BHARAT SANCHAR NIGAM LIMITED
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BHARAT SANCHAR NIGAM LTD.

No. BSNL/31-2/SR/2014 Dated, the 23rd April, 2014

Record of discussions of the meeting of All India BSNL Executives' Association with the BSNL management held on 27th March, 2014

A meeting was held with the representatives of All India BSNL Executives' Association on 27th March, 2014 under the chairmanship of Director (HR) and the following issues came up for discussion in the meeting -

1. **Implementation of Assured Executives Promotion Policy in BSNL**

(a) **Implementation of CPSU cadre hierarchy** - The Association was informed that a draft proposal has been released by the management on 14th March, 2014 and it was agreed that the policy would be finalised expeditiously after receipt of inputs from the concerned Associations.

(b) **Date of effect of implementation of revised IDA Pay Scales for the Executives of Civil/Elect./Architect Engg. Wings and PA/PS cadre w.e.f. 1.10.2000 on notional basis** - The Association mentioned that the benefit of notional fixation in the revised IDA pay scales has been extended only to the cadre of JAO and the remaining cadres in Engg./Civil/Elect./CSS etc. have yet to be extended this benefit. It was agreed that PF wing would examine within two weeks' time as to whether the benefit has been extended to JAO cadre. With regard to other cadres, the same would be examined thereafter.

(c) **Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors** - The Association mentioned that the management has implemented the judgement of Hon'ble Kerala High Court (filed by Sethumadhavan & others) in respect of the applicants only and also filed an SLP in the Hon'ble Supreme Court. Further, the Association pleaded for the implementation of Hon'ble Kerala High Court Judgment to all affected executives by allowing stepping -up of pay under EPP. In response, GM (Pers.) mentioned that since BSNL has implemented Hon'ble Kerala High Court judgment for the applicants and has filed SLP in the Hon'ble Supreme Court, it is suggested to await outcome of the SLP filed in the Hon'ble Supreme Court. However, efforts would be made for early hearing of the case.

(d) **Amendment in BSNL MSRRs allowing Diploma holders to the promotion of Executive Engineer (Civil/Elect) wings at par with other disciplines of Executives** - The Association mentioned that DOT had this provision where Diploma holder Executives in Civil/Electrical streams were eligible for provision upto Executive Engineers. However, while framing RRs in BSNL, this aspect has been omitted. The examination of this issue has been going on for quite some time, but decision is yet to be taken. It was agreed that the issue of finalisation of concerned RRs would preferably be decided within two months' time.

2. **Implementation of E-2, E-3 IDA pay scales for JTO/JAO & SDE/AO equivalent executives in BSNL** - The Association pointed out that DPE has given only the standard pay scales and made it clear that there will be no change in the ten pay scales of below board level posts and there is no justification for introducing intermediary pay scales. In BSNL, the Executives of JTO/SDE level are placed in the lower pay scales against their standard IDA pay scales of E-2 and E-3.. The proposal of BSNL for introduction of intermediary pay scales has been rejected by DOT earlier. Hence, the Association demanded that E-2 and E-3 pay scales may be implemented instead of E-1A and E-2A pay scales. In response, the management side informed that a proposal relating to approval of corresponding revised pay scales of E1A and E2A has been taken up with DOT with the request to take up the same with DPE; and requested to await its outcome. Thereafter, the Association mentioned that such a proposal has not been agreed to by DOT in the past. It was agreed that once the issue attains a finality in terms of decision from DPE, the Committee so constituted in this regard would be asked to revisit the issue in totality, if there is positive outcome on pension contribution and avoidance of cascading effect.

3. **Pay anomaly in the pay of JTOs of 2007 and 2008 batches (recruited after 1.1.2007)** - The Association mentioned that the DPE in its letter dated 2.4.2009 has very categorically stated that there will be no change in the ten pay scales of below board level posts and there is no justification for introducing intermediary pay scales. In BSNL, the Executives of JTO/SDE level are placed in the lower pay scales and demanded that standard pay scales of E-2 and E-3, as recommended by 2nd PRC, be implemented in BSNL for JTO and SDE equivalent executives. In response, the management side informed that the matter has been examined but after 01-01-2007 the pay Fixation cannot be given in the pre-revised pay scales to the executives appointed after 01-01-2007. We further requested to give parity with respect to JTOs 2005 batch who joined after 01-01-2007.

