain of the Head of office of the unit only** from which officer/official retires . PAO ( CCA) is supposed to authorize pensionary benefits based on calculation sheet sent by the Head of Office.

viii. Govt of India's Decision No.1 under CCS Pension Rules 61 further provides that one copy of **calculation sheet in Form 7 as certified by the Head of office and countersigned by the PAO( DOT Cell) should be sent to the to the pensioner along with the intimation of his having sent the PPO. Neither such countersinged calculation sheet nor calculation**

**sheet made by the DOT Cell has so far been supplied to me by the DOT cell** for my satisfaction. It has also not been intimated under which rule such reduction in pensionary benefits has been made by the DOT Cell. He has already intimated DOT Cell through my Head of Office with reasons and relevant documents that such reduction of pay and other pensionary benefits is not acceptable to me.

ix. From 1-1-2007 new IDA pay scales were introduced in BSNL. If any junior or senior to him who got promotion under same order and who was drawing maximum in CAO scale before 1-1-2007 joins CAO post on or after 1-1- 2007 **will get the benefit of additional increment** as there will be no stage of stagnation in new scale whereas DOT Cell has disallowed such additional increment to the officer like me who joined before 1-1-2007 & drawing CDA pay scale on the date of promotion to the CAO grade . In such situation officer joining in time may be penalized but those joining late may be awarded if such regulation is made any guideline.

x. *Allowing additional increment to those who reached maximum of stage or drawing beyond maximum of stage by virtue of any stagnation*

*increment(s) is not unique to me only in the BSNL . It is learnt that benefit of one extra increment is being allowed in other circles as well as BSNL HQ also.*

xi. BSNL HQ orders/clarification nowhere specifically mentions that benefit equivalent to one additional increment should not be allowed to those who have either reached maximum of scale or drawing beyond scale due to stagnation increment(s).

xii. From above provisions it is very clear that there is scope of adding one extra **increment beyond pay scale** also. Therefore interpretation of DOT cell to the effect that **"no scope of additional increment beyond maximum of scale"** is not in conformity with any existing orders/rules mentioned above.

We would, therefore request you to kindly give instructions to CCA Kolkatta to consider his pensionary benefits on the basis of calculations forwarded by his office in which pensionary benefits were based on his last basic pay of Rs 51470/-.

Copy endorsed to The DDG(Estb), DOT, N.D.

No.AIBSNLEA/CHQ/CMD/2010-11 Dtd 19.09.2011 (Addressed to, Shri S C Mishra, Member(S) Department of Telecom, Sanchar Bhawan 20,Ashoka Road. New Delhi-110001)

**5.Request for Revision and extending the date of Option for Pay Fixation (TO SWITCH OVER TO NEW PAY STRUCTURE)for those who got promotion and up-gradation from non-executive to Executive grade subsequent to 07.05.2010 –Reg**

REF : 1)AIBSNLEA/CHQ/CMD/2011 DATED 24.02.2011. 2)AIBSNLEA/CHQ/CMD/2010-11 DATED 15.06.2011.3)BSNL CO LR NO:1-37/2010-PAT (BSNL) DATED 18-05-20114)BSNL CO LR. NO: 1-49/2010-PAT (BSNL) DATED 23-12-2010. 5)BSNL CO LR NO:1-11/2009-PAT (BSNL) DATED, THE 31-03-2009.

**With reference to the above subject matter under references it is to bring to your kind notice and early settlement. As far as BSNL is concerned we are still following Central Government Rules, since we are not having a separate set of Rules with regard to Pay Fixation, Establishment, Leave and Pension. Further BSNO CO LR NO: 1-11/2009-PAT (BSNL) Dated, the 31-03-2009,[REF (5)] which deals with the subject matter of clarifications in the Revision of scales of pay of Board level and below Board level Executives of BSNL w.e.f. 01-01-2007 in which Para No. (5) which reads as follows.**

SL N O	QUERY	CLARIFICATIONS
5	Whether the executives who have been promoted to the higher grades of Executives or granted time bound up-gradation under Executive Promotion Policy on or after 1.1.2007 have any option to get their pay fixed from the date of promotion/date of up-gradation?	The executives can opt to get the revision of pay on 1.1.2007 or from the date of promotion after 1.1.2007 or from the date of increment in the existing scale.

The Revised IDA Pay scales of pay of Board level and below Board level Executives of BSNL was communicated vide BSNL CO LR NO:1-50/2008-PAT (BSNL) dated 05-03-2009. In the above said clarificatory order DATED 31-03-2009, [REF: (5) CITED ABOVE] Executives were allowed to exercise their option to get the revision of pay on 01-01-2007 (the date of effect from which revised IDA scales were implemented ) or from the date of promotion after 01-01-2007. There was no restriction that the Executives can exercise their option only between from 01-01-2007 to 05-03-2009, as in the case of BSNL CO LR NO: 1-37/2010 PAT (BSNL) dated, the 18-05-2011 where in the non-executives who got promotion/financial up-gradation were restricted to exercise their option between 01-01-2007 i.e. the date of revision of IDA Pay Scale and 07-05-2010 i.e. the date of issuance of office order No:1-16/2010 PAT (BSNL). This is gross injustice. In exercising option to switch over to the new pay structure there cannot be discrimination between executives and non executives.

Recently one clarificatory order was issued by PAT section vide 1-4/2011-PAT (BSNL) dated 05-april-2011 wherein it was stated that on Promotion under FR 22 (I) (a) (ii) in case the pay in respect of old post held by the official is less than the minimum pay of the scale of new post then the official shall draw the minimum of new post as the initial pay and will earn next increment after one year. In the case the pay in respect of the old post held by the official is higher than the minimum pay of the scale of new post then the concerned official will simply be placed in the new pay scale and will continue to draw the existing pay without any change in the date of next increment.

BSNL has never decided that application of FR is not applicable to the Employees of BSNL. Application of Fundamental Rules is a statutory obligation on the part of BSNL and it is the right of BSNL Employees/Executives.

Hence all the cases in respect of pay fixation is to be dealt with as per Fundamental Rules and as per Central Civil Services (Revised Pay) Rules 2008 which came into force on the 1<sup>st</sup> day of January,2006. Vide Department of Expenditure Ministry of Finance Govt. of India Notification Dated @ New Delhi, the 29<sup>th</sup> August, 2008.

DOP&T OM No. 7/14/2010 E. III dated 05-07-2010 endorsed by BSNL vide Lr. No: 1-49/2010-PAT (BSNL) dated at New Delhi the 23-12-2010[REF: (4) cited above] which deals with Revision of Option to be exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008. Para (ii) reads as follows:- “who has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of Promotion, Up-gradation of pay scale etc. the Government servant may elect to switchover to the pay structure from the date of such promotion, up-gradation etc.”

Para 3 reads as follows “As per Rule 6 (1) of Central Civil Services (Revised Pay) Rules, 2008, the option in the format appended to the Second Schedule was required to be exercised within three months from the date of issue of these Rules.”

Para 4 reads as follows....”Further Rule 6 (4) provided that the option once exercised shall be final. The staff side represented on this issue and have requested that the option exercised may not be treated as final keeping in view the new system of pay band and grade pays and that employees may be allowed to revise their option if the option is more beneficial to them.”

Para 5 reads as follows.....” On further consideration and in exercise of the powers available under Central Civil Services (Revised Pay) Rules, 2008, the President is pleased to decide that in relaxation of stipulation under Rule 6 (4) of these Rules employees may be permitted to revise their initial option up to 31.12.2010 if the option is more beneficial to them. The revised option shall be intimated to the Head of his office by the Government servant in accordance with the provision of Rule 6 (2) of the Revised Pay Rules, 2008.”

This is in accordance with the provisions contained in Rule 11 of the Central Civil Services (Revised Pay) Rules, 2008 wherein a Government servant opts continue to draw his pay in the existing scale from the 1<sup>st</sup> day of January 2006 and switch over to the revised scale from a date later than 1<sup>st</sup> January, 2006 his pay from the later date in the revised scale is required to be fixed under Rule 11 (i) of the Central Civil Services (Revised Pay) Rules, 2008. As per

Rule 5 of these Rules, this option to switch over to the revised pay structure from a date later than 1.1.2006 is available to a Government Servant.

Rule 11 of Central Civil Services (Revised Pay) Rules 2008 reads as follows..." Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on the date and the pre-revised dearness allowance based on the rates applicable as on 1.1.2006. ....The methodology will be as prescribed in Rule 7 (i), (B), (C) or (D) as applicable, except that basic pay and dearness pay to be taken account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006."

Further proviso to FR 22 (I) stipulates that on reappointment to the same post held earlier (Officiating period) the Pay will be fixed under FR 22 (I) (a) (1) subject to the condition that the pay so fixed shall not be less than the pay, he drew on the last occasion, and he shall count the period he drew that pay on regular basis on such last and previous occasions for increment in the stage of the time scale equivalent to that pay.

As per Ministry of Finance and Department of Expenditure Lr. No. F.No.7/14/2010-E. III (A) dated @ New Delhi, the 5<sup>th</sup> July, 2010, the subject matter of which is Revision of option exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008 and the same was endorsed vide BSNL CO. Lr.No: 1-49/2010-PAT (BSNL) dated 23-12-2010 (CIRCULAR NO:20).[REF. NO: (4)] This order permits the employees to revise their option upto 31-12-2010 if it is more beneficial to them. But BSNL extends this option only to non-absorbed employees who are working in BSNL on deemed deputation basis.

Hence in the light of the above it is apparent on the very face of it, officials could not be restricted to exercise their option only upto the date of notification of Non executive pay scale. As in the case of Executives and non-absorbed employees in BSNL they should also be allowed two and half years period from 07-05-2010 i.e. upto 31-12-2012. If it could not be acceded to they should be allowed to exercise/revise their option upto 31-12-2010.

Hence in the light of the above the justification has been listed below:

1) Revision of IDA Pay scales in respect of Executives was issued on 05.03.2009 and they have been allowed to exercise their option to switch over to the new pay structure on 01-01-2007 or on the date of promotion/financial up-gradation or on the date of

accrual of increment in the existing scale (without restriction that only executives promoted/financially upgraded upto 05-03-2009 can only exercise such an option i.e. the date of issuance of office order No.1-50/2008-PAT (BSNL) notifying the revision of IDA Pay scales of Pay of Executives.)

2) Revision of IDA Pay scales in respect of Non-Executives was issued on 07.05.2010.

3) Those officials who got promoted from non-Executive to Executive cadres on or after 07-05-2010 have been denied the benefit of switching over to the new pay structure vide letter dated 18-05-2011 cited above under reference (3)

4) Some of these officials officiated in the pre-revised scale of 9850-250-14600 prior to appointment after qualifying in the examination before deputed for training.

5) In Central Government the officials were allowed to exercise option to switch over to the new pay structure upto 31-12-2010 even though the VI Pay Recommendations were notified in 29-august-2008. More than two years time was allowed to exercise option to switch over to the New Pay Structure.

6) In the case of non-executives the 2<sup>nd</sup> PRC was notified only on 07-05-2010.

7) Hence there is justification to extend the date of exercising the option to switch to the new pay structure upto 31-12-2012.

8) In central Government all the pay scales were notified simultaneously i.e. on 29-08-2008. In BSNL the pay scales of Executives and Non-Executives were notified on 05-03-2009 and 07-05-2010 respectively.

9) This option will be benefiting very few young officials who are drawing very less pay scales in non-executive cadres.

10) Since their pay is going to be fixed from the date of their promotion in the Executive Cadre they will continue to draw the pre-revised IDA Pay Scale Pay(no change in their pay) there will not be any financial burden in this regard and all the arrears they have received up to the date of promotion will be adjusted/recovered since fitment will be given only on the date of exercising option to the Executive grade.

11) Further this extension of time is allowed to the officials vide BSNL CO Lr. No: 1-49/2010-PAT (BSNL) dated 23-12-2010, who are working in BSNL on deemed deputation and are drawing pay as per VI Pay Commission Recommendation.

12) Hence the benefit extended to non-absorbed officials should also be extended to the absorbed official.

Hence it is requested that Corrigendum / Addendum/ modification to the Corporate Office Lr. ( Clarification) [No.1-37/2010-PAT(BSNL) dated 18.05.2011] may please be issued to include these officials

(i) who had officiated in a post prior to or between 01.01.2007 to the date of issuance of order 07.05.2010[ 2<sup>nd</sup> IDA Pay Revision for Non-execuives, No.1-16/2010-PAT (BSNL) dated 07.05.2010.], but was not holding that post on that date and who on subsequent appointment to that post.

(ii) Whom the final result of the exam for promotion has been declared prior to or between 01.01.2007 to the date of issuance of order 07.05.2010 [ 2<sup>nd</sup> IDA Pay Revision for Non-execuives, No.1-16/2010-PAT (BSNL) dated 07.05.2010.], but recruited to the post and was not appointed due to delay in non completion of induction training as per the relevant recruitment rule.

Hence in the light of the above, as in the case Executives and non-absorbed employees in BSNL, all the absorbed non-executives employees in BSNL, who got promotion/up-gradation on or after 07-05-2010 should also be allowed two years period from 07-05-2010 i.e. upto 31-12-2012 to exercise option to switch over to the new pay structure from the date of such promotion/up-gradation even though it falls on or after 07-05-2010. If it could not be acceded to, they should be allowed to exercise/ revise their option at least upto 31-12-2010 as in the case of Executives and unabsorbed employees working in BSNL on deemed deputation.

We therefore, request you to kindly revise and extending the date of Option for Pay Fixation (TO SWITCH OVER TO NEW PAY STRUCTURE)for those who got promotion and up-gradation from non-executive to Executive grade subsequent to 07.05.2010.

