

Editorial

Immediate repatriation of deputationist Officers from BSNL/MTNL to DoT

Delay in completing the absorption of ITS officers in BSNL / MTNL is adversely affecting the viability of BSNL / MTNL. As per the Govt. of India policy of restructuring of a Govt. Department i.e. DTS/DTO to BSNL, a Corporate entity, on October 1, 2000 around 400,000 employees were transferred on deemed deputation to BSNL and MTNL. The absorption process started in 2003 and so far, Group B, C and D officers totaling about 3,98,000 have been absorbed in these two organisations. The Group 'A' officers were given option to be absorbed in BSNL or MTNL or to revert to the Government by October 1st, 2005. The period of deemed deputation ended on 30th September 2005. The majority of Gr. 'A' officers belonging to various disciplines i.e. Telecom Finance & Accounts, Telecom Civil/Electrical/Architectural/Telecom Factory Engineers have taken absorption in BSNL/MTNL but the majority of the ITS Gr. 'A' officers have not taken absorption in BSNL/MTNL. There are about 1800 ITS officers across the country who are working on deputation in BSNL/MTNL, Telecom Regulatory Authority of India, Department of Post and Department of Telecom. The majority of these officers are heading the operations of BSNL. Due to their continuous deputation to BSNL/MTNL they do not feel responsibility and sense of belongingness to these CPSUs.

Despite assurances from the Department of Telecom almost all of the 1800 officers of the Indian Telecom Services (ITS) have opted against getting absorbed in BSNL/MTNL. The Government had earlier issued a deadline to the ITS officers to either get permanently absorbed in either BSNL or MTNL or move to the central pool by mid December 2008. But the issue has been pending since 2005 and the Government had allowed several extensions after the ITS officers sought to negotiate better terms for getting absorbed in the State-owned companies. ITS officers said they refused to get absorbed in BSNL/MTNL because the Government did not implement the suggestions made by the committee.

The ITS officers are continuously defying the deadline set by the Government of India for absorption in BSNL/MTNL and continuing on deputation to BSNL/MTNL in violation of DOP&T orders as referred above. The administrative Ministry i.e. Deptt. Of Telecommunications is not implementing DOP&T orders and allowing to continue the deputation of ITS Officers illegally in BSNL/MTNL for which the reasons are best known to them.

As per the Government of India, Ministry of Personnel, Public and Pensions, Department of Personal and Training, Letter No AB.14017/37/2009-Estt.(RR) dated the 8th October 2010, is directed to the above subject and to state that the instructions on matters relating to regulation of service conditions of Government employees on transfer to autonomous organizations have been issued by the Department of Pension and Pensioners' welfare. The provisions included in the relevant portion of Rule 37 (A) of the Central Civil Service (Pension) Rules 1972 refer. "This Department has examined issues pertaining to service conditions, promotions/confirmation, etc. in respect of the deemed deputationists on a reference received from the concerned administrative Ministries. It has been decided that in such cases where there is a conversion of a Government Department into PSU/autonomous/statutory body, there must be a time frame within which a new body shall frame its rules and regulations. At the end of this period, all employees on deemed deputation should have opted either to get permanently absorbed in the new organization or revert to the Government. A maximum period of 5 years for framing of rules and another 2 years for phasing out repatriation to those opting to come back to Government has been prescribed. All the Ministries Departments are accordingly advised to adhere to the time frame whenever a proposal for transfer of employees is considered as above".

And as per MOP, PG and Pensions, DOP&T OM no. 6/8/2009-Estt.(Pay-II) dt. 01.03.2011- '**Overstay while on deputation**'- Department's OM of even number dated the 17th June'2010 and to say that as per existing instructions no extension in deputation beyond the fifth year is allowed. Further as per the OM no. 14017/30/2006-Estt.(RR) dated the 29th November'2006, the deputationist officer is deemed to have been relieved on the date of expiry of the deputation period unless the competent authority has with requisite approvals, extended the period of deputation, in writing, prior to the date of its expiry. It is observed that despite these clear instructions, proposals for regularization of overstay of officers on deputation beyond the five year period continue to be received in the department. It is reiterated that it will be the responsibility of the immediate superior officer to ensure that the deputationist does not overstay. In the event of the officer overstaying for any reason whatsoever, he/she is liable to disciplinary action and other adverse Civil/Service consequences which would include the period of unauthorized overstay not being counted for service for the purpose of pension and that any increment due during the period of unauthorized overstay being deferred with cumulative effect, till the date on which the officer rejoins his parent cadre. The ITS officers working on deputation to BSNL/MTNL are enjoying all the benefits of BSNL/MTNL i.e. DoT is issuing regularly Promotion orders of ITS Officers (Deputationists) against BSNL/MTNL JAG/SAG/HAG level posts , BSNL Management is also providing designations of BSNLMS RRs to the deputationists in BSNL whereas these are applicable only for BSNL absorbed Executives'. The PLI, perks, Blackberry handsets/service, 3G Mobile service connections, IP TV, vehicles, STD/ISD, Inspection Quarters, regular foreign trips in business class are being provided to these deputationists in BSNL. Hence, without getting absorbed in BSNL/MTNL these ITS Officers (Deputationists) are enjoying all the benefits of BSNL/MTNL and disowning the responsibility and commitment to these PSUs. The developmental/growth activities of BSNL/MTNL are adversely affected due to their unwillingness to work in BSNL/MTNL.

DoT should ensure that the deputationist Officers having overstay in BSNL/MTNL are immediately repatriated to DoT in compliance of DOP&T orders and to safeguard the interest of BSNL/MTNL.

Brief Report of CHQ Office Bearer & Advisor meeting held on 09th & 10th March 2011 at New Delhi

The Central Office Bearers and Advisor CHQ of AIBSNLEA meeting commenced on 09.03.2011 at 10.00 Hrs. Com. P. Venugopal, President CHQ while welcoming & in his opening remarks requested CHQ Office Bearers and Advisors to cooperate with Dias in making fruitful deliberations on the pending & pressing HR issues and issues related to Viability of BSNL. Com. K. Satayanarana, Ex-President CHQ and Veteran leader of AIBSNLEA in his address thanked CHQ for inviting him and appreciated the efforts of CHQ in getting resolved the important issues of executives in BSNL. Com. Prahlad Rai, GS in his brief report discussed the issues like Discussion and decision on organizational matters, Discussion and decision on the issues of importance i.e. BSNL MS RR, Regularization of STS Officers promoted on adhoc basis, issues related to the Executive Promotion Policy, Filling up of all vacant group 'A' & 'B' posts, Absorption of Group 'A' officers in BSNL and other issues, Discussion and decision on burning items and viability of BSNL and requested to finalize the strategies for successful implementation of organisational action programmes against the non settlement of the pending issues also requested to evolve for more revenue generation and its collection. We may further suggest reducing the operational cost and stoppage unwanted expenditures. All the Organisational Secretaries and AGSs placed their report on organisational activities.

On the same day at the 9th floor of Bharat Sanchar Bhawan, Janpath; farewell of Ex-CMD BSNL Shri Gopal Das and welcome to Shri S.C. Mishra, Member (S) with additional charge of CMD BSNL was arranged by AIBSNLEA CHQ. The Circle Office bearers of AIBSNLEA's Delhi Circle and BSNL Corporate Office Circle also participated in the ceremony. Director(CM), Director (CFA), ED (F), ED(NB), ED(CN), PGM(FP), PGM (E), Sr. GM(SR), Sr. GM (Admn.), CS & Sr. GM(Legal), Sr. GM(NWP-GSM), GM(Restg.), GM (EF), GM (BBF), Addl. GM (Pers.) and other Senior officers of BSNL CO were also present on the occasion.

Com. President Shri P. Venugopal delivered welcome address. He appraised that the decisions taken at the time of Shri Gopal Das, Ex-CMD will definitely make BSNL a profit making organisation in future. Com. President congratulated Shri S.C. Mishra on assuming the charge of the high office of CMD BSNL. He also apprised that it was the only efforts of Shri S.C. Mishra that IDA pension revision took place for BSNL Employees.