4. **30% Superannuation benefit to directly recruited employees as per DPE guidelines** - The management side informed that a Higher Level Committee has been constituted to examine the issue further and given a month's time to submit its recommendation. The Association pleaded that the spirit of the order of DPE on extending superannuation benefits should not be diluted and management should not take any arbitrary decision.

5. **Early resolution of EPF anomalies with serious discrepancies in respect of DR Employees of BSNL** - This Association raised a number of issues relating to EPF, viz. centralization of EPF accounts, non-contribution of diet allowance, stipend for the training period etc. The Association further mentioned that EPF slips are issued with a great delay by EPF authorities. Instructions may be issued to the all concerned IFAs to pursue the same with EPF authorities to avoid the said delay. In response, it was clarified by the management side that EPF Cell is functioning in the Corporate Office under GM (CA) and the relevant issues, if any, can be taken up with this Cell. Further, as regards the issue of EPF contribution during the training period, it was informed that the issue is sub-judice.

6. **CPCs to fill up the vacant PGM/GM/DGM (Engg.)/DGM (Fin.), DE/CAO, SDE (T)/ AO equivalent posts in BSNL on adhoc/Regular basis** - The Association mentioned that a large number of posts are lying vacant since long, which is affecting the viability of BSNL and is also causing stagnation. Hence immediate CPCs should be conducted to fill up all vacant posts. The management side explained that as regards promotion from JTO to SDE is concerned, the matter has

been taken up with Kerala Circle and the concerned officials summoned to the Corporate Office for elaborate discussion. On finalisation of the case, holding of DPC / promotion orders would be expedited. For promotion from AO to CAO, MC has already approved and the issue will be taken up in the next Board meeting. As regards promotion from JAO to AO, it was pointed that a judgement has been received on reservation issue, which is under consideration. The Association pointed out that 1700 employees are eligible against 1800 posts, hence promotions can be effected and the issue of seniority can be resolved afterwards. It was agreed to sort out the issue to avoid any litigation at a later stage.

As regards SDE to DE and DE to DGM promotions, the Association mentioned that all the VCs and ACRs have already been collected. For SDE to DE promotion, VCs are expiring and again VCs would have to be called for. As such, DPC should be expedited. On the status of 147 seniority, legal opinion can be taken to facilitate promotions without further delay. In response, the management side informed that legal opinion has already been received and the same is under consideration.

7. **Inordinate delay in holding 33% LDCE for promotion of SDE (T)** - The Association submitted that vacancies for the years 2010-11 to 12-13 have already been notified and a large number of posts of SDE (T) are lying vacant. Further, the Association demanded that the examination should conducted early and with a single and common paper. In response, the management side clarified that the syllabus is being finalized early and thereafter the exam shall be conducted.

8. **Restructuring, revision of pay scale of AD (OL) and Hindi Translator** - The Association submitted that the Committee constituted under the chairmanship of Addl. GM (CP&M) has not finalised the report even after lapse of one and half year. Director (HR) desired that the report be expedited early.

9. **Regularisation of officiating JTOs and removal of FR-35 pay fixation** - The Association mentioned that the Committee constituted to amend the JTO RR-2001 has to submit its report. All the concerned unions and associations have already submitted their views and the associations request that the condition of pay fixation under FR-35 should be removed and pay fixed under the provisions of FR-22(1)(a)(i). The management side informed that the report of the Committee is final and JTO cadre has not been made all-India cadre.

10. **Grievances of PA/Stenographer cadre**

    a. **Post based promotions for PA/PS to PPS/Sr.PPS**

    b. **Common RRs & Nomenclature in BSNL**

    c. **Introduction of Promotion Policy for Stenos (Dying cadre)**

- The Association mentioned that with declaring the cadre of stenographers as 'dying cadre', the entry cadre is now Personal Assistants (Executive) with only one promotional avenue available as P.S., as against executives of other streams viz. JTO / JAO having promotional avenue upto the level of G.M. and above. More number of posts need to be created in accordance with the provisions of H.K. Gupta Committee report. The Association also pointed out that a small group of Stenographer is covered neither under the Executive Promotion Policy nor the Non-Executive Promotion Policy. This needs to be looked into. In response, the management side pointed out that the H.K. Gupta Committee submitted its recommendations about 14 years ago, which are no longer relevant in the present scenario. As such, a fresh Committee needs to be set-up to give its

recommendations. Further, the Stenographers who were covered neither under EPP nor NEPP have already been promoted and covered under EPP.