*No.AIBSNLEA/CHQ/CMD/10-11 Dated 19.09.2011 (Addressed to Shri R K Upadhyaya, The Chairman Cum Managing Director, BSNL ,New Delhi.)*

#### **6.Senior Executives drawing less salary than their juniors on implementation of EPP-reg.**

We would like to bring to your kind notice that a Committee Headed by PGM(FP) has been constituted to examine the Pay anomaly case wherein Senior Executives are drawing less salary than their juniors. In this regard, it is suggested that if first promotion under EPP is allowed to the Sr SDEs/Sr AOs after 4 years irrespective of the fact that the time bound promotion they got between 2000

and 2004 is post based or non post based, the issue of drawing less pay also gets solved automatically. After our CWC meet, Bangalore GM (SR) alongwith Director(HR) BSNL, Chief Guest who also attended the CWC meet as guest of honour in March-2008 could understand the real issue and processed the case to GM (Pers) for granting the first financial upgradation to these senior executives on completion of 4 years of service instead of 5 years of service in the EPP to avoid the pay anomaly of seniors and heart burning but GM (Pers) has not considered the proposal and did not try to understand the real problem of these small group of executives. This issue is not comparable to any other executive cadres but remains unresolved till date. In view of the above we would therefore request you to kindly intervene in the matter so that the injustice caused to senior executives, who are drawing less salary than their juniors, is settled as explained above and the frustration and demoralisation of Sr. members of this association is removed.

Copy endorsed to Shri K.C.G.K. Pillai, PGM(FP), BSNL CO, New Delhi-110001, Shri N.K. Narang, PGM(SR) , BSNL CO, New Delhi-110001, Shri. A.K. Jain, Sr. GM(Pers.)), BSNL CO, New Delhi-110001, Shri R.K. Goyal, GM(Estt.)), BSNL CO, New Delhi-110001 and Smt. Smita Choudhary, GM(EF), BSNL CO, New Delhi-110001.

*No.:AIBSNLEA/CHQ/Dir(HR)/11-12 Dtd:07.09.2011 (Addressed to Shri A.K. Garg, Director (HR), BSNL, New Delhi-110001.)*

#### **7. CDR disaster for BSNL- reg.**

We would like to bring to your kind notice that more than around 18 months are over, since BSNL has migrated to CDR from local billing system like DoTSoFT and CCMS for billing of landline subscribers and this has proved nothing less than a disaster for BSNL. The details are as under:-

1. This CDR system is built with different modules, i.e. CRM, Clarity, PMS, Billing and BI Reports. And it also communicates with NIB for provisioning of Broadband user IDs. The data among these systems never got consistent and the orders get regularly stuck at various stages. Many times the orders do not even move from one module to another and the only way to learn the problem is when the subscriber comes back yelling, why my work has not yet been done?

2. When any one of these modules go down (And this happens quite consistently), the orders that are

generated in the downtime are gone in error and remain in error for long. BSNL North Zone is facing problem in completing orders from last 10 days. The Clarity is working too slow that the orders are taking hours to move from one task to next.

3. The user interface is so user unfriendly and the system behavior is so irregular that even after 18 months no one is confident about the outcome of any command given. If one gets the desired output, he feels like a miracle.

4. To address the issues regarding CDR; BSNL should have a docket raising system - HP Service Manager. The number of dockets is increasing day by day. In North Zone, 13626 dockets have been raised in August-2011 alone. The number itself tells the truth of problems being faced.

5. The SSA CDR teams are being pressurized to clear the dockets, but no one is going into the root of the problem. No one is willing to remove the bugs in application. The BSNL manpower is being wasted in such unproductive work, that too with limited rights. Instead of telling the application developers to fix the bugs, management is increasing pressure on its own people to handle the issues caused by these very bugs.

6. Again it has been 18 months and FTTH & Wi-Max billing is not yet incorporated in CDR. The corporate office is issuing guidelines for billing them in centralized DoTSoFT only. Now if the DoTSoFT was to be kept alive for ever, what was the need of CDR?

7. And the revenue loss. Thousands of connections are disconnected; solely due to CDR. The unrest is increasing among subscribers. BSNL is losing its credibility which is the most dangerous thing happening right now.

8. It seems that Circles are not appraising the truth to the BSNL Corporate Office regarding continuous failure of CDR system due to above mentioned problems just to safeguard the interest of Vendor i.e. M/S TCS. In some Circles, Circle level senior officers get-together/meeting is being sponsored by M/s TCS. Under these circumstances how the Circle Management can impose penalty to the vendor for such failures.

We would therefore request you to kindly intervene in the matter and get investigated the reasons of continuous failure of CDR system wherein thousands of Landline / Broadband connections are getting disconnected which is adversely affecting the Viability of BSNL.

Copy endorsed to Director(CM)/Director(CFA)/ Director(HR) & ED(Fin.), BSNL CO, New Delhi-110001

*No. IBSNLEA/CHQ/CMD/2011-12 Dtd:07.09.2011  
(Addressed to Sh. R.S. Upadhyay, CMD, BSNL, New Delhi-110001.)*

**8. Restructuring of BSNL by merging the work of Telecom Maintenance & Project Circles with the respective Telecom Circles and merging of QA Circle with Inspection Circle -reg.**

After formation of BSNL, so many changes have taken place in the organization with respect to technology-wise, restructuring of work etc. At present company is passing through very crucial financial crises. Now it is very essential to think about the curtailment of non-productive expenditure without hampering the day to day work. In this regard it is brought to your kind notice that at present the work performed by Telecom Project Circles and Telecom Maintenance Circles are being also performed by respective Telecom Circles. These works are also based on the requirement of transmission media of Telecom Circles as per their traffic. In present structure sometimes responsibility regarding handover of the system routes could not be settled for a long time and these work could not be capitalized due to which work in progress (W.I.P.) increased and benefit of depreciation to company could not be achieved, responsibility could not be decided with respect to completion of work.

In the present system so many records/ statements are to be prepared by all these Circles i.e. project, maintenance & Telecom Circles and engaged number of staff on this job. All these circles are purchasing the store in their own manner and a huge expenditure is incurring on purchasing of store. Recently, maintenance units have purchased huge stores on account of protection work. In this case some units have started the protection work, while some units have not floated even tenders for protection work and store is dumped in their stores. Hence, it is proposed that a transmission wing can be formed at circle level under GM(Development) having two separate Dy. GMs for maintenance and constructions work with adequate lower level staff for planning, installation & maintenance requirements of Circle. This model for work structure can be developed on the same pattern as developed in CMTS works to expedite the commissioning of the system/routes. Due to change in technology and fast requirement of high technology transmission equipment as per the transmission requirement, sometimes it becomes very difficult to install & commission the system without consultation of company engineers and it also

requires continuous pursuance and takes lot of time in this process. To expedite the equipment installation & commissioning fast, it is proposed that by addition of clause in tender condition, supplier may be asked to supply the equipment on turnkey basis i.e. installation, commissioning & A/T of the equipment must be carried out by company engineers of concern Telecom circles and staff should be in touch during this period of work, so that the staff will get the knowledge of the system/technology as in the case of CMTS Equipment.

Similarly in lying of OF cable, the work should be carried out on turnkey basis i.e. including all type of store, permission from local authorities etc., which will save the cost & manpower involve in procurement & maintenance of store record at different level. This will not required any Service Tax/ Sale Tax registration and also reduce the wastage of material, because contractor will be paid on actual basis of measurement & consumption of store. Thus by adopting the above procedure by restructuring the organization, huge amount will be saved on account of higher level post establishment as there is no need of separate project and maintenance circles.

Similarly, the QA Circle can be merged with Inspection Circle which will effectively reduce the establishment cost and man power. In view of the above, it is requested that in the present financial crises of the company and to overcome with this situation restructuring of BSNL by merging of Telecom Maintenance and Projects Circles with respective Telecom Circles as well as QA Circle with Inspection Circle will be the best decision to reduce the establishment cost of BSNL.

Copy endorsed to The Director (HR)/Director (CM)/ Director (CFA) and ED (Fin.), BSNL New Delhi-110001

No.:AIBSNLEA/CHQ/CMD/11-12 Dtd: 06.09.2011 (Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.).

#### **9.Expenditure Control in BSNL-Our concern thereof**

We would like to draw your kind attention to the BSNL Corporate Office order no. 7-812001/EF/Part/I dated 05.09. 2011 regarding freezing of LTC and withdrawal of Leave Encashment linked to All India LTC and Home Town LTC with immediate effect. While leave encashment is withdrawn permanently, All India LTC and Home Town LTC are allowed for the officers retiring within next 2 years. The facility of leave encashment was allowed since last October and by this time many officers/officials have availed the

facility not only once but twice (for block year 2006-2009 extended upto 2010 and block year 2010-2013). The officers who planned their LTC before their retirement and with the faith to the Management did not rush to avail the leave encashment like others are the total losers. It is total injustice that for some officers leave encashment was allowed twice and for some officers could not get the chance to avail even once.

Moverover, in addition to the above many officials has already purchased their train tickets and non-refundable air tickets against All India LTC/ Home Town LTC to be availed the same in this financial year. In view of this, LTC should not be stopped immediately; if it is to be done time should be given atleast upto this financial year ie.31/03/2012.

When Central Govt. stopped LTC for 2 years, that time BSNL was a profitable concern but that order was also implemented in BSNL. Now Central Govt. has not issued any LTC stoppage order Why BSNL Employees will suffer twice?

Hence, it is proposed that like All India LTC and Home Town LTC, relaxation for the retiring officers within two years may be allowed for leave encashment also if they have not availed the facility even once. Otherwise if in later date this facility is introduced again the officers already retired will be permanent losers. The effective date for withdrawal of LTC facility should be upto the end of this financial year i.e. 31.03.2012.

We would, therefore, request you to kindly intervene in the matter so that leave encashment linked to All India LTC and Home Town LTC is allowed for the retiring officers within two years and date of effect for implementation of withdrawal of LTC order should be 31.03.2012.

Copy endorsed to The Director(HR)/Director(CM)/ Director(CFA)/ED(Fin.), BSNL Corporate Office, New Delhi-110001

No.:AIBSNLEA/CHQ/CMD/11-12 Dtd:06.09.2011 (Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

#### **10.Revision and Extension of Option benefits to internal officials selected against DR. JTO quota who have applied through proper channel-Clarifications reg.**

REF:1)BSNL CO Personnel-IV Section Lr. No:5-31/2001-Pers-IV Dated 23<sup>rd</sup> June,2010. 2)BSNL CO LR NO:37-PAT (BSNL) DATED 18-05-2011 3)BSNL CO LR. NO: 1-49/2010-PAT (BSNL) DATED 23-12-2010.

With referenced to the above subject matter under reference it is bring to your Kind notice that, the letter cited under Ref (1) above wherein Clarifications/decisions were conveyed to the field units regarding Extension of benefits to the internal candidates (BSNL recruited or absorbed) who have been selected against DR.JTO quota and have applied through proper channel in the Competitive Examinations conducted by BSNL in the years 2001 onwards.

In spite of clear instructions on the till unnecessary clarifications are sought regarding Pay fixation, Benefit of Past Service and carry forwarding Leave accounts. In this regard, we wish to reproduce the clarification issued vide para no:4 of letter cited under Ref (1) which reads as follows. "The Officials as DR. JTO are entitled for benefits of past service, if otherwise admissible under rules, for fixation of pay in the post of DR.JTO, treating the resignation as technical formality. The Pay is fixed under FR 27. The leave will be carried forward."

As per Government of India orders Ministry of Finance OM No. F.10(2)-Estt..III/55 15<sup>th</sup> February 1955 Delegation of powers and conditions for grant of higher initial pay have been notified Which reads as follows "Under the existing rules and orders the Ministries of the Government of India and other authorities concerned have full discretion of granting advance increments under the provisions of Fundamental Rule 27 in respect of appointments to these posts, whether temporary or permanent, which they are empowered to create.

In the case of initial appointments to Government Service made to a post created with the concurrence of the Ministry of Finance, the Administrative Ministry concerned may, subject to the conditions mentioned below, grant at their discretion a higher initial pay not exceeding five stages/increments in the scale of pay applicable to the post.

(a) The stage of higher initial pay, where considered justifiable, should be fixed having regard to the candidate's age, previous experience, qualifications and emoluments last drawn etc.,

(b) The reason for the grant of higher initial pay should be recorded fully on the file at the time of its sanction."

Further as per the letter cited under Ref (2) para (2) reads as follows "the matter has been examined in consultation with BSNL Finance and accordingly, it is clarified that the Non-executives, who got promotion/financial up-gradation under ACP Scheme from Non-executive grade to Executive

*grade between the period 1.1.2007 i.e. the date of revision of IDA pay scales and 7.5.2010 i.e. the date of issuance of Office Order No.1-16/2010 PAT(BSNL) may be allowed to exercise of option for fixation of pay in the revised pay from the date of their promotion /financial up-gradation under ACP Scheme."*

From the above it is clear that the internal candidates (Departmental outsiders), selected against DR.JTO Quota, who got promoted between the period from 01-01-2007 and 07-05-2010 the date of issuance of Office order No.1-16/2010 PAT (BSNL) are also eligible for exercising option for Fixation of Pay in the revised pay from the date of their promotion/financial up-gradation."

As per Ministry of Finance and Department of Expenditure Lr. No. F.No.7/14/2010-E. III (A) dated @ New Delhi, the 5<sup>th</sup> July, 2010, the subject matter of which is Revision of option exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008 and the same was endorsed (cited under Ref (3)) vide BSNL CO. Lr.No: 1-49/2010-PAT (BSNL) dated 23-12-2010 (CIRCULAR NO:20). This order permits the employees to revise their option upto 31-12-2010, if it is more beneficial to them. But BSNL extends this option only to non-absorbed employees who are working in BSNL on deemed deputation basis.

Hence in the light of the above it is apparent on the very face of it, officials could not be restricted to exercise their option only up-to the date of notification of Non executive pay scale. As in the case of non-absorbed employees in BSNL they should be allowed two years period from 07-05-2010 i.e. upto 31-12-2012. If it could not be acceded to they should be allowed to exercise/revise their option upto 31-12-2010.

We would therefore request you, that the internal officials (Departmental outsiders) selected against DR. JTO Quota and who have applied through proper channel, may be allowed to exercise any one of the options based on the letters dated 23-06-2010 or 18-05-2011 whichever is beneficial to them. Further they may also be allowed to Revise/Exercise option as per Lr. Dated 23-12-2010 cited under Ref (3) as in the case of non-absorbed employees.

Copy endorsed to Sh.R.K. Goyal, GM(Estt.), BSNL CO, New Delhi-110001.

No. : AIBSNLEA/CHQ/Dir(HR)/11 Dtd 18.08.2011  
(Addressed to Shri. A K Garg, Director (HR), BSNL, New Delhi-1.)