Com. Prahlad Rai, GS in his address discussed regarding the role of Ex-CMD Shri Gopal Das, for the settlement of long pending HR issues of BSNL Executives' like 2nd PRC, immediate implementation of Time Bound Promotions Policy, DE (Regular)/ DE(Adhoc) mass promotion orders, Adhoc DGM(T)/DGM(F) Promotions orders, BSNLMS RRs etc. Com. GS also congratulated Shri S.C. Mishra on assuming the charge of the high office of CMD BSNL. He also apprised that Shri S.C. Mishra drafted the Executives Promotion Policy as Chairman High level Committee of BSNL and it is the outcome of that the executives are enjoying time bound promotions and thanked to Ex-CMD Sh Gopal Das for making its operational. He also apprised that it is the only efforts of Sh. S.C. Mishra that IDA pension revision got approved from Cabinet and soon orders will be released. Com. GS in his address requested to CMD BSNL that no such message should go to the vendors or public that BSNL financial health is not good and told that new CMD will make BSNL a vibrant organisation. He also requested CMD BSNL to issue promotion orders to fill up all Group 'B' and Group 'A' level vacant posts at the earliest as there is no court order is pending. Com GS told that Cash flow is decreasing day by day and now no cash reserve is available with BSNL to meet the new challengeous but he hoped that by stopping unwanted expenditure in BSNL and make available funds to filed units on justification basis, present situations can be better managed. Com. GS requested Sh. S.C. Mishra, Member(S) & CMD BSNL to use his good office to provide financial support to BSNL from admn. Ministry as the owner of the company. BSNL being a State owned Company should be reimbursed license fee, USO Charges, waive off notional loan of Rs. 7500/- Crs, increasing of Rs. 2000 Crs to 5000 Crs against ADC withdrawal from USO fund & soft loan from govt. to meet the CAPEX, waiving off AGR payments & payment of Rs. 5000 Crs of OPEX charges to BSNL as per NTP-1999; DoT should immediately transfer the assets to BSNL as per 30th Sept'2000 order etc. GS also mentioned that DoT should function as honour of BSNL not only incensee. He also told that under the dynamic leadership of new CMD, BSNL will achieve its old glory.

Com. Ex-President Shri K. Satyanarana in his address thanked AIBSNLEA to invite him to make a part of such occasion. He recalled old days and told that Sh. Gopal Das, Ex-CMD has a commendable power to tackle the HR issues. He requested to new CMD that under his leadership the order of 78.2% IDA fitmant benefit should be issued.

Sh. Rajesh Wadhwa, Director (CFA) in his address told that Sh. Gopal Das, Ex-CMD is a social, dynamic and also person with vision. He told that he is HR Expert and implemented re-structuring in BSNL. He also hoped that Sh. S.C. Mishra, Member(S) & CMD BSNL will helped BSNL in DoT. He addressed on CDR issues and told that problem period is over and all the accumulated problems will be resolved in one week time. He mentioned that soon in CDR OB/Work order management will be started. He requested to all executives to make CDOT exchanges in duplex mode to minimize the faults in CDR system.

Sh. R.K. Agarwal, Director(CM) in his address told that Sh. Gopal Das, Ex-CMD is a man with conviction and positive attitude. He requested to all for change in work cultural in BSNL for its growth. He narrated a story that in a Govt. transport Co. earlier the Driver and conductors were not worried much for the passengers and slowly-2 they lost

revenue. But after some time when salary payment was delayed, they started re-thinking and gave courteous and good treatment to passengers and earned profit. That is needed in BSNL.

Sh. S.C. Mishra, Member(S) & CMD BSNL in his address told that Sh. Gopal Das, Ex-CMD is a fantastic human being. He also told that fundamentals of BSNL are very strong and talked on future challengeous. He also mentioned that gap between earning and expenditure is 600 Crs/month, which needs to be recouped and he told that no compromise on operational front of expenditure will be made and ensured that the same will be made available at all cost. He appealed all to try to make BSNL a profit making organisation.

Sh. Gopal Das, Ex- CMD BSNL in his address told that BSNL is suffering cronicaly problem and told that life support is required. He thanked AIBSNLEA especially Sh. Prahlad Rai, GS for arranging such a marvelous farewell. He remembered the service support given by their colleague as Director(HR). He told that BSNL should focus on Landline segment and also focus on surrendering of Landline. He also told that BSNL should sell landline with Broadband connections and focused on EB customers.

The meeting was convened by Sh. R.B. Athani, OS(Engg.)(KTK) and Sh. Manas K. Roy, Vice President-I(WB) extended vote of thanks.

The felicitation programme ended at 15.00 Hrs and Central Office Bearers and Advisor CHQ of AIBSNLEA meeting further resumed in the meeting hall Kidwai Bhawan at 15.00 hrs. and continued upto 19.30 hrs.

On 10.03.2011 the meeting started at sharp 10 AM. The submission of brief report of Organizing Secretaries and AGSs continued today also. Fruitful discussions took place on all the matters including HR issues and Viability of BSNL. Com. GS sum up the meeting with the reply to all the queries of the agenda items.

In the meeting on 10.03.2011 the special guests Shri Kishan Singh, GS All India BSNL Retired Executive Welfare Association (AIBSNLREWA) extended his sincere thanks to AIBSNLEA, specially to GS Shri Prahlad Rai for his encouragement. He told that AIBSNLREWA has been formed in the circles ie. WB, RAJ, MH, KRL etc and these are working actively. In Orissa and AP Circles the sincere efforts are going on to form the circle bodies. He told that the retired Executives' are always ready to help the serving Executives'. He appreciated the efforts of AIBSNLEA to settle the case of IDA pension revision of BSNL pensioners. He appealed all to extend the help towards increasing the membership of AIBSNLREWA.

Special guest Shri A.K. Kaushik, GS TEAM MTNL in his address explained the necessity of the merger of BSNL and MTNL. He told that merger of both the PSUs is very much required in the interest of the Employees as well as the companies. He told that all the differences in both the PSUs like pay scales, listing, and pension's rules are minor hurdles. He told that when employees of both the PSUs are selected at the same level then why the Executives' of BSNL are getting one scale less then MTNL. He appealed to all to make the efforts for the merger of both the PSUs and we should raise our voice for this. He suggested to make a co-ordination committee between TEAM and AIBSNLEA. He told that the Govt. can't take any decision until unless we'll take this decision. He told that both the Associations are made by the same people of same thinking, same wavelength so the co-ordination can take place. He made the hope that the MTNL pension revision issue will also be settled shortly.

Special guest Shri M.K. Bagchi, President of Retired Welfare Association of MTNL Executive Association and Ex-GS of JTOA in his address told that the merger of BSNL and MTNL is the question of survival. Govt. have bifurcated them and now the merger is the need of the hour. If the Govt. decides then it can do it. He stressed the need of the merger by giving the example that the Railways have rejected the BSNL telecom services due to non availability of PAN India presence. He gave the example of Airport Authority of India which was constituted by the merger of NAAI and IAA and after the merger there is no pension anomaly in the merged units. He extended his full support to merger and he also supported the full pension revision to all the employees. He appealed that all the Unions/Association of BSNL/MTNL should work under one umbrella like Oil sector etc.

CHQ office bearers & Advisors had detailed discussions on the issues related to **Viability of BSNL** and impressed upon for implementation of the suggestions submitted by AIBSNLEA after 3rd AIC Kolkata. Also decided to propose JAC to educate BSNL employees to provide quality service by making zero Broadband fault and uninterrupted BTSs functioning and also proposed to observe "**April -11**" as **Customer Delight Month**". Sincere efforts are required to earn more revenue by increasing cash flow. It is decided that CHQ will further pursue / negotiate with BSNL Management & DoT administration for early settlement of HR issues instead of launching immediate organisational action programmes in view of the BSNL viability and in case it is found that the issues are not settled we may revive organizational Action Programmes deferred in Dec-10. On the Organizational activities and other matters after detailed discussions GS is advised to immediately write to all Circle Secretaries of AIBSNLEA constituent Associations for transferring the movable and immovable property to AIBSNLEA to their respective circles and to further issue reminder to their CHQ in this regard. Regarding permanent assets to CHQ, some proposals are adopted to place before next CWC meet scheduled to be held in MP Circle in the month of Aug. 2011.