11. **Antedating of pay - anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC** - The Association requested to BSNL Management to restore the original order dated 23.09.2009 wherein provision for ante-dating the increment of the senior to that of the junior was envisaged. Alternatively, the management can find out some other solution that will address the issue of anomaly wherein the junior does not draw more pay than the senior and also the senior does not face any drop in his basic pay which he/she will be drawing by virtue of the 3% annual increment provided in the rule. After deliberations, Director (HR) desired GM (Estt.) and GM (EF) to examine the issue and suitably address the same.

12. **Allowing exercising options to Departmental JAOs on their promotion who got promoted on or after 7.5.2010** - The Association demanded that as special case wherein the JAO exam result was declared in March 2010 but they were sent to training centers later on in different months due to shortage in Training centre . These JAOs could join after 7.5.2010 only and they are not allowed to exercise option on promotion to executive cadre. The management side informed that the Committee constituted in this regard will submit its report in three month's time.

13. **Two weeks of training to Executives whose pay is upgraded and on every promotion under EPP** - The Association mentioned that Executives were being given two weeks' mandatory training on their upgradation under EPP, which has subsequently been converted into on-line training/examination. The Executives do not get any time for preparation of the examination, hence should be given atleast one week's leave. It was agreed that the issue will be examined.

14. **Inordinate delay in settlement of disciplinary cases** - The Association pointed out that disciplinary cases are pending for more than 7-8 years in respect of certain Executives, which causes undue harassment at the time of their promotion or retirement. As per CVC guidelines, all the disciplinary cases need early settlement. In response, the management side informed that CVO, BSNL has been apprised of the position.

15. **Modification in Executives Transfer Policy for soft tenure** - The Association mentioned that an Executive on transfer to a soft tenure station has to serve there for three years. He has to serve at another station for three more years before coming to a station of his choice. This is unreasonable and the policy to this extent needs to be modified. It was agreed that this aspect shall be examined by Pers. Branch.

16. **Recruitment of JTO (E) / JTO (TF) from TTAs cadre through LDCE** - The Association mentioned that TTAs having Diploma/Degree qualification in Electrical/ Mechanical Engg should be made eligible to appear in LCE for JTO (E) and JTO (TF) by way of making suitable provision in their RRs. The management side informed that the TTAs have been made eligible for JTO (T) and MC approval also obtained. On the same basis, they can be made eligible for JTO(E)/(TF) provided a provided a proposal is made by their cadre authorities.

17. **Improvement in the revised policy for service GSM, RSTC & Broadband to Executives.**

a) **Enhancement of 200 free calls limit per month on RSTC, & enhancement of free call limit on GSM Telephone connection to STS level officer from 500 calls to 800 calls.**

b) **Executives working in BSNL Corporate office, New Delhi should be provided GSM service connection from the neighbouring BSNL Circles falling under NCR.**

c) **Rent free Broadband service connection to all Executives with BSNL 750 plan.**

d) **All the BSNL executives should be provided GSM Handsets of the cost of Rs.3000/- Rs. 4000/- & Rs 5000/- to the JTO/SDE/DE level executives instead of Rs, 1500/- , Rs 2500/- Rs 3500/- respectively.**

e) **All Executives' should be allowed CUG facility on RSTC at circle level.**

f) **Allowing 3G Mobile service to all Executives**

- In response to the demand of the Association for provision of above facilities, the management side pointed out that the same will be examined within three months' time.

23.4.2014

(Satish Wadhwa)
DGM (SR), BSNL C.O.

Copy to :

1. GMs - (Pers.) /(Estt.) / GM (Restg.) /(Admn.)/(FP)/(EF)/(CA), BSNL C.O.
2. GS, AIBSNLEA

Copy for info to :

PPS to Director (HR), BSNL Board