**11. Local officiating promotion as JTO(Offg.) to TTAs undergone to JTO Phase-I training – reg.**

We are constraint to bring to your kind notice that 68 TTAs passed JTO Screening examination in DoT and undergone JTO Phase-I training are not being given local officiating promotion as JTO since Feb-2011 in Rajasthan Telecom Circle whereas sufficient vacancies i.e. 964 of JTOs are available in Rajasthan Telecom Circle. Earlier, since last six years from the year 2005; they were given local officiating promotion just after completion of their JTO Phase-I training. These officiating JTOs have efficiently discharged their duties which has helped BSNL to provide services in the field units. After working as JTO(Offg.) for last six years, they are not given local officiating promotion as JTO has seriously demotivated them and affecting BSNL's services too. In other telecom Circles these TTAs undergone JTO Phase-I Training are being given local officiating promotion on regular basis with a break of 2-3 days after every six months period. In giving local officiating promotion to these TTAs, BSNL will not have any financial burden.

In view of the above, it is requested to kindly intervene in the matter so that these 68 TTAs undergone JTO Phase-I training of Rajasthan Telecom Circle are given local officiating promotions as it is being given in other Telecom Circles. It will certainly motivate these officials and benefit BSNL field units.

Copy endorsed to Sh. R.K. Goyal, GM(Estt.) BSNL CO, New Delhi-110001

*No:AIBSEA/CHQ/DIRECTOR(HR)/11 Dtd:17.08.11 (Addressed to Shri A.K. Garg, Director(HR), BSNL, New Delhi-110001.)*

**12.Request for consideration of promotion to the post of GM(TF), Mumbai-Reg.**

We would like to draw your kind attention to the promotion from DGM(TF) to GM(TF) post, Mumbai. The present DGM(TF) M Narendar joined as Metallurgist in group 'B' level w.e.f. 01.08.1970 through UPSC. After rendering more than 9 years of service in group 'B' he was promoted to Astt. Manager (JTS) from 27.09.1988. subsequently elevated to STS cadre as Senior Engineer w.e.f. 09.01.1995. From 27.11.2003 promoted to DGM (JAG) on officiating basis from BSNL CO order. Thereafter on adhoc basis w.e.f.27.02.2007 in the same rank of DGM and regularized w.e.f. 28.01.2010. It is important to mention that in group 'A' level from 1988 onwards till date almost he is completing 23 years of service. He is senior most DGM amongst all incumbents in Telecom factory organization.

There are three vacancies of GM(TFs). Two vacancies are of TF Jabalpur circle falling vacant since 01.01.2011,01.07.2011 and from 01.08.2011 at TF Mumbai respectively and as per BSNL MSRR & DOP&T instructions ( "Guidelines on framing/ amendment/relaxation of RRs"), he may be promoted as GM(TF).

We would therefore request you to kindly intervene in the matter so that Shri M Narendar, DGM(TF) Mumbai is promoted as GM(TF) at the earliest.

Copy endorsed to Shri AK Garg, Director (HR), BSNL, New Delhi.

*No. : AIBSNLEA/CHQ/CMD/2011 Dated 16.08.2011 (Addressed to Shri. R K Upadhyay, CMD, BSNL, New Delhi-1.)*

**13. Strengthening Performance Driven Work Culture in BSNL- Revision of benchmarks for Promotion - feedback of AIBSNLEA**

Ref.:- Your Office letter no. 4-5/2011-Restructuring dated 25th July'2011

With reference to above cited subject matter regarding the proposal of BSNL CO for the proposed modification in Executive Promotional Policy (EPP), the views of AIBSNLEA are as under :-

1. BSNL Corporate Office vide OM no. 400-61/2004-Pers.I dated 18 January, 2007 notified Time bound / post based executive promotional policy for Group 'B' level officers of BSNL i.e. "Pursuant to absorption of Group 'B' officers of various services/cadres into BSNL, the BSNL Management had constituted a High Level Committee and subsequently a Sub-Committee to sort out outstanding issues on account of absorption and to recommend the time bound/post based Executive Promotion Policy for Group 'B' level officers. The recommendations of these Committees have been duly considered by BSNL Board in consultation with the Department of Telecom. Accordingly, Approval of Comptent Authority is hereby conveyed to time bound/post based executive promotion policy in respect of Group 'B' level Executives of BSNL as per details given .....

2.Amendment No. 1: The time bound financial up-gradation exists in all the Central/State Govt. Departments, PSUs /Autonomous Bodies. Financial up-gradation (grade) once implemented or became due, is not withdrawn or denied anywhere merely on the ground of declining of post based promotion. BSNL is a unique organization which spreads over throughout the country and accommodates different streams of executives under a single umbrella but follows different policies and programs in promotion, transfer etc... No uniform policy is followed in BSNL

for accommodating officers on post based promotion or transfer as BSNL is following its own Rules & Govt. Policies and guidelines simultaneously. Generally, post based promotions are given simultaneously with a transfer, particularly in some cadres. Those who are more influential on various counts such as caste, gender, medical, political etc. often get exemption from such transfers but continue to enjoy both the time bound as well as post based promotion benefits where as the others become scapegoats. Transfers to acute shortage areas can be done duly modifying the transfer terms such as additional monetary benefits, weightage to promotion, repatriation to the choice of place etc. There is no guarantee that BSNL is regularly conducting DPCs for Post Based promotions. In the past due to hurdles like court cases, non availability of vacancies etc, the post based promotions were delayed for many -many years and majority of the executives retired with just only one promotion in their entire carrier, and that is the main reason the Unions/Associations sought atleast time bound promotion to remove stalemate. Time-bound Promotion as per EPP in BSNL is governed by several conditions which were finalized after intense deliberations, negotiations and mutual consultations between the management and service organizations. The Management has got no powers to impose any additional condition of their own thereby blocking the benefit of achievement earned by us through prolonged trade union actions in the past. There is no logic in mingling Time-Bound Promotion and Post-Based Promotion. If Post-Based Promotion is declined by majority, then remedial measures with attractive offers can be implemented or juniors hands can be elevated to positions declined by seniors. Denial of time-bound up-gradation should not be considered as a remedy to this. Hence the proposal, as it is, is not agreeable. We cannot accept to implement the Amendment No. 1 proposed.

3. Amendment No. 2: We cannot accept any change in the bench mark now prevailing for Time- Bound promotion. Changing the bench mark for time-bound up-gradation is as good as taking back the benefit from BSNL executives. We strongly feel that it is also another attempt by the BSNL Management to divert the attention from their failure. Instead of motivating the executives, the management is thinking the other direction and it is surely a step backward. Hence, the proposed Amendment No. 2 is also not acceptable to us. However, we put forth the following meaningful action to improve the efficiency of the

executives vis-à-vis earning more revenue for BSNL are as under:-

4. Introduction of intranet based arrival and departure of all executives and non-executives. All Circles of BSNL are presently having their own intranet functioning for various administrative purposes. The same platform can be used to record arrival, departure, absenteeism etc without incurring any further cost. The module developed by IT cell of Calcutta Telephones (In house) is almost a foolproof system where giving 'proxy' is almost restricted. The same may be implemented nationally without incurring any expenditure. It is needless to mention that ratio of punctuality is directly proportional to productivity.

5. Recording individual performance through some module again through Circle intranets to be monitored by respective controlling officers. Different type of formats (templates) can be developed for each type of job. To start with the jobs of operation areas may be taken followed by planning, Administration etc. Formats for DGMs, GMs & CGMs also can be developed where overall picture of their respective areas will be there along with the attempts made by them to pull up the under performers by extending the supports required by them. The module can be developed by IT cell of Corporate Office or by any other circle which will be implemented nationally. Grading of APAR will naturally be based on the assessment of whole year, which will be a meaningful exercise. .

6. Variable Pay/Performance Related Pay (PRP): The 2nd Pay Revision Committee recommended that Variable Pay or Performance Related Pay (PRP) be made an integral part of the compensation package and should progressively become major component of the executive compensation. The PRP should be directly linked to the profits of the CPSE/unit and performance of the executives. The percentage ceiling of PRP, progressively increasing from junior level to senior level executives, expressed as percentage of pay. Needs immediate true implementation. BSNL Management is only concern to strengthen Performance Driven Work Culture in BSNL by revising benchmarks for promotion to the Group 'B' level executives absorbed in BSNL but the same work culture is not being imposed for the Group 'A' officers working in BSNL on deputation. The deputationists are leading BSNL without having any commitment and owning the responsibility in this precarious competitive position. The deputationists have been given higher designations prescribed in BSNL MSRRs even without doing any screening / DPCs i.e. Joint GM/ Addl. GM/Sr. GM etc. It reflects

the biasing and indifferent attitude of the BSNL Management dominated by deputationists officers towards BSNL absorbed executives. In view of the above, it is requested to kindly concentrate to provide quality service to our esteemed customers by arranging required stores / material and by adopting beneficial Marketing Strategies instead of frustrating the BSNL absorbed executives by affecting their assured Carrier Progression.

Copy endorsed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi and Shri A.K. Garg, Director (HR), BSNL, New Delhi.

*No.: AIBSNLEA/CHQ/GM(CR)/11-12 Dtd :04.08.11 (Addressed to Ms. Madhu Arora, GM (Corp. Restg.), BSNL, New Delhi-110001.)*

**14. Request for implementation of Hon'ble CAT, Jodhpur Bench, Jodhpur judgment in OA No-273/2010- reg.**

We would like to draw your kind attention to the judgment of Hon'ble CAT Jodhpur delivered on 19-07-2011 in OA NO-273/2010 wherein the transfer order of Shri. Rajveer Singh, SDE, Pali (Rajasthan Circle) from Rajasthan Circle to MP Circle has been quashed. The transfer order of the Rajveer Singh issued was on the basis of the agreed officers of doubtful integrity list.

This Association has been pleading that as per CVC guidelines the officers names induced in ODI list may be transferred to non-sensitive posts in the same Circle but as per the administrative order of DoT the officers are being transferred to adjacent Circles.

In view of the above, it is requested to kindly intervene in the matter so that the Hon'ble CAT Jodhpur judgment is implemented for all the officers whose names are included in the ODI list and have been transferred to other Circles.

Copy endorsed to Shri S.C. Mishra, member (Services), Telecom Commission, Govt. of India, New Delhi- for kind information and n/a please and Shri R.K. Upadhyay, CMD, BSNL, New Delhi.

*No. AIBSNLEA/CHQ/Secy(T)/11-12 Dtd : 04.08.11 (Addressed to Shri R Chandrashekhar, Chairman Telecom Commission & Secretary (T), Govt. of India New Delhi-110001.)*

**15. Induction Training of newly recruited JTO (C) (exam 2008) and departmental candidates who have not undergone entry level training as JTO (C) so far - regarding nomination of 4th & final batch commencing from 08.08.2011.- Immediate cancellation thereof.**

It has come to the notice of this Association that the entry level training of JTO(C) for departmental candidates along with the newly recruited candidates are going to be held from 8th August 2011. Amongst the departmental candidates it is seen that lots of candidates have already been promoted from JTO(C) to SDE(C) cadre and majority amongst them also completed 10-20 years of service. It will be a very futile & useless exercise to impart entry level training at this belated stage when these candidates have already undergone E1- E2 as well as E2 – E3 UPGRADATION training as well. Therefore, these officials have acquired sound knowledge about departmental work procedures, CPWD specifications, manuals, necessary theoretical knowledge of civil engineering subjects, construction management, mode of measurement, billing etc. as are in general imparted in the aforementioned induction course as referred to above.

Apart from this there will be a huge financial implication in respect of their TA and DA if all these officials are to undergo the entry level training which appears to be a great burden to this Company which has already been under huge financial crisis. The present situation has arisen only as a result of inefficient and inept handling of the entire issue and irresponsible attitude of the officers in the BW unit, by not sending the newly recruited JE/JTOs(Civil) for induction training in time. The Executives for none of their fault will be treated as newcomers during the training and will also have other psychological consequences on the Executives.

The indecisiveness and lack of professionalism on the part of BW section has resulted into this unprecedented and chaotic situation in the rank and file of civil wing executives and we strongly demand that accountability should be fixed on the officers who are responsible for this mess.

Hence keeping in view of the above factors we demand immediate cancellation of this ridiculous, futile and wasteful exercise and exempt those JTOs from this entry level training as one time measure who have completed more than 10 years of service.

Copy endorsed to 1 Shri R K Upadhyay, CMD, BSNL, New Delhi for kind information and necessary action please. 2 Shri S M Talwar, ED(NB), BSNL CO, New

Delhi, Shri A K Gupta, PGM(BW), BSNL CO, New Delhi and Shri Neeraj Varma, GM(Trg), BSNL CO, New Delhi.

*No.AIBSNLEA/CHQ/Dir(HR)/2011 DATE:03.08.2011 (Addressed to Shri A.K.Garg, Director(HR), BSNL, New Delhi.)*

**16. Recovery of unnecessary taxes paid by BSNL to various taxation agencies after October 2000- Need for an urgent action for retrieval of fund in view of the resent financial crunch- reg.**

We would like to draw your kind attention to an ambiguity exists among various BSNL units in the matter of payment of property tax to local bodies in respect of buildings now in the possession of BSNL. It is a fact that transfer of land / building assets from DoT to BSNL has not yet taken place. All such properties acquired prior to October'2000 still remain in the name of President of India. The same were exempted from taxation as per the relevant provisions of the statute. But after the formation of BSNL in October 2000 various agencies of state governments started levying of one time building tax, half yearly property tax etc., etc., in arrears (*here it is pertinent to note that payment of such tax is the responsibility of the actual owner in whose name there will exist a title deed*) As you are aware, the title of buildings/ landed properties all over the country now under the usage and custody of BSNL even now vests with the Govt. of India and hence the company is not bound to pay any sort of taxes on it till the conveyance of title is taken place. It is also to be noted that the question of payment of taxes for a period prior to the transfer of ownership does not arise as it is not possible to give a retrospective effect for the transaction as appears to be wrongly guided in the corporate office letter No.19-67/2005-LR&BT dt.16/05/2006.

Without considering the above facts the BSNL corporate office issued various instructions in the matter of payment of property taxes after formation of BSNL.