At last GS sum up the meeting with the reply to all the queries. The vote of thanks was delivered by Com. Devesh Sharma, Organizing Secretary(N).

AIBSNLEA WRITES

1. Revision of Pension of pre-2007 pensioners/ family pensioners of BSNL [Ref- OM F.No. 40-17/2008-Pen (T). Vol. III Dated 15.03.2011]

We are extremely thankful to your goodself for issuing OM on the above cited reference regarding revision of Pension of pre-2007 pensioners/family pensioners of BSNL. It will certainly provide great satisfaction to the BSNL pensioners who retired prior to 01.01.2007 as they were given assurance under rule 37-A of CCS pension rules 1972 that the payment of pension will be made by the Govt. in accordance with sub rule 21 of the said rule.

In this connection, we would like to draw your kind attention towards para 5 of above referred OM dated 15.03.2011 wherein it has been mentioned that "The annual pension liability of government in respect of employees retired from DoT prior to 01.10.2000 and those who are working in BSNL on deemed deputation basis or on absorption shall continue to remain within 60% of annual receipts to Government from (i) dividend income from MTNL/BSNL, (ii) License fee from MTNL/BSNL; and (iii) Corporate Tax/ Excise duty/Service Tax paid by BSNL after this revision. In case it exceeds 60%, excess liability will be borne by BSNL." Hence, the annual pension liability of the Govt. has been finally linked with the annual receipts i.e. dividend income, license fee & corporate tax/ excise duty/ service tax paid by BSNL is not at all justified since vide DoT letter no. 40-12/2007-Pen (T) dated 05.01.2009 (Copy Enc.) signed by the then Secy (T), Shri Siddhartha Behura, has already clarified that " In this context, it is hereby clarified that the above said limit of 60% is for normal funding. This does not in any way distract from the fact that the ultimate liability towards pensionary benefits including family pension to the BSNL employees (excepting those recruited after 01.10.2000), as per sub-rule 21 of Rule 37-A of CCS (Pension) Rules 1972. lies with the Government of India, if BSNL, for any reason, is not able to contribute to the extent prescribed in para 1 above, the Government of India will still pay the admissible pensionary benefits including Family Pension to BSNL employees(excepting those recruited after 01.10.2000).

In view of the above , your kind intervention is immediately solicited to modify para 5 of above referred OM dated 15.03.2011 in accordance with

DoT letter no. 40-12/2007-Pen(T) dated 05.01.2009 (Copy Enc.) to avoid any confusion.

Copy endorsed to (i) Shri S.C.Mishra, Member (S) DoT & CMD BSNL, New Delhi 110 001 (ii) Smt. Vijayalakshmy K. Gupta, Member (F), DoT, New Delhi 110 001 (iii) Shri Shakeel Ahmad , DDG (Estt.), DoT, New Delhi 110 001

No. AIBSNLEA/CHQ/Secy (T)/2011 Dated 16.03.2011

(Addressed to Shri R. Chandrashekar, Chairman TC & Secretary (T), Department of Telecommunications, Govt. of India, New Delhi 110 001)

2. Subsidy of Rs. 5000 crore minimum to BSNL for providing Telephone services in Rural India – reg.

As you know, BSNL as a State owned Company is providing telephone services in the Rural and the Remotest areas of our country on reduced rental and fulfilling the social commitment of Govt. of India which is now facing huge losses. To compensate the deficit of BSNL in providing Telecom services in the Rural Areas a mechanism was evolved by Govt. of India i.e. Access Deficit Charges (ADC) and through this ADC payment BSNL was getting about 6000-7000 crore revenue per annum. But on the basis of TRAI recommendations the ADC is withdrawn and DoT provisioned to provide Rs. 2000 crore subsidy annually for three years beginning 2008 from the Universal Service Obligation Fund (USOF), which will end in July'2011.

BSNL is spending over Rs. 12000 crore per annum as operating expenditure on its landline business in the Rural India and getting small subsidy amount Rs. 2000 crore from USOF, which is causing annual losses Rs. 10,000 crore to BSNL from Rural landline business and has adversely affected the financial condition of the PSU. In case the USO subsidy Rs. 2000 crore is withdrawn after July'2011, it will be difficult for BSNL to sustain its landline business in Rural India since BSNL is already facing losses.

We would therefore request you to kindly intervene in the matter so that Ministry immediately provides minimum Rs. 5000 crore subsidy from USOF to BSNL and re-examine the actual requirement of BSNL and its support needed to sustain its Rural landline business based on its future expenditure and revenue earning.

Copy endorsed to (i) Shri R Chandrashekar, Secy. (Telecom), Govt. of India, New Delhi-110001 (ii) Shri

S.C. Mishra, Member(Services) & CMD BSNL, New Delhi-110001

No.AIBSNLEA/CHQ/MOSC&IT/11 Dtd:15.03.2011
(Addressed to Shri Kapil Sibal, Hon'ble Minister of Communications & IT, Govt. of India, New Delhi-110001.

3.Vocational Trainings to the wards of BSNL employees-Reg.

We would like to draw your kind attention in the above cited reference & subject matter wherein BSNL conducted Vocational Trainings (VT) for the engineering students in the last summer holidays in BSNL training centres & SSAs. About Rs 6 Crores revenue was earned in providing summer trainings to about 25,000 engineering students last year.

In the beginning of the vocational trainings, we requested BSNL Management to provide vocational trainings to the wards of BSNL employees on free of cost but since it was a beginning and we were advised that after seeing the response in this field, Management will take decision to provide vocational training free of cost to the wards of BSNL employees. These trainings got tremendous response and for the current F.Y. 2010-11, BSNL has set a target of minimum of 1 lac students to be covered under these trainings by which BSNL will certainly earn good revenue & will generate goodwill, credibility and very good reputation as a responsible career building organisation.

On the basis of our earlier discussions & assurance given by BSNL Management, we once again request you to kindly intervene in the matter so that vocational trainings are given to the children of BSNL employees on free of cost just to create a feeling of belongingness to them and their family members. It will certainly motivate the BSNL employees.

Copy endorsed to Sr. GM (Training), BSNL CO, New Delhi 110 001

No. AIBSNLEA/CHQ/CMD/2011 Dated:10.03.2011
(Addressed to Shri S.C.Mishra, CMD BSNL, New Delhi 110 001)

4. Failure of southern zone CDR-CRM Module since 2nd March'2011 –reg.

We are constraint to bring to your kind notice that for the past one week, southern zone CDR- CRM Module is not working. In Tamilnadu Circle,100% SSAs are migrated to CDR Package. About the failure, DGM(IT) Chennai contacted GM ITPC to solve the issue immediately. He was informed that there are some issues in oracle database and network

connectivity in CRM server and that is being sorted out. But still problem persists.

There is a application error in TCS software which causes the problems and are being resolved by booking SM docket. Application developed by TCS to communicate between various modules like CRM, Clarity, billing etc are having many errors/bugs. BSNL management should impress upon the vendor i.e. M/S TCS to find out the root cause of the problem.

These application errors in the CDR-CRM Software causing difficulty in the shifting of telephones, billing complaints, fault rectification etc. Even after payments, the connections are not restored thereby inviting the ire of subscribers. Day to day, the staff working in CSC/CSR are facing lot of difficulties with the customers and adds to downfall in landline connections drastically. This type of system working slowly degrades our BSNL brand name.

We would therefore request you to kindly intervene in the matter so that problem in southern zone and Northern zone CDR-CRM module software may be resolved by TCS vendor immediately.