Unfortunately, guidelines / clarifications given by the corporate office in this regard were misleading in nature and were against the true interest of the company. It appears that all such guidelines were issued without having a proper legal consultation. Meanwhile some of the Telecom Circles, like KERALA Telecom, approached the Court of Law challenging the illegal demand of building tax made by state agencies and got positive orders in favour of the company clarifying that BSNL is not liable to

pay building tax for constructions done by the DOT (prior to 1-10-2000). It was also got clarified that property tax need be levied only after verifying the ownership. Govt. of Kerala (Local Self Govt Department) issued order early in the year of 2006, exempting BSNL from payment of property tax for those buildings under its use but still in the name of President of India. It appears that the above decisions of the court and orders of the state gov. have not been circulated so far among all circles.

It is understood that field units in various circles are still yielding to the illegal/ illogical demands of tax raised by local bodies / state agencies in the absence of a consistent direction from the BSNL Corporate office, causing unwanted and avoidable expenditure for the Company. A recent circular dated 16-07-2011 issued by the CGM Tamilnadu Circle, on the matter of payment of property tax to local bodies for Departmental buildings based on the Corporate office guidelines of 2005 and 2006, gives instructions to the SSAs "*to pay the property tax where ever claims are raised by local bodies*". This will only result in unnecessary leakage of revenue and cause damage to the company now facing a financial crunch.

Increasing the revenue is the main target now. Preventing the leakage of fund is also equally important in the present context. We request you to kindly take a stock of the entire situation in this matter in view of the positive orders of the Hon. High Court of Kerala / the proceedings of the Government of Kerala on this matter and issue clear-cut guidelines to all field units superseding all the previous directives prevailing in this regard. Instructions may also please be issued to all Circles to make an assessment of all such unwanted payments made so far towards building/ property taxes in all SSAs and start an effective action plan to retrieve the same immediately through suitable operations in a time-bound manner. We believe that this alone will make an addition of revenue to the tune of several thousand crores. Assuring our best co-operation always, Copy endorsed to The Director (CM)/Director (HR)/ Director (CFA), BSNL , New Delhi-110001.

*No.:AIBSNLEA/CHQ/CMD/11-12 Dtd :02.08.2011 (Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)*

**17. Increasing tariff for BSNL Mobile Services- Need for a strategic approach in decision making.**

It is learnt that there is a move at the corporate office level to increase the tariff for BSNL mobile services immediately. Many of the private operators in the

mobile service field have already been thinking about introducing a hike in their tariff. Previously they were reducing their tariff indiscreetly, only for competing with BSNL. But now they cannot withstand further by operating on their present rates for mobile telecom services. Some of the private operators have even given hints of a hike in tariff through their recent commercial advertisements. Now they want to see that the BSNL announces a hike in tariff first, as a prerequisite for implementing their enhanced rates without loosing their customer base.

We earnestly urge to the BSNL management not to go for any hasty steps in announcing a hike in tariff of mobile services, until and unless a similar hike is affected by the competing private operators. Any move on the part of BSNL management otherwise, will be harmful to the true interest of the Company. We also suggest that the BSNL may wait at least for a period of six more months and see the trends and try for more "port-in" cases. If at all any increase in tariff is made thereafter, it should be slightly less than that of other operators for obvious reasons.

Also, we would like to stress on our demand that, the management should not yield to any sort of pressure tactics from any external sources in this matter. Suggestions of BSNL staff working in the marketing field in the Circle, from grass root level, may be needed for better results before taking any such decisions which will have far reaching affects on the growth of the company.

We would, therefore, request you to kindly invite the practical suggestions from those, who are involved in the marketing of BSNL products in the field to form an opinion on their suggestions on the above cited matter.

Copy endorsed to The Director(HR), BSNL, BSNL Corporate Office, New Delhi-110001, The Director(CM), BSNL, BSNL Corporate Office, New Delhi-110001 and The Director(CFA), BSNL, BSNL Corporate Office, New Delhi-110001.

No.:AIBSNLEA/CHQ/CMD/11-12 Dtd:01.08.11  
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

### **CIRCLE/BRANCH NEWS**

- 1. A General Body Meeting was held on 21.10.2011 for formation of a new Executive Body of the Association of Telecom Factory Branch, Jabalpur. Following new office bearers have been elected unanimously : President - Shri K.L. Rohitas, DGM TF; Branch Secretary - Shri Nitin Desai, SDE TF; Finance Secretary- Shri Swadesh Singh, JAO TF**
- 2. A General Body Meeting of Circle office branch AIBSNLEA, TN Circle was held on 23<sup>rd</sup> August'2011. Following new office bearers have been elected unanimously : President - Smt Nirmala, SDE; Branch Secretary - Shri R. Ravi, AO; Finance Secretary- Shri M. Mohanan, JAO**
- 3. A Special General Body Meeting of AIBSNLEA CGMT Office Branch, Kerla Circle, Trivendrum was held on 26<sup>th</sup> Sept'2011. Following new office bearers have been elected unanimously : President - Shri Ravindran, P., AO; Branch Secretary - Shri Govindan Kutty. K., AGM(Admn.); Finance Secretary- Shri Mohamed Salih. S., JAO(FA)**
- 4. A General Body Meeting of AIBSNLEA Inspection(T&D) Branch, Jabalpur was held on 03<sup>rd</sup> Oct'2011. Following new office bearers have been elected unanimously : President - Shri N.D. Gupta, CAO/IFA; Branch Secretary - Shri Rahul Dongre, SDE; Finance Secretary- Shri Sunil Shastri, JAO**
- 5. A General Body Meeting of AIBSNLEA District Branch, Mandsaur was held on 28<sup>th</sup> Sept'2011. Following new office bearers have been elected unanimously : President - Shri S.S. Vyas, CAO; Branch Secretary - Shri Paresb Pattani, DET; Finance Secretary- Shri Rakesh Sharma, JAO**
- 6. 3<sup>rd</sup> District Conference of AIBSNLEA Branch Ludhiana, Punjab Circle was held on 1<sup>st</sup> Oct'2011. Following new office bearers have been elected unanimously : President – Shri Jit Singh, DE; Branch Secretary - Shri Jit Singh, DE; Finance Secretary- Shri Manmohan Singh, JTO**
- 7. 2<sup>nd</sup> Divisional Branch Conference of AIBSNLEA, Tezpur was held on 4<sup>th</sup> Sept'2011 at Tezpur. Following new office bearers have been elected unanimously : President – Shri Ratneswar Newar, DE(P&A); Branch Secretary - Shri Uttam Ch. Sarma, DE; Finance Secretary- Ms. Nilima Saikia, JAO.**

## BSNL /DOT ORDERS

### **1. Keeping in view the financial condition of BSNL, the competent authority has decided to modify the eligibility criteria for items mentioned hereunder.**

1). Medical Expenditure: All outdoor treatment facilities under BSNLMRS will be "with vouchers" only. The facility of "without voucher" is withdrawn w.e.f. 1st October' 2011. Those who have opted for "without vouchers" during the financial year 2011-12, can avail the benefit for "with voucher" for 6 months proportionately. The number of bills for outdoor treatment may increase and the units should make arrangement for payment of these bills without delay. This applies to BSNL pensioners also.

The indoor facility under BSNLMRS will continue without any change.

2). LTC Keeping in view financial position. The competent authority has approved the withdrawal of Leave Encashment while availing All India LTC / Home Town LTC for all categories of BSNL employees including absorbed / directly recruited, on deputation / deemed deputation

All India LTC is frozen for two years for all BSNL employees and officers except those who are retiring during this period but Home Town LTC shall continue.

Freezing of LTC and withdrawal of Leave Encashment linked to All India LTC and Home Town LTC, are with immediate effect

Copy endorsed to PPS to CMD, BSNL, PPS/PS to all Directors of BSNL Board / EDs., All PGMs / Sr.GMs / GMs, BSNL Corporate office., IFAs in the Offices of all CGMs Telecom Circles/ Metro Districts., Dy Manager (Cash) / (Pay Bill) / (L & A) BSNL Corporate Office, New Delhi, DG, P&T Audit and All recognized Associations / Union of BSNL

No.7-8/2010/EF/Part/1 dated 05.09.2011  
(Addressed to All Head of Telecom Circles/Metro Districts BSNL.)

### **2. Expenditure Control in BSNL**

Keeping in view the financial condition of BSNL, the competent authority has decided to modify the eligibility criteria for item mentioned hereunder.

News paper supplied in offices-The number of newspapers supplied to PGMs, Sr. GMs & GMs in Corporate Office is reduced to one newspaper .

However, in respect of CMD/DIRs/EDs they may decide the issue for themselves. This should take effect immediately.

Copy endorsed to PPS to CMD, BSNL , PPS/ PS to all Directors of BSNL Board / EDs. , All PGMs / Sr.GMs / GMs, BSNL Corporate office. Dy Manager (Cash) / (Pay Bill) / (L & A) BSNL Corporate Office, New Delhi and DG, P& T Audit 6. All recognized Associations / Union of BSNL

No.7-8/2010/EF/Part/2 dated 05.09.2011  
(Addressed to All Head of Telecom Circles/Metro Districts BSNL.)

### **3. Working Patten in BSNL- Consolidated orders on.....**

The undersigned is directed to say that instructions have been issued by DoT/ BSNL after its formation on 1.10.2000 from time to time regarding five days/ six days working pattern and duty hours for employees. For working pattern, the contents of important orders on the subject have been consolidated as a compilation "Instructions and Guidelines on working pattern". The number and date of original instructions have been referred in the relevant instructions for easy reference to the context.

No. 14-1/2011-TE dated 13.09.2011

Addressed to "- 1. PPS to all Directors BSNL, 2. PS to all Executive Directors, BSNLCO, New Delhi , 3. All Heads of Telecom Circle/Units/ Administrative Offices BSNL, 4. All PGM/Sr.GM/GM BSNLCO, New Delhi, 5. All recognized Association/ Union 6. Intranet Portal, BSNLCO

Enclosure of latter No 14-1/2011-TE dated 13.09.2011  
Regarding working pattern in operative offices Field Units.

A) Instructions contained in this office letter No.24-8/85-TE-II/Vol.-IV dated 27/05/2004.

Introduction of Six day working pattern:

a) All offices of BSNL presently observing five-day week working pattern will observe six-day week working pattern with second Saturday as closed holiday w.e.f 1.6.2004. The working hours will be from 10:00 A.M. to 5:30 P.M. with half an hour lunch break from 1:30 P.M. to 2:00 P.M.)

b)The existing six days working pattern in operative offices/field units/ Telecom factories including the shift working shall continue.

**B) Instructions contained in this office letter No.24-8/85-TE-II/Vol.-IV dated 22/05/2000:** The instructions were issued in super-cession of all earlier orders on the subject.

Five- Six days week working in the Field units:

1.Territorial Circles & SSAs	
- Circle offices	5days/week
- SSA	
TDE/TDM/GM/PGM Office	5days/week
(TRA, Commercial, Admn, Plg)	
Others	6 days/week
-Customer Service Centre	6 days/week
and Cash Collection Centre	

2. Non-functional Circles

T&D/Q/A, Datanet, NCES, Rly.Electrification, Mtce. Region,

Project Circles, Task Force etc	
- CGM Office .	5days/week
- Field Units	6 days/week
- Training Centres	5days/week

(All including those controlled by Circles & SSAs)

3. The category of staff or office not mentioned above will be decided by Head of Circle as per requirement in particular area/circle.

4. In Civil/Electrical Wing, all the staff engaged in maintenance work are attending office for 6 days a week While other staff are attending office on 5 days a week pattern. The present arrangement may continue.

5. Telegraph Offices headed by Superintendent in-charge Gp. 'B' Officers and above have 5 days/week while in the same office operating sections like public counters and instrument room etc. will observe 6 days/week. The present arrangement may continue.

#### **4. Transfer/retention of Land/Building assets of DoT/BSNL.**

Please find enclosed herewith record note of discussion of the meeting held on 26/7/2011 taken by Secretary (T) in his chamber to discuss the matter of Assets retention order issued by DDG (FEB) (dated 19/4/2011) and other issues of transfer! retention of Land/ Building assets of DoT/ BSNL. This meeting Was attended by Member (F), Member (T), AS (T), JS (T),DDG (S), DG (SU) and Dir.(PSU-I).  
**No. 79-23/2011- SU(pt.) Dated 03.08.2011**

(Addressed to:- 1. PPS to Secretary (T),2. Member (T), Member (F)., 3. AS(T), 4. JS (T)/DDG (SU)/DDG (Security) 5. CMD BSNL.)

Record Note of discussion of the meeting head on 26/07/2011 taken by Secretary (T) in has Chamber on BSNL/ DoT land and Building Assets transfer issue.

A meeting was taken by Secretary (T) on 26/07/2011 in has chamber to discuss the matter of Assets retention order issues by DDG (FEB) dated 19/4/ 2011). In this meeting Member (F), Member (T), AS (T), JS(T), DDG (S) , DDG(SU) and Dir (PSU-I) were present During the meeting the following decisions were taken.:

(i) Secretary (T) desired that member (F) shall get work of digitization of land building assets of DoT and its various PSUs completed within a 'period of 60 days.

(ii) Till the time this exercise is over, the orders passed by' DDG (FEB) dated 19.4.2011 regarding the retention of assets by CCA units should be kept in abeyance.

(iii) Once the exercise as listed in Point (i) is over, a considered view will be taken for the Requirement of land building assets for various.field units viz.. TEC/TERM/ CCA/BSNL.

(IV) Secretary (T) desired that for all land building issues with BSNL with respect to DoT, the date of formation of BSNL i.e. 1.10.2000 should be taken as reference date.

#### **5. Executive Promotion Policy - counting of residency period in respect of Stenographers Grade I & II clarification regarding.**

The undersigned is directed to refer to BSNL CO letter of even number dated 24.08.2007 whereby counting of residency period w.e.f. 01.10.2000, for the purpose of first time bound IDA scale upgradation under Executive Promotional Policy, was made applicable to executive cadres whose pay scales were revised/upgraded after 01.10.2000.

As regards Stenographers Grade-I and Grade-II of BSNL field units, it was clarified vide BSNL CO letter of even number dated 27.04.2011 that counting of residency period was not applicable.

The matter has been reviewed and it has now been decided with the approval of Competent Authority that the benefit of counting of residency period is

applicable to those Stenographers Grade-I and Grade-II of BSNL filed units who were made PAs (i.e. Executive) w.e.f 1.1.2004 as a result of restructuring of the cadre.