Copy endorsed to (i) Shri R Chandrashekar, Secy (Telecom), Govt. of India, New Delhi 2) Shri Rajesh Wadhwa, Director (CFA), BSNL, New Delhi
No.: AIBSNLEA/CHQ/CMD/2011 Dated:07.03.2011
(Addressed to Shri S.C.Mishra, CMD BSNL, New Delhi 110 001)

5. Repatriation of deputationist Officers from BSNL/ MTNL to DoT – regarding.

We are constraint to bring your kind notice that delay in completing the absorption of ITS officers in BSNL / MTNL is adversely affecting the viability of BSNL / MTNL. As per the Govt. of India policy of restructuring of a Govt. Department i.e. DTS/DTO to BSNL, a Corporate entity, on October 1, 2000 around 400,000 employees were transferred on deemed deputation to BSNL and MTNL. The absorption process started in 2003 and so far, Group B, C and D officers totaling about 3,98,000 have been absorbed in these two organisations. The Group 'A' officers were given option to be absorbed in BSNL or MTNL or to revert to the Government by October 1st, 2005. The period of deemed deputation ended on 30th September 2005. The majority of Gr. 'A' officers belonging to various disciplines i.e. Telecom Finance & Accounts, Telecom Civil/Electrical/Architectural/Telecom Factory Engineers have taken absorption in BSNL/ MTNL but the majority of the ITS Gr. 'A' officers have

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The ITS officers working on deputation to BSNL/MTNL are enjoying all the benefits of BSNL/MTNL i.e. DoT is issuing regularly Promotion orders of ITS Officers (Deputationists) against BSNL/MTNL JAG/SAG/HAG level posts , BSNL Management is also providing designations of BSNLMS RRs to the deputationists in BSNL whereas these are applicable only for BSNL absorbed Executives'. The PLI, perks, Blackberry handsets/service, 3G Mobile service connections, IP TV, vehicles, STD/ISD, Inspection Quarters, regular foreign trips in business class are being provided to these deputationists in BSNL. Hence, without getting absorbed in BSNL/

MTNL these ITS Officers (Deputationists) are enjoying all the benefits of BSNL/MTNL and disowning the responsibility and commitment to these PSUs. The developmental/growth activities of BSNL/MTNL are adversely affected due to their unwillingness to work in BSNL/MTNL.

We would therefore request you to kindly intervene in the matter so that the deputationist Officers having overstay in BSNL/MTNL are immediately repatriated to DoT in compliance of DOP&T orders and to safeguard the interest of BSNL/MTNL.

Copy endorsed to (i) Shri R Chandrashekar, Secy (Telecom), Govt. of India, New Delhi (ii) Ms. Alka Sirohi, Secretary(Personnel), Govt. of India, New Delhi (iii) Shri R. C. Misra, Secretary(Pension and AR & PG), Govt. of India, New Delhi (iv) Shri S.C. Mishra, CMD BSNL, New Delhi

No.AIBSNLEA/CHQ/MOSC&IT/11 Dtd:05.03.2011 (Addressed to Shri Kapil Sibal, Hon'ble Minister of Communications & IT, Govt. of India New Delhi-110001)

6. Non-finalization of IDA pay scales of E 1A and E 2A in BSNL-Reg

We are constraint to bring to your kind notice that, even after lapse of 2 years of implementation of 2nd PRC, the proposal of BSNL for revised E 1A and E 2A pay scales for JTO/JAO equivalent cadres of BSNL has not been approved by DoT. The intermediate pay scales E 1A and E 2A in the pre revised IDA scales were already approved by DPE. Now BSNL has decided to continue with intermediate IDA pay scales E 1A and E 2A for JTO/SDE equivalent executives in BSNL and has proposed the replacement IDA pay scale in revised IDA pay scales 9850/250-14600. These E 1A and E 2A intermediate pay scales proposed by BSNL need approval of DPE through DoT.

It is understood that DOT, has not accepted the BSNL's proposal for intermediate E 1A and E 2A pay scales in the revised IDA pay scales and returned the proposal to BSNL. It resulted that now the JTOs in BSNL are placed in the lower pay scales E 1 i.e. Rs. 164000 which is demoralizing the young JTOs/JAOs.

The JTOs/JAOs belonging to the 2007 and 2008 batches, having appointed them in the re revised IDA scales of 9850-250-14600, subjecting them to a monthly loss of Rs.5000 arbitrarily fixing them

at the minimum of revised E1 scale for just no reason whatsoever, whereas the JTOs recruited before 2007 year pay has been fixed up in the previous pay scale. It has caused discrimination in the some cadre of JTO. We requested, at least fix them in the pre-revised IDA scale of 9850-250-250-14600 till finalization of new IDA scales for JTOs/JAOs.

Before the 2nd PRC implementation, we demanded for E2 and E3 scales instead of intermediate pay scales of E1A and E2A with all justification. But BSNL Management did not consider the standard pay scales of E2, E3 etc. and recommended intermediate pay scale E 1A and E 2A only. The existing JTOs and SDEs have already crossed the minimum of E2 and E3 as on 01.01.2007. Also by extending 30% fixation to about 2500 JTOs of 2007 and 2008 batches, having joined after 1.1.2007, the implications are offset for this batch also. The only marginal financial implication is expected to be in respect of 2007 and 2008 is Rs 1650

The below mentioned chart demonstrates the facts:

DESGN	Present Grade	Pre revised scale	Revised scale	Min pay on 30% fitment	Proposed Grade	Proposed scale
JTO	E1A	9850-250-14600	18850-	21620	E2	20600-46500
SDE	E2A	11875-300-17275	22500-	26060	E3	24900-50500
Sr. SDE	E3	13000-350-18250	24900-50500	28530	E4	29100-54500
DE	E4	14500-350-18700	29100-54500	31820	E5	32900-58000
JAG	E5	16000-400-20800	32900-58000	35110	E6	36600-62000
SG JAG	E6	17500-400-22300	36600-62000	38400	E7	43200-66000

It can be seen that the starting of standard scales of E2 and E3 is even lower than that of the minimum of pay fixation with 30% fitment as on 01.01.07, i.e, even after getting standard scales of E2 and E3, there is absolutely no increase in the basic pay demonstrated in the following chart:

JTO/JAOs joined	Basic pay	
	DA 68.8 %	DA 78.2 %
On 01.01.2007 with 30% fitment	Rs. 21,620/-	Rs. 22,820/-
Proposed scale as on 01.01.2007 (E1A scale)	Rs. 18,850/-	Rs. 18,850/-
Standard E2 scale	Rs. 20,600/-	Rs. 20,600/-

The minimum of the proposed E1A scale is less than that of the pay and allowances received in the pre revised scale as on 01.01.2007. Thus, giving, even pay scale of E1A results in huge pay loss to JTOs of 2007 and 2008, and they are fixed in revised E1,

subjecting them to a recurring monthly loss of more than Rs.5000 than what they are entitled to get by fixing them in Rs 9850-250-14600 in which they have been appointed.

We would therefore request you to kindly direct concern DOT officers and BSNL management to resolve this issue on replacing standard IDA scales by E2 and E3 for JTOs/SDEs equivalent executives in BSNL w.e.f. 01.01.2007 at the earliest.

Copy endorsed to Shri Gopal Das, CMD, BSNL, New Delhi.

*No.AIBSNLEA/CHQ/DoT/2011 Dated 24.02.2011
Addressed to Shri R Chandrasekhar, Chairman TC & Secretary (T), Govt. of India, New Delhi.*

7. Non filling up of vacant SAG/HAG level posts of BSNL on promotions of Sr. Executives in BSNL Reg.

We are constraint to bring to your kind notice that the vacant posts of Executives' equivalent to SAG/HAG are not being filled up in BSNL by providing promotions to its absorbed senior Executives' whereas DoT is continuously issuing promotion orders for non absorbed ITS Officers against these BSNL's vacant SAG/HAG equivalent posts. In this connection we would like to draw your kind attention that at the time of absorption in BSNL there was no promotion policy of BSNL, hence, promotions were being given as per earlier DoT RRs mentioned in the offer of absorption.

Now the BSNLMS RRs has been implemented and the promotions should be dealt according to this policy. But it is not being done. It is worth to mention that DOT has already de linked promotions of absorbed Executives from unabsorbed one. Even with this clear situation BSNL is not giving promotions / looking after charge to its absorbed eligible Executives' but un absorbed officers are being obliged continuously. The absorbed Executives have taken the risk of their future, pension and Govt. status etc. They are loyal and obeyed the Govt. policy of absorption. Un absorbed officers are continuously defying the policy but enjoying the benefits of both worlds. Absorbed officers can get a little benefit of the promotion under its policy but that is also being denied by BSNL Management though eligible officers are available. Un absorbed officers in BSNL or in DOT are not leaving any stone unturned to keep absorbed officers away from whatever little benefit they can get under BSNL policy. Recently unabsorbed ITS officers have managed to call their CRs in DOT to get promotion of PGM and occupy

vacancies in BSNL while these posts are meant for absorbed officers only. Always they propagate a false contention that common seniority list is still prevailed but that is not true as mentioned above. We would therefore request you to kindly intervene in the matter and instruct the BSNL management to promote Senior Executives of BSNL according to BSNLMS RRs . These promotions for absorbed officers can be reviewed if required when absorption completes. But unabsorbed ITS officers will join BSNL stream is a distant possibility, under such circumstances, they should not be allowed to reap the benefit on the cost of absorbed Executives.

Copy endorsed to Shri Gopal Das, CMD BSNL, New Delhi 110 001 for kind information and necessary action please

*No. AIBSNLEA/CHQ/Secy (T)/2011 Date 23.02.2011
Addressed to Shri R. Chandrashekhar, Chairman TC & Secretary (T), Department of Telecommunications Govt. of India, New Delhi 110 001*

8. Mass Inter-SSA transfer of Executives in the cadre of JTOs/ SDEs in Kerala Circle- reg

We would like to bring to your kind notice that lists of hundreds of long standing JTOs/ SDEs pertaining to various SSAs in Kerala Circle were published with a view to implement inter-SSA transfers in the cadre of executives as per BSNL employees transfer policy. In this regard, we would like to reiterate the following facts for your information:- .

(1) As per BSNL Executives transfer policy , the Executives may be transferred on need basis to fill up the vacant posts and to consider the requests of Executives working on tenure stations but the transfers should not be made for the sake of transfers only. But Kerala Telecom Circle is contemplating mass transfers of Executives from one station to other station on the pretext of longest stay ignoring the service requirement and huge financial burden. This Association is not against the need basis transfers in the interest of service but strongly oppose the mass transfers being issued just for the sake of transfers. (2) It is noticed that, the service done in other SSAs for periods less than two years (during the DOT era, before formation of BSNL) is not counted as a break for calculating length of stay in the lists now published. As a result of this, those who have already gone out of the SSA on transfer will be again and again transferred and those who never worked outside will remain in the same station without shift. (3) In Kerala, officiating promotions from JTO to SDE and SDE to DE were

being ordered in the past, at regular intervals, for filling up vacant posts in all SSAs. This was often implemented along with a transfer to out side SSA. In the absence of regular promotion, this officiating arrangement continued as a regular affair and at the time of issuing fresh officiating orders every year, repatriation of those who already worked for one year or more were allowed and sent back to their parent SSA. Thus several officers came back to their original SSA after serving a period less than 2 years in other SSAs including tenure stations, though they were willing to continue for some more period. Now the period of service in other SSAs with length of less than two years is not considered as a break in the calculation of long stay in the parent SSA. Thus a good number of seniors who worked outside SSA in the interest of service, are again forced to go out, while juniors who never went outside, are not included in the transfer list. To avoid this anomaly, we request that, a one-time relaxation as a special case, may be granted to all executives who worked for one year or more in other SSAs, and such officers may be exempted from the long-stay list, considering the special situation prevailed in Kerala Circle. (4) BSNL transfer policy does not insist to implement the same as a routine process. Transfer for the sake of transfer only, will not do any thing good at this juncture. It is expected that, orders of regular promotion of 3000 JTOs to SDE will be released by the Corporate Office soon. Out of this, more than 200 will be the share of Kerala Circle. If there exists acute shortage of SDEs in any SSA, that can be met by allowing local officiating promotions also, till the regular promotions are ordered by Corporate Office, which was the precedence in Kerala Circle. Now BSNL, Kerala, has filed a petition before the High Court of Kerala to quash an order of CAT Ernakulam that allowed officiating promotion for Rule-38 transferees also irrespective of circle seniority. An order of clarification can be sought immediately from the Hon'ble High Court of Kerala in this regard and officiating promotions can be allowed soon. In view of this, the unnecessary transfer orders proposed by the circle can be avoided and pending requests for transfers can be allowed liberally.

(5) Each transfer ordered in the interest of service will cost a hefty expenditure for the company and the proposed bulk transfer will create a liability of several lakhs which can be avoided at this juncture of financial crisis. If the release of regular promotion orders by the Corporate Office takes place

immediately after the implementation of inter SSA transfer of seniors to distant stations in the circle, it will create an unwarranted situation affecting the morale of discontented seniors who were forced to move out while juniors are allowed to remain in the same station even after getting promoted to higher grade. We would therefore request you to kindly intervene in the matter so that CGMT Kerala Telecom Circle defer the processing of proposed lists for inter-SSA transfer. Sharing of shortage in needy SSAs may please be met from the list of newly promoted on regular/ officiating basis.

Copy endorsed to Shri A.K.Jain, Sr. GM (Pers.) BSNL CO, New Delhi 110 001
(No. AIBSNLEA/CHQ/CMD/2011 Dated 24.02.2011 Addressed to Shri Gopal Das, CMD BSNL, New Delhi 110 001.)

9. Option for Fixation of pay in the Revised IDA Pay Scale on the Date of Promotion-Cases of JTOs/ JAOs propmoted after 01-01-2007.

We would like to bring to your kind notice that the Departmental stream of JTOs/JAOs, who got promoted after 01-01-2007 and are eligible to exercise option to have their pay fixed on the date of promotion as per Rules/Orders on the subject. This will benefit the JTOs/JAOs who got promoted from Non-Executive cadres and have not crossed the minimum of the Pay scale of JTO/JAO. This option is available and is being enjoyed from IV Pay Commission to VI Pay Commission. The same is made available in the Orders of BSNL when 2nd Pay Revision Committee recommendations for revision of IDA Pay scales were communicated to the Executives on 05-03-2009 and for Non-Executives on 07-05-2010. Some of the Circles already Fixed the Pay of these executives considering their option to fix their pay on the date of promotion falls subsequent to 01-01-2007, the date on which the Revised IDA Pay scales came into effect(Date of Release of Order 07-05-2010). The brief history of the case is enclosed at Annexure-'A'. In such cases the executives are allowed to retain their existing Pre-Revised IDA Pay Scale upto the Date of Promotion and on the date of Promotion, the date on which the executives opted to have his pay fixed in the Revised IDA Pay Scale of Promotive Cadre i.e. JTO/JAO, initially his pay is fixed from the Pre-Revised IDA Pay Scale of his existing scale(Non-Executive) to the Pre-Revised Executive Scale of JTO/

JAO i.e.Rs.9850-250-14600and then Refixed in the Revised IDA Pay Scale of Rs.16400-40500 with 30% Fitment benefit. The Justification and supporting orders have been quoted/reproduced wherever required for your ready reference please. We would therefore request you to kindly intervene in the matter so that the Option for Fixation of pay in the Revised IDA Pay Scale on the Date of Promotion of JTOs/ JAOs promoted after 01-01- 2007 is allowed and the pay is fixed up accordingly.

No. AIBSNLEA/CHQ/CMD/2011 Dated 24.02.2011
Addressed to Shri Gopal Das, CMD BSNL, New Delhi 110 001.

Copy endorsed to Shri D.P. De., Sr. GM (Estt.) BSNL CO, New Delhi 110 001

10. Calculation of monthly contribution towards cost of Pension of absorbed employees in BSNL-reg.
Ref : Letter no.7-45/2008/TA I dated 07.12.2009 from Director (Accounts), New Delhi.