Copy endorsed to The PPS to CMD, BSNL, New Delhi, The PPS to all Directors, BSNL Board, New Delhi, All Executive Directors, BSNL C.O., New Delhi. The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), The AGM(Pers./IPers.IV/Pers.V/CSS), The DM (Admn.I/II/ CSS/L&A/ Paybill/ Cash/ Pension., The Rajbhasha Adhikari for Hindi version., All AMs Pers. I Section and Spare copy/Order Bundle.

*No. 400-61/2004- Pers I (Pt.I) dated 23<sup>rd</sup> Aug'2011 (Addressed to All Heads of Telecom Circles/ Metro Districts/Maintenance Regions/ Projects/Stores/ BRBRAIT/ AL TIC. All other Administrative Units, Bharat Sanchar Nigam Limited )*

#### **6. Enrollment of spouse of working BSNL/DOT employee as DSA (Direct Selling Agent)**

Kindly refer this office letter dated 10.06.2011 (copy attached). To increase availability of BSNL products, competent authority has approved the following:- "Security deposit for enrollment as DSA in case of spouse of working BSNL/DOT employee is waived off."

*No. 27-15/2011-S&M-CM dated 16.08.2011 (Addressed to the Chief General Manager All Telecom Circles/Districts BSNL)*

#### **7. Enrollment of BSNL or P&T Cooperative Societies and BSNL- DoT retired employees as Direct Selling Agents (DSA)**

It is observed that number of Point of Sale (POS) for selling GSNL products are much less than that of many other Telecom Service Operator. Circle-wise status of active POS per 10K subscribers has been tabulated and is enclosed. It may be seen that Circles namely Kolkata, Kerala, NE-II and Andman Nicobar have hardly 40 POS per 10K subscribers. This is the figure taken from C-Topup system after deduction of those C-Topup POS, who have not done any transactions during last 60 days There are many Circles (Marked by arrow in the enclosure), where the number of active POS is decreasing on month to month basis. There is need for urgent review by these Circles to know constraints leading to availability of less number of active POS or reduction in number of POS.

2. Franchisee-Wise data may be analyzed and discussions for improvement within next few weeks, may be held immediately with faulting franchisees Having given fair opportunity for Improvement after

TELEWAVE

taking care of reported constraints. punitive action should be initiated against the consistently faulting franchisees

3 In addition to above. Various cooperative societies of BSNL/DoT/ P&T and also retired BSNL employees be approached to become DSA. Following may be effected in all new agreements to be signed with DSAs-

a) Performance Security deposit may be relaxed from Rs 5000/- to Rs 500/-.

b) Security deposit from Cooperative Societies/ retired BSNL/ DoT employees may be waived off.

c) Educational qualification requirement may be relaxed by the SSA Head, as per local condition

d) There is no need to ask for character certificate from two gazetted officers but SSA Head must satisfy himself/ herself With the identity & address proof of the applicant.

This is issued with approval of Director (CM) BSNL Board.

Copy endorsed to CMD & all Directors, BSNL Board. New Delhi- for kind information and Sr GM (CSC-CFA)/ GM (Mktg-CA)/Addi GM (TMO-Vijay), BSNL CO, New Delhi

*No. 4-03/2011-S&M-CM Dated 10.06.2011 (Addressed to the Chief General Manager All Telecom Circles)*

#### **8. Problems in International roaming reg.**

Reference is invited towards your letter No. AIBSNLEA/ICHQ/CMD/2010-11 dated 22.06.2011 vide which you have raised some queries pertaining to International Roaming in the Para "Leading' question to be answered". Please find below the answers:

Why BSNL is not having direct roaming agreement for all circle SIM ranges? If the answer is Signing international roaming agreements for all circle SIM ranges is laborious process, How our competitors having such agreements?

**Answer:** Presently, BSNL has launched direct bilateral agreements for International Roaming with 336 Operators in 167 Countries for voice and 131 operators in 83 countries for data. The process of launching of any bilateral agreement be it voice or GPRS involves Signing of agreement at BSNL C.O., IREG & TADIG testing at Nodal Centre, Kolkata and subsequent exchange of TAP Testing Completion

Certificate (TCC) and finally signing of formal CLL (Commercially Launch Letter) at BSNL C.O. level.

Worldwide, most of the countries are having Single PLMN (LSA) scenario, thereby are managing their International Roaming with one agreement with single IMSI SIM cards. India, on the other hand, is having 23 Licensed Service Areas and BSNL is operating in 21 LSAs and thus operating with 21 PLMN codes.

For having direct roaming agreement with all circle SIM ranges we need to repeat the entire agreement signing to testing to launching procedure with each of the PLMN code. Theoretically, if BSNL would have done international roaming with 336 operators (our present count), then it would have had to repeat the entire sign, test and launch procedure  $336 \times 21 = 7056$  times for voice and 7056 times for GPRS and in future 7056 times for Video Telephony in case of 3G also. This is an extremely cumbersome procedure thereby needing a lot of time, staff & resources. Hence BSNL, as a cautious decision is doing this process with only one nodal centre at W.B. Circle and remaining circles are piggybacking on WB Circle. The solution provides a seamless international roaming experience. This process of piggybacking is an industry standard solution, in line with GSMA guidelines and used extensively worldwide.

Most of our competitors are also having almost same arrangement of Roaming Replicator solutions and are using piggybacking entirely on one of their PLMN codes or a subset of their allotted PLMN codes. By default, they are using dual or multiple IMSI SIMs. Furthermore, as per M/s Roamware that more than 400 operators in world are using the same solution.

**Why still we are using Triple IMSI SIM cards instead of Dual IMSI SIM cards though it is evident that it is creating great confusion among the IR customers from 31.7.2010?**

**Answer:** Conventionally, BSNL has been using triple IMSI SIM Cards for providing International Roaming Services to its customers. These three distinct IMSIs belonged to the Home PLMN, West Bengal PLMN and that of M/s. Spice on whose roaming agreements BSNL started its international roaming in early 2004. With agreement of M/s. Spice having been terminated, the International Roaming Services are being completely provided using West Bengal IMSI. It is pertinent to mention here that with more than 336 operators for voice and 131 Operators for Data, BSNL has wide ranging International Roaming Arrangements covering entire globe.

As regard, the old customers, already using IR facility, since, it is not technically possible to remove IMSI of M/s. Spice from these old SIMs using over the air (OTA). The only way left is to ask / provide all such customers to replace their old triple IMSI SIM with a new dual IMSI SIM. This again is a cumbersome and annoying procedure. A better approach is customer awareness, which has been ensured by educating customers by way of pushing SMS / sending letters (Copy enclosed Annexure-I) to such customers, encouraging them to visit international roaming website of BSNL at [ir.bsnl.co.in](http://ir.bsnl.co.in).

As regard, new customers desirous of IR services, circles have been asked to provide new dual IMSI SIMs only to the customers for International Roaming

**What is the problem in procuring dual IMSI SIM Cards?**

**Answer:** As per GSM Network Planning cell of BSNL C.O. there is no problem in procuring the dual IMSI SIM cards. At present BSNL is procuring the SIM cards from Telecom Factory, Mumbai only. BSNL C.O. authorizes the circles for total quantity to be procured from TF, Mumbai. The circles have to place the requisition on TF, Mumbai for Normal SIM, dual IMSI SIM, C-ToP UP SIM etc. as per their requirement from the authorized quantity and provide the dat to TF Mumbai accordingly. The cell has issued the instruction again vide attached letter.

**Why it was not done even after one year of order vide No 55-14/2008-CMTS (Pt-11) dated 28-07-2010 to procure dual IMSI SIMs?**

**Answer:** Vide letter referred above, circles were requested to procure the dual IMSI SIM cards. As per report from TF, Mumbai, Gujarat & Chhattisgarh circles have procured dual IMSI SIM cards during 2010-11 and others will be procuring as and when need arises. However the reminder has been issued to the circles vide letter at Annexure-II.

*No: MOB-53/Int Roam-Gen Corr/2010 (Pt.-III)/5  
Dated: 1<sup>st</sup> August, 2011  
(Addressed to Sh. Prahlaad Rai, GS, AIBSNLA)*

**A. Letter to Customers Subscribing International Roaming Facility.**

Your kind immediate attention is invited towards this office letter no MOB-53/Int Roam/General Corr. / 2009/50 dated 04-05-2010 on the subject cited above, wherein it was requested to forward a draft letter to all existing and new customers subscribing to International Roaming Facility. This was in

addition to the initial information booklet being provided to such customers, at the time of initiation of the service.

2. Recently, few cases have been received by this office, wherein very important dignitaries encountered problems to use the international roaming facility, as they were not fully conversant to use the multiple IMSI international roaming card.

3. It is therefore reiterated that the proposed draft Welcome letter detailing various facets of international roaming services of BSNL be necessarily sent to all the existing and new customers of BSNL. Also SMS to such customers encouraging them to visit international roaming web site of BSNL (<http://www.ir.bsnl.co.in>) be also sent. This issues with the approval of Competent Authority.

Copy endorsed to CMD / Director (CM), BSNL Board -for kind information please and GM(Nodal Center) Kolkata - for information & necessary action please.

No. Name of Circle/IR/2010-11  
*No. MOB-53/Int Roam/General Corr Pt.)/2010/03*  
*Date June 30, 2010*  
*(Addressed to Chief General Manager, All Telecom Circles / Metro Districts)*

### **B. Welcome Letter to customers subscribing International Roaming Facility**

With reference to the subject cited above please find enclosed herewith a draft letter proposed to be sent to all existing and new customers subscribing to International Roaming Facility.  
This issues with the approved of Competent Authority

Copy endorsed to CMD/Director(CM), Board- for information please and GM(Nodal Centre) Kolkata- for information & neccessay action please.  
*No. MOB-53/Int Roam/General Corr Pt.)/2009/50*  
*Date : May 04, 2010*  
*(Addressed to Chief General Manager, All Telecom Circles / Metro Districts)*

### **C. Details of International Roaming (IR) Service of BSNL**

At the outset, we would like to thank you for subscribing to BSNL's International Roaming Facility. BSNL is providing International Roaming services in 476 Networks in 195 countries covering nook and corner of the world.

This letter is being dispatched to help you understand various billing components pertaining to International Roaming so as to enable you to use

our International roaming services in an informed uninterrupted and seamless way. All details pertaining to our international roaming service are also available at website [www.ir.bsnl.co.in](http://www.ir.bsnl.co.in).

**Subscription-** IR Service of BSNL is available on request to postpaid customers by filling up a simple service request form. Two self attested photographs, an attested copy of the passport and a one time security deposit of INR 5000/- [refundable] needs to be deposited along with request form. Subsequently, INR 99/- per month will be charged as a subscription fees over and above the actual international roaming usage.

#### **Using the IR services-**

While roaming abroad, you can choose a network of your choice by simply following the steps mentioned below:

- Before leaving, check that your roaming function has been activated by calling our Customer Service Centre (Call Toll Free Number 1503)
- After landing into foreign country, switch ON the phone and go to the 'Menu'. Click on Cellone (BSNL Mobile in new SIMs) and select Network.
- In the network you will get options of National and International. Select International, you will get 'CellOne' and 'Partner Network'
- Select the option Cellone, you will get a message - "CellOne International Selected".Wait for two minutes you will get the Network automatically
- If it fails, please select the network manually.(By selecting Setting and then Network in your phone)

If it still fails, go back to International option and select "Partner Network" instead of CellOne in step 4 and repeat the procedure again

**International Roaming Tariffs-**The applicable charges are variable and dependent on the foreign operators. For an updated detailed tariff of operators in various countries, we request you to visit our website [www.ir.bsnl.co.in](http://www.ir.bsnl.co.in).

**Voice/SMS-** All voice calls viz. incoming and outgoing (including calls to BSNL Customer Care) are chargeable while you are overseas. The call charges are completely operator dependent and are in general charged for a 60 second pulse. The SMS is charged for 160 characters per outgoing SMS (For example, in case of an SMS of 170 characters, it will be treated as 2 SMSs).

**GPRS/Data -** The charges for GPRS/Data usages are calculated in terms of the Volume of data sent or received. As with the Voice / SMS, charges here are variable and completely dependent on foreign

operators. Also note that your local plans for GPRS/ Blackberry are not valid overseas and all data usages are charges at the visited operator rates.

**Blackberry Usages** - When roaming abroad, receiving and sending mails adds to the data usage and is charged accordingly.

**Billing & Payments-** While you are roaming overseas, as a service gesture, BSNL does not normally restrict your usage to the extent of your credit limit. This is done to allow you continued access, considering the significantly higher usage charges in international roaming.

To get periodic updates on usage, subscribe to our free usage alerts service by sending an SMS "USG" to 53333. The charges incurred by you, while on international roaming, are sent to us by international operator and can take 3 days or even more and accordingly the alerts received by you may not reflect the latest status and will be as per the last update received by us.

#### **Some Useful Tips-**

· If you encounter any difficulties while roaming abroad, you can book your complaint at [www.ir.bsnl.co.in](http://www.ir.bsnl.co.in). OR Call +919434024365

· Check the Handset compatibility with Network frequency (GSM MHz 850/900/1800/1900) before travelling outside India and make sure that your handset will work in the country you are traveling to. Japan & Korea support 3G Hand Set, USA & Canada supports 1900 MHz Hand Set.

· **To call back home dial the number with "+91".**

· You can alert your callers that you are overseas by activating a Caller Tune announcing that you are overseas. Dial 56700 and select the English.category.

· Certain GPRS based applications viz. GPS, Facebook, blackberry messenger or any other instant messaging application etc. continuously consume data bandwidth leading to high Data-Roaming charges even when you are not using the same. This is applicable to smart phones and high-end GPRS capable handsets which poll (communicate with) the home network continuously. We advice you take an informed decision to keep these applications Switched-on, while you are overseas. For any assistance in the matter, please call our customer helpline.

· Loss/Theft of SIM card or mobile phone while overseas should be reported to BSNL immediately at +919434024365. In case the theft is not reported immediately, all usage till the time of reporting will be payable by you.

We have tried to give some helpful information relating to International Roaming. We advice you to visit our website [www.ir.bsnl.co.in](http://www.ir.bsnl.co.in) for any further information.

We wish you a vary happy journey

Warm regards  
BSNL IR Team

#### **C. Procurement of Dual IMSI SIM cards.**

Please refer to this office letter under reference vide which all the circles were requested to procure the Dual IMSI SIM cards as per instructions contained in the letter. However, it has come in the notice through Telecom Factory. Mumbai that circles have not procured the dual IMSI SIM cards.

You are therefore again requested to procure the SIM cards as per guideline issued by letter under reference.

Ref: This office letter no.53-14/2008-CMTS(Pt-II) Dated 28.07.2011.

Copy endorsed to The Chief General Managers All Telecom Circle/Metro District

No. 53-14/2008-CMTS(Pt-II) Dated 20.08.2011  
(Addressed to the Chief General Manager All Telecom Circle/metro District.)

#### **09. Clarification regarding grant of pension to the BSNL absorbees covered under sub-rule 11 (a) of Rule 37-A of CCS(Pension) Rules, 1972 who took VRS on completion of more than 10 years of qualifying service but less than 20 years.**

I am directed to forward herewith a copy of DOT letter No. 40-08/2011-Pen(T) dated 08-07-2011 issued by the Department of Telecommunications on the subject mentioned above for information and further necessary action.

Copy endorsed to PPS to CMD, BSNL, PPS to DIR(HR)/ DIR(Enterprise)/DIR(Consumer Fixed Access)/ DIR(Consumer Mobility)/DIR(Finance), BSNL Board,. All Executive Directors, BSNL, . All PGMs / Sr. GMs / GMs in BSNL, C.O., DGM(A)/Pers/ (BW)/(Elect.)/(Arch.)/(SEA)/ (EF)/(CA), BSNL, C.O.,AGM (R&P)/ (EF)/(SEA)/ (Pers-I)/(Pers-II) / (Pers-III)/(Pers-IV)/ (Civil)/(A&E)/(TF), BSNL, C.O.,DM(Pay

Bi:II)/(Cash)/(L&A), BSNL, C.O., General Secretary, BSNL EU, DM(OL), BSNL CO. It is requested that Co Hindi version of this circular may be provided within 15 days and Guard File.

No. 40-22/2011-Pen(B) Dated 10.08.2011  
(Addressed to All Heads of Telecom Circles/Telecom District/ Other Administration Offices/ Telecom Stores/ Telecom Factories. Bharat Sanchar Nigam Ltd.,)

**A. Clarification regarding grant of pension to the BSNL absorbees covered under sub-rule 11(a) of Rule -37A of CCS (Pension) Rules, 1972 who took VRS on completion of more than 10 years of qualifying service but less than 20 years.**

A large number of references were received seeking clarification regarding grant of pension to the employees of Department of Telecom who have been absorbed in BSNL and took VRS after rendering more than 10 years but less than 20 years of pensionable service at the time of their retirement under the provisions of Sub-rule 11(a) of Rule 37-A of CCS (Pension) Rules, 1972. Accordingly, this department had referred the matter to Department of Pension and Pensioner's Welfare (DoP&PW) for clarification.

DoP&PW vide their I.D no. 4/212011-P&PW(D) dated 2.6.2011 have clarified that since the linkage of full pension with 33 years of qualifying service has been dispensed with vide OM dated 2.9.2008, thereby anyone retiring in terms of Central Civil Services (Pension) Rules- 1972 shall also be eligible for pensionary benefits as per revised rule 49. The revised rule 49 has no provision of pro-rata pension. Formal amendment to rule 37-A and rule 49 alongwith other rules is under process but the changes have been made effective with effect from 1.1.2006 vide OM dated 2.9.2008. They have further clarified vide their OM No. 38/06/2011-P&PW(A) dated 10.6.2011 that the provision in Rule 49(2) of CCS (Pension) Rules as amended vide notification No. 38/37/08-P&PW(A) dated 8.6~2011 on the basis of the orders issued after sixth CPC is self-explanatory and available on website pensionersportal.gov.in. This issues in supersession to all the previous advices tendered to various CCAs on the subject.

Copy endorsed to Joint Secretary, DoP&PW - w.r.t. their 10 dated 2.6.2011 and OM .06.2011 dated 10.6.2011 referred above.

No. 40-08/2011-Pen(T) Dated :July 8<sup>th</sup>, 2011

(Addressed to PS to MoC&IT/MOS(C&IT), Sr. PPS to Secretary (T)/Chairman, Telecom Commission; New

Delhi, All Members/Advisors/Addl. Secretary/IDDGs/ JS,DoT, New Delhi, CMD, BSNL Corporate Office, Bharat Sanchar Bhawan, New Delhi, Sr.DDG, TEC, Khurshid Lal Bhawan, New Delhi, All Pr. CCA/CCA utlits DoT, II DDGs, TERM units, DoT, All recognized Unions/Associations/Federations, DoT, New,Delhi, DDG(Estt.), BSNL Co. Office, New Delhi, Director(IT), DoT, New Delhi - with the request to post this circular on the website of DoT., Hindi Section, DoT, New Delhi- with the request to furnish the Hindi Version of the OM to upload the website., AO(PFP), DoT, New Delhi, Internal Audit Wing, DoT, New Delhi., All dealing hands in Pension Section, DoT New Delhi )

**10. Applicability of revised rules of CCS (Pension) Rules, 1972 consequent of the 6<sup>th</sup> CPC to the Government employees absorbed in BSNL- Clarification regarding.**

I am directed to forward herewith a copy of DOT letter No. 40-31/2008-Pen(T)Vol.II dated 23-06-2011 issued by the Department of Telecommunications on the subject mentioned .above for information and further necessary action.

Copy endorsed to PPS to CMD, BSNL, PPS to DIR(HR)/ DIR(Enterprise)/DIR(Consumer Fixed Access)/ DIR(Consumer Mobility)/DIR(Finance), BSNL Board., All Executive Directors, BSNL., All PGMs / Sr. GMs! GMs in BSNL, C.O., DGM(A)/Pers)/(BW)/(Elect.)/(Arch.)/(SEA)/(EF)/(CA), BSNL, C.O., AGM (R&P)/(EF)/(SEA)/(Pers-I)/(Pers-II)/(Pers-III)/(Pers-IV)/(Civil)/(A&E)/(TF), BSNL, C.O., DM(Paybill/ Cash/ (L&A) BSNL, C.O., General Secretary, BSNL EU., DM(OL), BSNL CO. It is requested that a Hindi version of this circular may be provided within 15 days. And Guard File.

No. 40-22/2011 Pen (B) Dated 09.08.2011  
(Addressed to :- All Heads of Telecom Circles/ Telecom District/ Other Administration Offices/ Telecom Stores/ Telecom Factories. Bharat Sanchar Nigam Ltd., )

**A. Applicability of revised rules of CCS (Pension) Rules, 1972 consequent of the 6th CPC to the Government employees absorbed in BSNL - clarification regarding.**

With reference to this office letter of even number dated 12th August, 2009, it is clarified that the enhanced family pension upto 10 years as mentioned in para 8.2 of DOP &PW No. 38/37/08-P&PW(A) dated 2.9.2008 and further clarification vide 51. No. 3 of 38/37/08-PW(A) Pt. II dated 3.10.2008 are applicable to BSNL IDA pensioners also.

2. The provisions contained in Department of Pension and Pensioners' O.M. 38/79/08-P&PW(G) dated 27th October, 2010 regarding payment of Commutation Value of additional amount of pension in respect of employees who retired on/after 1.1.2006 but before 2.9.2008 and expired before exercising option for commutation of additional amount of pension are applicable to BSNL IDA pensioners also.

Copy for information to: Sr. PPS to Chairman, Telecom Commission, New Delhi, Sr. PPS to All Members, Telecom Commission, Sanchar Bhawan, New Delhi, Sr. PPS to All Advisors, DoT, Sanchar Bhawan, New Delhi, Sr. DDG, TEC, Khursid Lal Bhavan, New Delhi., Controller General of Accounts, MoF, 7th Floor, Lok Nayak Bhavan, New Delhi-3., DG of Audit (P&T), Sham Nath Marg, Near Old Secretariat/Civil Lines, New Delhi-54., DDG (Accounts) /DDG(FEB)/DDG (LF)/DDG(WPF) /DDG (TFP). All Sr. DDGs/DDGs, DoT, Sanchar Bhawan, New Delhi, DDG(Corporate Accounts), BSNL Statesman House, New Delhi., The Director (IT), Computer Cell, DoT Hqs. New Delhi with a request to put the circular on website on DoT Headquarters i.e. WWW.dot.govt.in (Kind attention Shri Manish Kumar Vimal), Hindi Section with the request to translate and send the Hindi version of this letter for putting it in the DoT's website. Guard file/Reference Folder, Secretary, All India Central Govt. Pensioners Association CHQ Pune Branch, Jalgaon 425 002 (Maharashtra)

*No. 40-31/2008-Pen(T) Vol.II dated 23rd June'2011 (Addressed to All Principal CCAs/CCAs/Joint CCAs /CMD, BSNL)*

#### **11. Office Order**

The Management Committee of BSNL has revised the perks and allowances to all non-executives (absorbed, or directly recruited including un-absorbed officials who are working in BSNL on deputation/deemed deputation basis), subsequent to the revision of Pay Scales of the non-executives. Accordingly, the limit of reimbursement of expenditure on outdoor treatment is revised as under:

Outdoor treatment; Reimbursement against Vouchers:

Limit of reimbursement of expenditure on outdoor treatment against voucher has been revised from one month's Basic Pay + DA of unrevised pay to 25 days of revised Basic pay + DA.

ii) Outdoor treatment; Entitlement without Voucher: Medical allowance (without voucher) has been revised from half month's Basic Pay + DA of unrevised pay to 12 1/2 days of revised Basic Pay + DA.

The provisions under Clause 2.1.0 and 2.1.1 of the above referred order may be suitably replaced and the limits revised accordingly for all the non-executives. The revised limits are effective from the financial year 2011-12.

No. BSNL/Admn.I/14-15/09 Dated 08.10.2011  
Ref.: 1. No. BSNL/Admn./1 dated 28th February 2003;2. OM No. 8SNL/Admn.I/14-15/09 dated 24th August 2009 ; 3. Corrigendum to OM dated 30th September 2009

(Addressed to :- All the CGMs, BSNL, PS to CMD,PPS/ PS to all Directors/EDs of BSNL Board, All PGMs/Sr. GMs/GMs, CS & Sr. GM (Legal), BSNL Corporate Office, DG P&T Audit, and All recognized Associations/Unions of BSNL )

#### **12. Office Order**

Instructions have already been issued that punctuality should be maintained by all the Executives and Non-executives of BSNL and it was instructed that already laid down procedure must be used to maintain the attendance register. All the Circles may explore the feasibility of using the CTD model of marking their attendance on the Intranet. CTD may be consulted for further guidance in this regard if required. Compliance report may please be sent latest by 31.8.2011.

Copy endorsed to CMD, Dir (CM)/Dir (CFA)/Dir (HR) and All EDs.

*No. BSNL/Admn-I/27-3/2005 Dated 04.08.2011 (Addressed to All CGMs)*

#### **13. Regular Promotion to the Executives in AGM/ DE of Telecom Operation Stream in the IDA scale of Rs.29100-S4500/= -Regarding**

In partial modification of this Office Order of even number dated 14.10.2009, 16.08.2010, 24.08.2010, 30.08.2010, 03.09.2010, 29.11.2010, 06.04.2011, 10.05.2011, 16.05.2011 & 14.06.2011 and all other orders where it has not been included, the following be added:

“ Pay fixation applicable to the executives may be done in accordance with BSNL order No. 1-50/2008-PAT (BSNL) dated 05.03.2009 read with BSNL order No. 400-61/2004-Pers.I/3008 dated 18.01.2007 with the option to choose the date of pay fixation in terms of FR 22 (1) (a) (I) within the prescribed time limit therein”. “Accordingly, the officers may give their option for fixation of pay within one month of issue of this order. This has the approval of the Competent Authority .

Copy endorsed to CVO /Sr. GM (Pers.)/ Addl. GM (Pers.)/CLO[SCT]/ AGM , Pers.I) / [Pers. II] [DPC] BSNL C.O., CS to Director (HRD), BSNL New Delhi , DM (OL) for Hindi version., DM (Pers.-I) /DM-I & II [Pers.I]/RB/All AMs in Pers-1 Section. and Order Bundle/Spare Copy.

*No. 412-24/ 2010 Pres-I Dated 20.07.2011*

*(Addressed to :- All Heads of Circle. 2. CAO(s) concerned (through CGMs).*

#### **14. PGP-PMP Course at IIM Bangalore during 2011-13**

In continuation of this letter of even number dated 03/06/2011 & in pursuance to DoT letter number 20-7/2011-IR dated 27/05/2011 and Personnel Branch, BSNL order No. 413-05/2009-Pers.I, dated 01/06/2011, the following officers. were ordered to be relieved to join the PGP-PMP course during 201-13 at 11M, Bangalore commencing from June, 2011.

1. Mr. K.P Mohan, Addl GM, Port Blair, A&N
2. Mr. M. Ravi Shankar, DGM NWPCM, Guwahati, Assam
3. Mr. Subrata Kumar Saha, DGM CRM-1 Kol Tel District
4. Mr. Sanjeev Agrawal, Sr. GM-NWP-CFABhopal, MP
5. Mr. Sanjay Bansal, DGM HR&EB Surat, Gujarat
6. Mr. Giriraj Garg, OGM IN CMTS Ahmedabad, Gujarat
7. Mr. CN Sai Sravanan, OGM VAS Chennai Telephones
8. Mr. T.V. Venkatram, GM, Madikeri, Karnataka Circle

2. The issue of payment of course fee etc. for the above mentioned Course was under consideration & review with DoT. The Management Committee in its 106th Meeting held on 14/09/2010 has now decided for making payment towards course fee etc. to IIM-B in respect of the above officers in accordance with the directions of Member(Tech), DoT.

3. Accordingly, all the respective circle Heads are requested to release the payment in r/o of their officers in accordance with DoPT a.M. No. 11011/03/2011-Trg(IIMB) Pt. I dated 2nd September, 2011 [copy enclosed] to the respective institute.

4. As regards payment of course fee etc. in respect of officer at S.No. 8 above (BSNL absorbed), respective circle has already been (authorized to remit the entire expenditure to IIM-B vide letter of even number dated 19/08/2011.

5. The other terms and conditions will be governed as per DoPT O.M. No. 11 011/03/2011-Trg(IIMB) dated 18/01/2011 & other extant rules in force.