In continuation of our letter dated 09.02.2010,25.03.2010 and 14.06.2010, it is to bring to your kind notice that, DoT has endorsed vide letter under reference, a copy of O.M. No. 2/34/2008-Estt (Pay II) dated 19.11.2009 (copy enclosed) vide which it has been clarified that pension contribution payable in respect of a government employee during the active period of his foreign service shall be based on the existing basic pay (i.e. pay in the Pay Band plus Grade Pay) of the post held by him at the time of proceeding on foreign service and in case he receives proforma promotion/financial up-gradation while on foreign service, on the basic pay (Pay in the Pay Band plus Grade Pay) fixed on such promotion/financial up-gradation. It has also been clarified by DOP&T that the rates of pension contribution will be calculated as per above formula with effect from the date they opt to come over to the revised scale in their parent cadres. For the earlier period, the pension contribution will be as per extant order i.e. the orders in force period prior to 01.01.2006 from time to time. Based on this BSNL CO circular no. 176 dated 27.01.2009 all the circles have remitted the pension contribution in respect of the above mentioned employees to the concerned CCA. Obviously the payment made on this account from 01.01.2006 to December 2009 is in excess of the amount actually to be paid based on the clarification issued by DOP&T already mentioned. The overpayment of pension contribution already made to the concerned CCA is, thus, either required to be adjusted against the future payment of pension contribution in respect of the

said employees or to be preferred the claim to the CCA for refund of the excess payment already made by BSNL. In this context, we request you to kindly issue necessary order, so that pension contribution payable in respect of absorbed executives of BSNL shall be based on existing basic pay not on maximum of pay scale.

No.AIBSNLEA/CHQ/2011 DATED 21.02.2011.

(Addressed to The Secretary, Ministry of Personnel, Personal Grievances & Pension DOP & Training NEW DELHI.)

Copy to : The Secretary (T), DOT, New Delhi and The CMD, BSNL, New Delhi

11. It is to bring to your kind notice that recently we hold our Central Office Bearers meeting on 9th & 10th March 2011 at New Delhi. It has been decided to launch the following programme on behalf of JAC for awareness of executives and non executives for survival of BSNL. I request you to convene a meeting of JAC immediately for discussion and implementation. Observance of APRIL'11 as Customer Delight Month

Programme 24th to 31st March 2011: Holding of JAC meetings at exchange level for deciding strategy, action plan, and implementation committee etc
Targets to be observed: By 15-04-2011 :

- ZERO Broad Band Faults
- ZERO BTS Faults
- ZERO Pending Work Orders of New Connection/ BB/Shifting etc
- Land line faults >2 days ZERO
- Settlement of all billing disputes.
- Collection of at least 2 connections (LL/BB/CDMA/ GSM/MNP) per employee and another 2 by end of month from friends/relatives etc.

Once this is achieved by 15th same to be continued and maintained till end of month. To achieve above target if required officers and staffs will work on Saturdays and Sundays without any extra overtime/ ccl etc.

No.AIBSNLEA/CHQ/ JAC/2011 Dtd. 14.03.2011

Addressed to Comrade V.A.N.Namboodiri, Convener, JAC

Copy endorsed to Sh. C. Singh, Chairman JAC, New Delhi and Sh. P. Abhimanyu, GS BSNLEU

BSNL/DOT ORDERS

1. The Conduction of Web-based Up-gradation Training in BSNL.

Provision of Mandatory trainings of two weeks to the executives on their upgradations has been a part of the Executive Training Policy, as implemented in BSNL in 2007. Training centers took up the massive assignment for the design and delivery of these trainings across the country and have very successfully discharged the responsibility to the best possible levels of satisfaction, both for the executives and for the administration. It is certainly a matter of great solace that more than 45,000 executives participated in these trainings and got benefited to various degrees of their appreciation and that too in an almost clinical manner of training delivery by our training centers. As of now, first round and to some extent second round of these mandatory trainings have been completed and almost all the executives have at-least attended one such training at one or other BSNL training centers. While reviewing the delivery part of these mandatory trainings, we have been seized of the various options and availability of newer technological solutions towards optimizing our training delivery methods, resources and overall productivity. We are pleased to intimate that BSNL management has approved to switch over from the conventional class room learning to the electronic media based learning for all type of upgradation courses under EPP from new financial year i.e. from 1st April 2011. (All the upgradations, taking place in the next financial year and onward, would be governed by the new scheme). The primebackground considerations for this adoption, have been:

1. Availability of new means of learning disseminations in the form of CD/ DVD, Webinars, virtual class rooms, E-learning, digital library etc.
2. Minimizing expenditure towards stay and travelling by the trainees and enhancing the availability of the man-days in the field units.
3. To encourage the trainees in skill upgradation through his own involvement supplemented by an IT environment. As an overall philosophy, the mandatory trainings, predominantly knowledge/ content oriented, would be made available to the executives through various new and electronic means of learning dissemination. The support from the training centers would be co-ordinated and

extended through various mentor groups. The assessment of the learning of the executives would also be done through on-line means, at the nearest possible training centers or at other administratively convenient places. Training centers would further supplement this content-based learning with the practical/hands-on part of the learning where practical/field issues can be discussed /recorded and made available to all, for skills' up-gradation in relevant areas.

For stream lining the complete procedure, following committees/ sub committees, have been constituted:

1. Mandatory Training Transition Committee with CGMs of ALTTC, BRBRAITT and NATFM as its members.

2. Sub-committee on Digitalization of contents.

3. Sub-committee on On-Line Examination

4. Sub-committee on CTMS issues/ processes.

Detailed guidelines/ processes are being put in place by the above mentioned committees in a time bound manner and all the stakeholders would be kept informed of the same. In order to execute this transition in systematic order following salient points may kindly be taken note of (especially concerned GM/ DGM in charge of training process in respective circles/units):

1. This system of on-line learning and on-line examination has been designed to work on quarterly basis. Class room up-gradation training will not be conducted in the training centres beginning from 1st April 2011.

2. The nominations for the upgradation batches on on-line learning/ examination system will be opened on 1st April 2011 for the April-June Quarter. Thereafter, the batches will be opened for the nomination in CTMS package on the first day of subsequent quarters.

3. The process of nomination for these batches will be open up to 45 days from the day of opening of the nominations (for example for April-June quarter, the nominations will be closed on 15th May and for July-September quarter, the nominations will be closed on 15th August and so on for the subsequent quarters).

4. All the training material for on-line learning will be made available on Digital Library/CTMS portal. The master-copies of the contents for specific streams of executives would be prepared and distributed by the concerned training centers to their respective

circles/units. Multiple numbers of CDs/ DVDs for distribution among promoted executives would be made by the HR units.

5. The circles will provide this CD/ DVD, containing all the on-line training material, to the executives along with their time-bound promotion orders. It will give the executives enough time to prepare for the on-line learning/ examination.

6. This fact may also be brought to the notice of the executive by incorporating it in the his promotion order so that the executive becomes aware that he has to nominate himself for the mandatory up-gradation training on CTMS portal and use this CD/ DVD for preparing and learning the required contents for the examination.

7. The promoted executive is permitted to self nominate himself/ herself on CTMS portal. For this he/she will use HR number as login ID and Date of Birth as password. However, as per existing practice, the same need to be further approved by training coordinator of SSA/ circle to take effect.

8. Executives will be allowed to clear the on-line examination in maximum three attempts. In case the executive is not able to clear the exam in a quarter, he/she will be nominated automatically in the next batch on the CTMS portal.

9. Executives should register themselves in a manner so that they clear their respective mandatory trainings within the stipulated period of TWO years from the date of their respective up-gradations.

10. During the initial phase of implementation (i.e. April-June 2011 and July- September, 2011), the examination will be conducted at training centres (ALTTC, BRBRAITT, NATFM, RTTCs and CTTCs). Thereafter, in second phase, the examination centres will be supplemented by the places/cities in Circles where such facilities can be organized for smooth conduct of exam. Circle CGMs are requested to identify 3 to 4 places where necessary infrastructure for the conduction of the on-line examination can be made available, to ALTTC at the earliest.

11. Also, a separate Mentor Groups are being formed at ALTTC/ BRBRAITT/ NATFM and RTTCs, each catering to different upgradation courses. These Mentor Groups will coordinate the complete on-line learning and examination process. The concerned training coordinator of your circle may be advised to coordinate with concerned Mentor Group regarding the complete on-line learning/ examination process.