6. The officers from time to time will submit their training report and also final report to GM(Trg), BSNL CO regarding complete assessment of the course and its utility to the Company. A copy of the dissertation project undertaken during the training may also be furnished to Training Cell of BSNL CO.

Copy to: - 1. PPS to DIR(HR), for information, pl, 2.CGMs, A&N/Assam/KolkataTD/Madhya Pradesh/ Gujarat/Chennai TD and Karnataka Circles- for making the payment in r/o the above officers directly to the institute , 3. DDG(IR), DoT, 4. Sr. GM(Pers), BSNL CO for information pl. 5. DG, Audit, Sham Nath Marg

*No.7-1/2011-Trg*

*Dated 19.09.2011*

**A. 10th PGPPM, Programme at IIM Bangalore - Meeting of Expenditure for the officer of -Indian Telecommunication Service (ITS) on deputation to PSUs with regard to their participation in the programme- regarding.**

**Ref:- Department of Telecommunications (DoT) Letter No. 20-7 /2011/IR- II dated 10/08/2011.**

Kind attention is invited to the subject and reference cited above. After having examined the request contained ,in the said-reference vis-a-vis the conditions stipulated in Para 6 (c) of DoP&T's circular dated 18/01/2011, the Competent Authority has decided that the entire expenditure pertaining to the PGPPM-IIMB study programme with respect to the ITS officers on deputation to PSU (5) should be borne by the concerned PSU (5).

2. In view of the above, you are requested to kindly remit the entire expenditure pertaining to the said-study programme for the Seven ITS officers directly to IIM Bangalore as per the details annexed, under intimation to this office. You are also requested to urgently confirm to this office about the proposed action on this matter so as to enable this department to obtain necessary clearances for facilitating the visit of the officers to USA for pursuing the international component of the, programme. The modalities of payment may be worked out in consultation with IIMB.

*No.11011/03/2011-Trg(IIMB) Pt.I Dated 02.09.2011 (Addressed to The Director (International Relations II) , Department of Telecommunications 509, Sanchar Bhavan 20-Ashoka Road ' New Delhi-110001)*

**Annexure to 11011/03/2011-Trg(IIMB) Pt.I Dated 02.09.2011.**

Sl. No.	ITEM	Expenditure																		
1	Domestic Course fee @ Rs7.00 lakh per Participant i.e. (7X7.0 lakh) =49,00,000/- if not already paid to TIMB	Rs. 49,00,000																		
2	Course fee to Maxwell school Syracuse University USA (US \$5200X7=US\$ 36,400)	US\$ 36,400																		
3	Expenditure on accommodation at Syracuse University (US\$2480X7=US\$ 17,360)	US\$ 17,360																		
4	Airfare (Economy Class-Excursion Fare by Air India) Bangalore Syracuse Bangalore (Rs. 95000X7=Rs. 6,65,000) or actuals whichever is lower.	Rs. 6,65,000																		
4	Approved per diem rate (Under DFFI) participant for the duration spent abroad as a part of this programme	US \$ 25,410																		
	<table border="1"> <thead> <tr> <th>Duration/Period</th> <th>Rate of per diem</th> <th>Total Amount in US\$</th> </tr> </thead> <tbody> <tr> <td>1-14 days 17/10/11 to 16.10 (14 days)</td> <td>US \$ 100 Per day</td> <td>1400</td> </tr> <tr> <td>15-28 days 17/10/11 to 30.10 (14 days)</td> <td>US \$ 75 Per day</td> <td>1050</td> </tr> <tr> <td>More than 28 days 31.10.2011 to 19.11.2011 (18 days) X US\$60=1080</td> <td>US \$ 60 Per day</td> <td>1080</td> </tr> <tr> <td>Per Diem for one additional day @US \$ 100</td> <td></td> <td>100</td> </tr> <tr> <td><b>Total</b></td> <td></td> <td><b>3630</b></td> </tr> </tbody> </table>	Duration/Period	Rate of per diem	Total Amount in US\$	1-14 days 17/10/11 to 16.10 (14 days)	US \$ 100 Per day	1400	15-28 days 17/10/11 to 30.10 (14 days)	US \$ 75 Per day	1050	More than 28 days 31.10.2011 to 19.11.2011 (18 days) X US\$60=1080	US \$ 60 Per day	1080	Per Diem for one additional day @US \$ 100		100	<b>Total</b>		<b>3630</b>	
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<b>Total</b>		<b>3630</b>																		
	For 7 Participants US \$ 3630 X 7=US \$ 25,410																			

### 15. Mandatory Training under Executive Promotion Policy

This Office has received representations from officers, requesting for withdrawal facility in respect of forthcoming online examination for Mandatory Training under EPP.

Management is pleased to agree as a one time relaxation to provide such withdrawal option to all the officers, who have registered themselves for various online examinations to be held during Sept.'2011. Officers so desirous of withdrawing may be allowed do so through CTMS Online system (the way they registered for the same). The officers can subsequently registered for such examination as per their convenience.

Copy endorsed to . PGM(FP)/PGM(Elect.)/PGM(Civil)/Sr. GM(Pers.), BSNL C.O. 2. Principal RTTC Chennai for providing necessary technical arrangements for the same immediately. 3. All Associations

*No. 32-27/04/Trg/Pt-VII dated 29.08.2011  
(Addressed to :- Chief General managers All Telecom Circles/Distt.)*

### 16. Mandatory Training under Executive Promotion Policy

This Office has been in receipt of representations from various associations regarding study material for the online examination under Executives Promotion Policy. The associations have requested for provision of hard (printed) copy of the study material to the desirous executives who registered for the online examination. BSNL Management is pleased to consider the request of associations as follows :-

It may kindly be ensured that the softcopy of the study material is made available to the executive at the time of upgradation positively. Further, CGMs may get appropriate no. of hard copies printed as per their requirement, if they so feel. These printed copies may be provided to the executives on need & rotation basis on their registration for the online examination.

Copy endorsed to All Associations  
*No. 32-27/04/Trg (Vol. VII)/1 dated 15.09.2011  
(Addressed to :- Chief General managers All Telecom Circles/Distt.)*

### 17. Settlement of Pension cases of officers on superannuation

I am directed to refer to letters mentioned above and to say that it is presumed that the Circles have implemented the promotion orders to AGM/DE(T) Grade on adhoc basis after observing the usual formalities such as Vigilance Clearance etc. in respect of all officers promoted to AGM/DE(T) Grade on ad-hoc basis.

However, with regard to Para 10 of the orders, it is clarified that the said provision has been incorporated only with regard to fixation of seniority in view of various cases pending before courts/Tribunals, the outcome of which are awaited. The outcome of the awaited judgments will only affect the inter-se-seniority among of these promoted executives to AGM on regular basis/next higher grade i.e. DGM Grade and not to the grade of AGM/DE(T) on adhoc basis to which they already stand promoted and which is irreversible except for reasons of penalty etc, which do not apply in these cases. However, as a matter of abundant precaution, an undertaking from individual officer be taken to the effect that he has not filed any court case in this regard.

The above clarifications may be intimated to the o/o CCA, Bangalore for early settlement of pension of the retired officers.

This has the approval of competent authority.

No.412-24/2011-Pers.I dated August 11<sup>th</sup>, 2011  
(Addressed to :- The Chief General Manager Telecom, Karnataka Circle, Bangalore-560008, BSNL)

**18. Encashment of Earned Leave alongwith Leave traveling Concession (LTC) for the BSNL employees , who have opted for the facility of LTC provided to their spouses employed in other PSUs/ Corporate/Autonomous Bodies etc. and those who are otherwise not entitled to LTC, on account of their spouse being employed in Indian Railways/ National Airlines, who are entitled to privilege passes/concessional tickets, without deducting the same from the overall accumulation limit of 300 days w.e.f. 28.09.2010**

The proposal of Encashment of Earned Leave alongwith Leave traveling Concession (LTC) for the BSNL employees , who have opted for the facility of LTC provided to their spouses employed in other PSUs/Corporate/Autonomous Bodies etc. and those who are otherwise not entitled to LTC, on account of

their spouse being employed in Indian Railways/ National Airlines, who are entitled to privilege passes/concessional tickets, without deducting the same from the overall accumulation limit of 300 days w.e.f. 28.09.2010 has been under consideration in this office.

2. The Competent Authority has not approved the proposal for the present. The necessary action with respect to pending claims of the concerned employees, if any, may kindly be taken accordingly.

Copy to: 1. PPS to CMD, BSNL 2. PPS to DIR(HR)/ DIR(Enterprise)/DIR(Consumer Fixed Access)/ DIR(Consumer Mobility)/DIR(Finance), BSNL Board. 3. All Executive Directors, BSNL. 4. All PGMs / Sr. GMs/ GMs in BSNL, C.O. 5. DGM(A)/(CA)/(EF)/(Pers) (SEA)/Civil)/(Elect.)/(Arch.) / (TF), BSNL, C.O., 6. AGM(R&P)/(EF)/(SEA)/(Pers-I)/(Pers-II)/(Pers-III)/(Pers-IV)/ {Civil}/ (A&E)/ (TF), BSNL, C.O. 7.DM(Paybill)/ Cash/ (L&A) BSNL, C.O. 8.AD(OL) for Hindi Version . 10. Guard File.

*No.1-10/2010-PAT(BSNL)/Encashment of EL dated 22.09.2011*

*(Addressed to The All Heads of Telecom Circles/ All Heads of other Administrative Units, Bharat Sanchar Nigam Limited.)*

### Status of Court Cases/LDCE

- Hon'ble Madras High Court granted stay order against Chennai CAT judgment to quash the TES Group 'B' seniority list of SC-ST officers issued on 17.01.2007. It paves the way to conduct DPC from SDE to DE (Adhoc) and DE (Regular).
- Supreme Court of India Contempt Petition (C) No. 391 of 2011 in Civil Appeal No. 3149 of 2009 Chander Bhan Singh, Petitioner (s) Vs. R. Chandrashekhar & Ors. Respondent (s) upon hearing counsel the Court made the following order " on 14.09.2011.
- JTO(Off.) case in Hon'ble Chandigarh High Court: The case was adjourned for 23rd Nov'2011 since applicant advocate was not present.
- On 17.08.2011, BSNL Corporate Office issued Partial modification of result of LDCE for promotion to the grade of SDE(Elect.) under 33% quota held on 19.06.2011.
- BSNL Corporate Office issued promotion order on 30.09.2011 on the basis of LDCE 2011 to the grade of SDE (E) in Electrical Wing BSNL.
- BSNL Corporate Office issued order regarding Promotion of JTO(Civil) to SDE(Civil) on the basis of Limited departmental competitive Examination (33% quota) held on 18/06/2011 - Order issued along with Transfer and posting of SDE(C) on 23-09-2011.
- BSNL Corporate Office issued promotion order on the basis of LDCE 2011 to the grade of SDE (E) in Electrical Wing BSNL on 30.09.2011.

## CHQ Office Bearers' Visits

**District Conference of Udaipur Branch-Rajasthan Circle on 18.09.2011:** GS, Advisor-II along with Circle Secretary Rajasthan Circle attended and addressed the Branch Conference of AIBSNLEA, Udaipur Branch on dated 18th September' 2011 & an Open Session was organized on the occasion in "MAHESHWARI SEWA SADAN" at Udaipur. Hon'ble Shri Raghuvver Singh Meena, MP (Lok Sabha), Udaipur, was the Chief Guest, Shri R.N.Mathur, Sr. GMTD, Udaipur, was preside over the function and Ms. Deepika Pokerna, was the Guest of Honour. Shri Prahlad Rai, General Secretary, Shri Karan Singh, Advisor, AIBSNLEA, CHQ New Delhi, Shri P.R.Leel, Circle President, Shri O.P.Jat, Circle Secretary, & Shri B.C.Logar, OS(S) were the Special Guests of the function. Welcome address was given by Com. R.K.Khokhawat, Branch Secretary, Udaipur, covering the Circle & CHQ level pending issues. Com. P.R.Leel, Circle President in his address appreciated the performance of Udaipur, SSA & elaborated the government wrong policies which are the main causes of the BSNL's present financial deficiency. He appealed to all to give maximum where you are working to strengthen the company. Com.Prahlad Rai, General Secretary, in his address extended his gratitude and sincere thanks to Udaipur Branch. Com. Com. GS explained that after the formation of BSNL on 01.10.200 to 2009-10, BSNL earned profit but due to un-helping attitude of the Govt. i.e. unjustified payment of spectrum charges (3G & BWA) of Rs. 18,500, non-reimbursement of licenses fee, USO Charges, OPEX Charges, withdrawal of ADC, Payment of AGR, payment of notional loan Rs. 7500 crores to DoT has adversely affected the viability of BSNL. In addition of this non-procurement of GSM equipment, cables, telephone instruments, MLLN Modem, Broadband Modem, Drop wires etc has affected the quality & growth of services. He apprised the status of HR issues related to mainly DPCs from JTO to SDE, SDE to DE(Adhoc/Regular), DE to DGM, JAO to AO, AO to CAO & CAO to DGM(F) etc., modification in transfer policy & Benchmark of EPP, Tightening of staffing norms, VRS, Group 'A' officer absorption, Pay anomaly- Sr. are drawing less salary than their juniors, withdrawal of leave encashment, stopping of LTC etc. Com. Com. GS also mentioned that Udaipur Branch always actively participated in Circle/ CHQ events. GS appreciated the work culture of Udaipur SSA and mentioned in detail about the

financial status of BSNL. He appealed to all to increase the business & revenue by least 10% so that BSNL may come to profit side. Com. General Secretary also apprised in detail about the status of VRS, availability of store, notional loan, spectrum allocation, GSM equipment procurement, CDR problem, MNP. He requested to Hon'ble MP to take up the issues with Govt. for the survival of BSNL & countrymen. He appealed all Executives to provide quality Telecom services to the customers.

Hon'ble MP Shri Raghuvver Singh Meena in his address expressed the happiness's in attending the conference & getting enlighten with the real issues which are affecting the viability of BSNL. He assured to raise the issues at appropriate forum & mentioned to control the tariff in Telecom Sector. He assure to extend full support in parliament for strengthen of BSNL.

Com.B.C.Logar, OS(S) & other senior officers of Udaipur SSA also address the meeting.

Shri R.N.Mathur, Sr.GMTD, Udaipur, Chief Guest, in his address expressed sincere gratitude and thanks to AIBSNLEA, Rajasthan Circle for invitation. He is emphasized the role of executives for implementation of various policies in BSNL & appreciated the whole staff of SSA for extending the quality of service to the customers. He also mentioned that BSNL is facing lot of problems in CDR working and impressed upon to strengthen Marketing & EB Cell of BSNL.

Com. Devi Lal, Branch President, Udaipur delivered vote of thanks. New District body of the AIBSNLEA, Udaipur, Branch have elected unanimously and Sh.Devi Lal, Sr. AO, Sh.R.K.Khokhawat, SDE, Sh.Shakti Singh, JAO were elected as Branch President, Branch Secretary and Finance Secretary respectively.

**District Conference of Chittorgarth Branch on 18.09.2011:** GS, Advisor-II along with Circle Secretary Rajasthan Circle attended and addressed the Branch Conference of AIBSNLEA, Chittorgarth Branch on dated 18th September' 2011 & an Open Session was organized on the occasion in "MEERA HOTEL" at Chittorgarth. Shri Mahesh Chand Meena, TDM, Chittorgarth was the Chief Guest, Com. Prahlad Rai, General Secretary, was preside over the function, Shri Karan Singh, Advisor, AIBSNLEA, CHQ New Delhi, Shri P.R.Leel, Circle President, Shri O.P.Jat, Circle Secretary, & Shri B.C.Logar, OS(S) was the Special Guests of the function.

Welcome address was given by Com. S.C.Pareek, Branch Secretary, Chittorgarth, covered the Circle & CHQ level pending issues & stressed upon the open session topic "possible measures for revival of BSNL". Com. P.R.Leel, Circle President in his address appreciated the performance of Chittorgarth, SSA & elaborate the financial measures which can improve the BSNL health.

Com.Prahlad Rai, General Secretary, in his address extended his gratitude and sincere thanks to Chittorgarth Branch. Com.GS appreciated the work culture of Chittorgarth SSA. Com.GS also apprised in detail about the financial status of BSNL & appealed to all to increase the business & revenue by least 10% so that BSNL may come on profit side. Com. General Secretary also apprised in details on VRS, availability of store, notional loan, spectrum allocation, GSM equipment procurement, CDR problem, MNP. Com. General Secretary elaborated government policies & betrayal of government promises in every field like license fee, spectrum charges, USO fund, ADC charges & other government support. He appealed all Executives to provide quality Telecom services to the customers. Com.B.C.Logar,OS(S) & other members of Chittorgarth Branch also address the meeting.

Shri M.C.Meena, TDM, Chittorgarth, Chief Guest, in his address expressed sincere gratitude and thanks to AIBSNLEA, Rajasthan Circle for invitation. He appreciated the views of executives association in service matter & BSNL viability. He assured to extend full support for achieving the targets & resolving the pending HR issues of executives' at SSA level. Com. S.N.Sunar, Branch president, Chittorgarth delivered vote of thanks.

New District body of the AIBSNLEA, BWA, Branch have elected unanimously and Sh S.N.Sunar, CAO, Sh. S.C. Pareek, SDE, Miss Navjosh Kaur, JAO were elected as Branch President, Branch Secretary and Finance Secretary respectively.

**Branch Conference of AIBSNLEA, Bhilwara District Branch at Bhilwara on 17.09.2011:** GS, Advisor-II along with Circle Secretary Rajasthan Circle attended and addressed the Branch Conference of AIBSNLEA, Bhilwara District Branch in "HOTEL HARI PRIYA" at Bhilwara. Sh. J.C. Menaria, Sr. GMTD, Bhilwara Telecom District was the Chief Guest & Sh. Madan Lal, DGM was the Guest of Honour. Sh. H.L. Swarnkar, Branch Secretary & Sh. N.K. Jain, Branch President in their welcome address discussed the local/Circle/All India level problems & requested for their early settlement.

Com. GS in his address apprised the status of All India issues i.e. DPCs from JTO to SDE, SDE to DE(Adhoc/Regular), DE to DGM, JAO to AO, AO to CAO & CAO to DGM(F) etc., modification in transfer policy & Benchmark of EPP, Tightening of staffing norms, VRS, Group 'A' officer absorption, Pay anomaly- Sr. are drawing less salary than their juniors, withdrawal of leave encashment, stopping of LTC etc. Com. GS resented against the un-helping attitude of Govt. towards State on PSU- BSNL. He categorically mentioned that due to wrong policies of Govt./BSNL Management, BSNL is facing losses, however he appeal all the employees to make Customer Delight by providing quality service.

Sh. J.C. Menaria, Sr. GMTD, Bhilwara in his address apprised that in Bhilwara Telecom District has won the award of Best SSA & all the employees of SSA are working as a team. He further impressed upon the employees to maintain the same spirit. Com. N.K. Jain, Branch president, Bhilwara delivered vote of thanks. New District body of the AIBSNLEA, BWA, Branch have elected unanimously and Sh N.K. Jain, CAO, Sh. H.L. Swarnkar, SDE, Sh. Pawan Kumar Kasera, AO(Comp.) were elected as Branch President, Branch Secretary and Finance Secretary respectively.

**CEC Meeting of BSNL CO Circle on 22.09.2011:** The CEC meeting of BSNL CO Circle was held at BSNL CO on 22-09-2011. Shri P.Venugopal, CHQ President, Shri B Ravindranath, FS and Shri G R Sharma, AGS(Fin) graced the occasion. Shri V M Gupta, President BSNL CO Branch presided over the meeting. Shri Rakesh Sethi, Circle Secretary addressed the meeting about proposal of VRS in BSNL. Every CEC members present in the meeting expressed their views about pros and cons of the VRS. AGS(Fin), FS and President CHQ explained in detail about proposed VRS in BSNL and also assured to take the views of the members while discussing about VRS with Management and JAC and appealed to the members to follow the directions of CHQ in observing the Mass Fast on 27-09-2011 and One day strike on 10-10-2011. Shri V M Gupta President BSNL CO assured full cooperation from the Circle to CHQ on the decision about the VRS and also he thanked the well gathered CEC members for attending the meeting in a short notice.

**Branch Conference of Jhunjhunu Branch, Rajasthan on 04.09.2011:** GS, AGS(HQ), Advisor-IV, CHQ and CS Rajasthan attended and addressed the 3rd Branch Conference of Jhunjhunu Branch, Rajasthan Circle on 04.09.2011 in Hotel OM Tower

at Jhunjhunu. Shri R.C. Rai, GMTD, Jhunjhunu was the Chief Guest, Shri Om Prakash, DGM, JJN presided over was function. Welcome address was given by Shri R.D. Ola, Branch Secretary, JJN, who discussed Circle / All India level issues . Shri O.P. Jat, Circle Secretary, AIBSNLEA, Rajasthan Circle, in his address welcomed all the dignitaries on dais enumerating the brief of the legitimate demands of the BSNL Executives and service matters.

Shri Prahlad Rai, General Secretary, in his address appealed to all the executives to provide quality Telecom services to the customers and also emphasized to implement successfully the Call of JAC i.e. "Customer Delight Year-2011-12". He impressed upon for strengthening of marketing and sales units of BSNL to sale out BSNL products. He also Stress to minimize the expenditure on tour by adopting video conferencing in departmental meetings. He apprised in detail the status of All India level HR issues and expressed resentment against delay in holding DPCs, arbitrary attempts to modify Transfer Policy, amendments in EPP, tightening of staffing norms etc.

Sh. R.C. Rai, GMTD, Jhunjhunu, Chief Guest, in his address apprised that JJN District is number one SSA of Rajasthan and appreciated the role of employees in this connection. He told that we will continue our efforts in earning more revenue in the available resources. Sh. Ramavtar, Branch President , JJN extended vote of thanks

**3rd CEC Meeting of Rajasthan Circle on 21.08.2011:** 3rd Circle Executives Committee Meeting of AIBSNLEA, Rajasthan Circle held on 21st August' 2011 & an Open Session was organized on August' 2011 in "Hotel Diana Palace" at Jaipur. Shri P.K. Agarwal, PGMTD, Jaipur was the Chief Guest, Shri H.P. Meena, Sr. GM(Finance) ,Rajasthan Telecom Circle, Jaipur presided over the function, Shri Prahlad Rai, General Secretary, Shri Devesh Sharma, Organizing Secretary (North) & Shri Karan Singh, Advisor, CHQ New Delhi were the Special Guests in the function.

Welcome address was given by Shri R.C.Sharma, Branch Secretary, Transmission Branch, Jaipur. Shri O.P. Jat, Circle Secretary, AIBSNLEA, Rajasthan Circle, welcomed all the dignitaries on dais & CEC members and addressed enumerating the brief of the legitimate demands of the BSNL Executives and service matter. Circle Secretary stressed upon to raise the image of BSNL on old heights and thanked to General Secretary for resolving the issues related to executives' specially revision of pension &

requested to active persuasion for settlement of pending issues.

Shri H.P. Meena, Sr.GM (Finance), Rajasthan Circle in his address appreciated the approach & today discussion of each & every employees is concern on revenue of BSNL. He apprised that all most all the problems of account personal has been settled & appealed to all the executives to strengthen the recovery process.

Shri Prahlad Rai, General Secretary, in his address apprised that BSNL Corporate Office has a good opinion regarding Rajasthan Circle discipline & civic sense. He appealed to all the executives to maintain it in future also. General Secretary elaborated government policies & betrayed of government promises in every field like license fee, spectrum charges, USO fund, ADC charges & other government support. General Secretary appealed to increase revenue & ITS absorption issues should be settled immediately for good health of BSNL. He appealed all Executives to provide quality Telecom services to the customers. He impressed upon for strengthening of marketing and sales units of BSNL to sale out BSNL products He also Stress to minimize the expenditure on tour by adopting video conferencing in departmental meetings. He appealed to all the executives to bring the Rajasthan Circle in number one position.

Shri P.K. Agarwal, PGMTD, Jaipur, Chief Guest, in his address emphasized the role of executives for implementation of various policies in BSNL & appealed to increase of revenue from available resources. He also impressed upon the viability of BSNL & improve the quality of service in BSNL. He explained that the Rajasthan Telecom Circle may again make the heights & everybody should try for their level best for coming BSNL in profit. Com. R.S. Bhartiya, District president, JPTD delivered vote of thanks

**Third CEC Meeting of Tamilnadu Circle on 19.08.2011 & 20.08.2011:** The Third CEC Meeting of Tamilnadu Circle was held at Vellore for two days from 19-08-2011 to 20-08-2011. In the month of February,2011, a special meeting was organized by Vellore in a very delightful manner. Com.Prahlad,Our GS and Com.Venu,Our President graced the occasion. This time Com. B.S.Reddy, OS(South), Com.P. Venu, President,CHQ and Com.VKParamasivam, Advisor, CHQ have participated.

On the first day, Com.Arumugam,CAO /VLR welcomed the gathering and the leaders of the CHQ.

After the approval of the agenda and the placement of the Circle Secretary's Report before the house for approval, under the presidentship of Com.Duraiarasan, Circle President, organisational review was started. Com. Alagu,JTO and Branch Secretary of Greams Road Branch reported his efforts in reviving the Branch and others help was also recognized. Com.V.K.Paramasivam, Advisor, Com.Venu,President and Com.B.S. Reddy, OS(South) addressed and detailed the current issues being pursued by our CHQ and the present position of them.

On the second day, open session was conducted before lunch. A mass gathering from Vellore SSA and neighboring SSAs made the big hall jam packed. An effective Seminar on "Customer Delight Year 2011 and our role" was well organised. Sri.Ganesan, ITS, the General Manager of Vellore SSA was the chief guest. Other executives also accompanied the GM. The General Manager praised our efforts and commended our role in keeping the BSNL banner high. He explained the situation of competition around BSNL and compared our role with that of "Sepoy Mutony" which laid the foundation for our Independence during British Raj. He called us to raise to the occasion and save the BSNL. The target of achieving 25% increase in Total Revenue of last year set by the CMD will be the main task for us,he added. He spoke on the importance we have to give to the Customers and the ways and means to keep them with us in a very gentle manner. He was shawled by our CS and other invitees were also honoured.

Com.Venu spoke in length about the financial condition of BSNL. The role of AIBSNLEA in taking out to the front the proposal of observing " Customer Delight Month" finalised in the CHQ office bearers Meeting of our Association held on 10-03-2011 and how it was taking off successfully and endorsed by the CMD himself. In the Seminar, Com.Palaniappan,Br.Secretary,MaduraiSSA,

Com.Periasamy,Br.SecretaryofErodeSSA, Com.Venkatesan,Br.Secretary, Cuddalore SSA, Com.M.K.Ganesan,ACS from Trichy SSA contributed many useful suggestions for the improvement of services. CS also put forth some proposals to earn profit and increase revenue. Effective scrapping of dumped materials, Encouraging the line staff through some incentive or something in any other name to improve the outstanding collections,Free cooling of Exchanges need immediate attention. The shortage of spares and our products which are in high demand among public are also pointed out by our participating comrades. Com.B.S.Reddy,OS (South) shared his views and briefed the action taken by our CHQ to reach the target and thanked the Tamilnadu Comrades for arranging this useful seminar. With the vote of thanks, the seminar came to end and house was adjourned for Lunch. After lunch, the long pending problems of all SSAs, Delay in promotions in engineering wing due to court cases, CAO/AO promotions, Delay in CAO officiating in Circle, 1999 AAO batch pay fixation, DR JTOs pay anomaly, PA/PS pay reduction and ITS repatriation were discussed. The CS while summing up replied the questions raised and assured to settle the transfer and seniority cases of individuals which remained unsettled for a long time. The efforts taken by our GS in getting the pay fixation orders of JTOs promoted after 01-01-2007 released and for the positive sign in the case of PA/PS residency period ( Now orders issued as expected) and other cadre wise and individual issues like transfer, Seniority etc; taken by our GS then and there was well appreciated and recorded by all. All of the participants expressed satisfaction over the functioning of the Circle Association. Still some cases took much time for settlement.

Finally with the vote of thanks by the newly elected FS, the CEC Meeting came to end. In short, this CEC meeting was more purposeful and would remain in the memory of all for a long time.

### **Condolence/Bereavement**

**We deeply mourn the demise of**

- **Smt. Sangita wife of Shri Achal Bhayana, Auditor & Sr. SDE, Raj. Circle on 11.09.2011**