12. The up-to-date details of the training coordinators of the circle including name,

designation, mobile number, land line, fax, email etc may also be provided to the associated RTTCs/ CTTCs.

It is requested that wide publicity may kindly be given to the above. The principals of the various associated Training centers may be encouraged to cause dissemination of the points under the new scheme for the benefit of all. Should there be any more queries on the subject; Training Cell/ALTTC would be pleased to answer the same.

(Addressed to Chief General Managers, All Territorial Circle/Non Territorial Circles/Metro Distt , other administrative units.)

Copy for information and necessary action:

1. CGMs ALTTC/BRBRAITT/NATFM

2. Principal ARTTC/RTTCs/RGM TTC

General Secretaries of the Associations are also requested to give wide

publicity of the scheme for the benefit of their cadres.

Copy for kind information:

• CMD, BSNL

• All functional Directors, BSNL Board

2. Revision of scales of Pay of Board level and below Board level Executives of BSNL, w.e.f. 1-1-2007- clarifications regarding.

This office has received representations from various field units seeking clarification regarding the applicability of the clarifications issued vide Points.

1 & 2 of this office letter of even no. dated 31-03-2009, especially during Pay fixation of direct recruited JTOs of 2007 & 2008 batch. The matter has been examined in this office and it is clarified that the Personal Pay may be allowed on the date of appointment to such JTOs of 2007 & 2008 batch who have been appointed on or after 01.01 .2007 but before 05.03.2009 (the date of notification of the revised scales) and this personal pay will be absorbed in future increase of pay. The pay of those JTOs, whose date of appointment is 05.03.2009 or later, is to be provisionally fixed at minimum of the revised EI scale (i.e. Rs. 16400-40500) till the finalization of revised E1A scale.

No.:1-1 1/2009- PAT(BSNL)

(Addressed to All Heads of Telecom Circles, All Heads of Other Administrative Units Bharat Sanchar Nigam Limited Dated: 15-Feb-2011.)

Copy encorsed to PPS to CMD, BSNI, New Delhi., PPS to D|(HR) / Dir(Enterprise) / D|(CFA) / D|(CM) / Di(Fin) BSNL Board, All Executive Directors, BSNL C.O., New Delhi, All PGMs / Sr. GMs / GMs, BSNL C.O., New Delhi, AD (OL) for Hindi version and Guard File.

3.Revision of scales of Pay of Board level and below Board level Executives of BSNL, w.e.f.1-1-2007-clarifications regarding.

Ref.: Letter no. 1-11/2009-PAT(BSNL) dated 31-03-2009

Kindly refer to this office letter of even no. dated 15-02-2011 issued on the above mentioned subject, the action on the same may be put on hold and the said letter is held in abeyance until further orders.

Assistant General Manager (Pers.V)
Tel. No. 23037475

*No.: 1-11/2009-PAT (BSNL) Dated 17-Feb-2011
(Addressed to All Heads of Telecom Circles, All Heads of Other Administrative Units and Bharat Sanchar Nigam Limited)*

4. Transfer of AAOs/JAOs to out of their circles whose names appeared in the ODI list – regarding.

Kindly refer to this office letter No. 3-3/2010 SEA BSNL/2 dated 28.05.2010 and Lr. No.3-3/2009 SEA BSNL (ODIL)/ Part II dated 13.07.2010 wherein this office has issued orders of transfer in respect of Accounts & Finance Service Executives as per the guidelines of Administrative Ministry conveyed by Vigilance branch of BSNL Corporate Office. 2 In this connection, the undersigned is directed to intimate that DOT vide their Letter No. 17-38/2009-VM I dated 13th Jan 2011 has issued revised guidelines for dealing with the transfer cases of JAOs/ AAOs appearing in ODI list. According to which JAOs/AAOs appearing in ODI List are not to be moved out of the circle. 3 Accordingly, circle IFAs concerned are requested to take following course of action in respect of JAOs/AAOs appearing in ODI list : a) JAOs/ AAOs who have not yet been relieved/ relieved but not yet joined the new circle may be allowed to join back in the circle by changing the station within the circle.b) JAOs/AAOs who filed court cases which are not yet decided, may be considered only after the outcome of Judgement/ withdrawal of such cases by the officers. 4 Request of JAOs/AAOs who have

not filed court case but joined the new circle as per the transfer order issued by CO BSNL will be considered on "Own Cost basis" separately. Circles are requested to forward such cases to CO BSNL for further consideration. This may be treated as URGENT and report compliance for further submission to the Competent Authority.

*No: 3-3/2009-SEA-BSNL(Part)/2 Dated: 18.02.2011
(Addressed to The CGM/IFA of Bihar/Karnataka/Punjab/UP (E)/UP(W)/WBT Circles, BSNL and The CGM/IFA, Calcutta Telecom Districts and The CGM/IFA of NTR/WTP Circles.)*

5. BSNL's Employee Transfer Policy...regarding

Ref: F.No. 6-1/2007-Restg. Dated 07-05-2008
F.No. 6-1/2007-Restg. Dated 13-08-2008
F.No. 250-7/2007-Pers. III Dated 18-08-2008
F.No. 250-7/2007-Pers. III Dated 04-05-2009
F.No. 250-7/2007-Pers. III Dated 18-03-2010

I am directed to refer the BSNL's Employee Transfer Policy circulated by this office and further references on this subject as given above.

It has been observed with concern that instructions contained by this transfer policies under reference are not being adhered to in its logical view. A case has come to the notice of this office wherein an official of Circle Cadre has been found staying in the same SSA for more than 20 years. It has also been reported that avoidable rotational/mass transfers are carried out without taking into account the financial implications involved therein. Such practice is not in consonance with the instructions stipulated in BSNL transfer policy referred above.

Accordingly I have been directed to convey that it may kindly be ensure that rotational/mass transfers are articulated in a transparent manner preferably during the period specified in transfer policy. It is also desirable that request transfers and interest of service transfers may be considered as per eligibility/service requirement. Hence, keeping in mind the present financial constraints of Company and that mass transfers involves huge financial

implications, the cases may be done only where the financial implications are Nil, or transfers are done in the interest of the company, or tenure transfers cases or where the staff is in rural station for long.

(Harsh Vardhan Singh)
Addl. General Manager (Eastt)
Tele: 23715155 FAX 23725255

Copy endorsed to AGM (VA). O/o CVO BSNL with reference to their letter no. 29-3/2010 VA dated 06/01/2011 and Internet.

No. 250-7/2007-Pers III (Part) Dtd:07-03-2011
(Addressed all to All the CGMs, Telecom Circles Telephone Districts & Other, Administrative Units of Telecom Circles and Bharat Sanchar Nigam Limited.)

OFFICE MEMORANDUM

6. Overstay while on deputation.

Undersigned is directed to refer to this Departments OM of number dated the 17th June, 2010 and to say that as per existing instructions no extension in deputation beyond the fifth year is allowed. Further, as per the OM No. 14017/30/2006-Estt (RR) dated the 29th November, 2006, the deputationist officer is deemed to have been relieved on the date of expiry of the deputation period unless the competent authority has with requisite approvals, extended the period of deputation, in writing, prior to the date of its expiry. It is observed that despite these clear instructions, proposals for regularization of overstay of officers on deputation beyond the five year period continue to be received in the Department. It is reiterated that it will be the responsibility of the immediate superior officer to ensure that the deputationist does not overstay. In the event of the office overstaying for any reason whatsoever, he/she is liable to disciplinary action and other adverse Civil/Service consequences which would include the period of unauthorized overstay not being counted for service for the purpose of pension and that any increment due during the period of unauthorized overstay being deferred with cumulative effect, till the date on which the officer rejoins his parent cadre.

2. All Ministries/Departments may please note that henceforth no ex-post facto approval for regularization of overstay on deputation would be allowed.

(Mukesh Chaturvedi)

Deputy Secretary to the Government of India

Addressed to All Ministries/Departments of Government of India, Chief Secretaries of all State Governments.,The President's Secretariat, New Delhi.,The Prime Minister's Office, New Delhi.,The Cabinet Secretariat, New Delhi., The Rajya Sabha Secretariat, New Delhi., The Lok Sabha Secretariat, New Delhi. The Comptroller and Auditor General of India, New Delhi., The Union Public Service Commission, New Delhi.,The Central Information Commission, New Delhi., The Central Bureau of Investigation, New Delhi.

Copy endorsed to All Attached Officer under the Ministry of Personnel, Public Grievance and Pensions., Establishment Officer and Secretary, ACC(10 copies), All Officers and Sections in the Department of Personnel & Training., Secretary, Staff Side, National Council (JCM),13-C, Ferozshah Road, New Delhi., All Staff Members of National Council (JCM), All Staff Members of the Departmental(JCM), Ministry of Personnel, PG and Pensions, Copy to NIC to upload the O.M. on the Department's website in "what's new" and also in "Establishment" sub-head "deputation".

Dated the 1st March, 2011

7. OFFICE MEMORANDUM

Procedure to be observed by the Departmental Promotion Committees (DPCs) – Model Calendar for DPCs and related matters – Regarding.

The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum No.22011/5/86-Estt(D) dated 10.04.1989 containing consolidated instructions on DPCs. These instructions inter-alia provide that the DPC's should be convened at regular intervals (by laying down a time-schedule for this purpose) to draw panels which could be utilised for making promotions against the vacancies occurring during the course of a year. This enjoins upon the concerned authorities to initiate action to fill up the existing as well as anticipated vacancies well in advance of the expiry of the previous panel by collecting relevant documents like Seniority List, Annual Confidential Reports (ACRs), etc. for placing before the DPCs.

2. The above instructions have been reiterated vide this Department's O.M. No.22011/9/98-Estt.(D) dated 8.9.1998. In these instructions, it has been further stated that delays in promotions result in considerable frustrations amongst the officers, thereby adversely affecting their morale and overall productivity. As a remedial measure, it has been suggested that all Ministries/Departments provide for a time schedule for convening DPCs. A time schedule for convening DPCs was prescribed with the objective of ensuring that the prepared panel is utilized as and when the vacancy arises during the course of the vacancy year. It has been prescribed that in all cases requiring approval of ACC, administrative action for convening DPCs is initiated at least 8 1/2 months before the commencement of vacancy year and that DPCs are held at least 4 months before the commencement of the vacancy year. In other cases where approval of ACC is not required, it has been prescribed that DPCs should be held at least two months before the commencement of the vacancy year. A model calendar was also prescribed for DPCs. It was expected that this time frame will be followed in letter and spirit for all DPCs.

3 . Instances have come to the notice of this Department where DPCs are not being held in advance of the vacancy year as per the prescribed schedule. Delays in holding DPCs not only affect the manpower planning in various Ministries/ Departments, but also impede the career progression across the Board. Administrative delays in holding of DPCs have been viewed adversely by the Courts and is the main reason for litigation before CAT and various High Courts.

4. Non-adherence to time frame of DPCs is a matter of serious concern to the Government. Hence, all concerned cadre controlling authorities are once again counselled to ensure strict adherence to the model calendar for the DPCs as circulated vide this Department's O.M. dated 8.9.1998. Wherever DPCs are yet to be held for the vacancies arising in the year 2011-2012, the same may be completed by 31.3.2011 and for future vacancy years, the time frame referred to in Para 2 above may be strictly complied with.

5. All Ministries/Departments are also advised to immediately nominate an officer of the level of Joint Secretary as the designated authority for ensuring

timely holding of DPCs and to certify adherence to the model calendar for all DPCs in the Ministries / Departments.

6. Hindi version will follow. Dated :11.03.2011

8.Revision of pension of Pre-2007 pensioners/ family pensioners of BSNL.

1. The employee of erstwhile Department of Telecom (DoT) who were absorbed in BSNL with effect from 1.10.2000 in accordance with Rule 37-A of CCS (Pension) Rules 1972 and have since retired are being paid pension by the Government in accordance with sub-rule 21 of the said rule.

2. The matter regarding revision of Pension in respect of BSNL IDA Pensioners who retire during the period from 1.10.2000 to 31.12.2006, pursuant to wage revision in BSNL with effect from 1.1.2007 had been under consideration of the Government of India.

3. The undersigned is directed to convey the decision of Government of India to regulate the pension/family pension of all BSNL absorbed pensioner/family pensioners, who retired during the period 1.10.2000 to 31.12.2006, with effect from 1.1.2007, in the manner indicated in the succeeding paragraphs.

3.1. These orders shall apply to all pensioners/family pensioners who were drawing/entitled to draw pension/family pension on 1.1.2007 under the provisions of sub-rule 21 of Rule 37-A of Central Civil Services (Pension) Rules, 1972, based upon the combined services rendered in Government and ion BSNL.

3.2. In these orders:

a. Pre-2007 BSNL pensioners/ family pensioners means a pensioner/family pensioner, who, after retirement from BSNL during the period 1.10.2000 to 31.12.2006, was drawing/entitled to draw pension based upon his combined service in Government and in BSNL, in accordance with sub-rule 21 of Rule 37-A of CCS(Pension) Rules 1972, as on 31.12.2006.

b. Existing pension means the basic pension inclusive of commuted portion, if any, as on

31.12.2006, covered under sub-rule 21 of Rule 39-A of the CCS(Pension) Rules, 1972.

c. Existing family pension means the basic family pension as on 31.12.2006 under sub-rule 21 of 37-A of the CCS(Pension) Rules 1972.

4.1. The pension/family pension of pre-2007 BSNL pensioners/family pensioners will be consolidated with effect from 1.1.2007 by adding together:

- I. The existing pension/family pension, including commuted portion of pension, if any;
- II. Dearness Relief upto AICPI (IW) average index 126.33 (Base year 2001=100) i.e. @ 68.8% of Basic Pension/Basic family pension;
- III. Fitment weightage @ 30% of the sum of existing pension/family pension and Dearness Relief thereon.

The amount so arrived at will be regarded as consolidated pension/family pension with effect from 1.1.2007.

4.2. The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay scale corresponding to the pre-revised pay scale from which the BSNL pensioner had retired.

4.3. Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

4.4. The lower and upper ceiling on pension/ family pension shall be Rs. 3500/- and Rs.45000/- respectively.

Age of Pensioner/family pensioner

Additional quantum of pension

From 80 years to less than 85 years
20% of revised basic pension/family pension
From 85 years to less than 90 years
30% of revised basic pension/family pension
From 90 years to less than 9 years
30% of revised basic pension/family pension
From 95 years to less than 100 years
30% of revised basic pension/family pension
100 years or more 100% of revised basic pension/family pension

4.5. The quantum of pension/family pension available to the old pensioners/family pensioners shall be increased as follows:

The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his/her consolidated pension in terms para 4.1 and 4.2 above is Rs.10,000 pm, the pension will be shown as (i) Basic pension=Rs. 10,000 and (ii) Additional pension= Rs. 2,000 pm. The pension of his/her attaining the age of 85 years will be shown as (i) Basic Pension =Rs. 10,000 and (ii) additional pension= Rs.3,000 pm.

4.6 The consolidated pension/family pension arrived at as per paragraph 4.1 includes dearness relief of 68.8% of basic pension corresponding to average Index level upto 126.33(Base year 2001=100) as on 1.1.07, as per orders issued quarterly by Department of Public enterprises in respect of serving employees, whose pay scales were revised w.e.f. 1.1.1997. Therefore, dearness relief on the consolidated pension/ family pension will be admissible only beyond index average 126.33 (Base year 2001=100) in accordance with the scheme of dearness allowance which is admissible on pay to serving employees of BSNL, i.e. the quarterly IDA rates notified by Department of Public Enterprises. Sixteen such quarterly installment of Dearness Relief on IDA pension due w.e.f. 1.4.07 upto the date of issue of these orders will be paid on the basis of DPE OM issued from time to time in respect of serving employees of CPSEs whose scales were revised w.e.f 1.1.07. A table indicating dearness relief admissible w.e.f 1.4.2007 to 31.3.2011 is as under:

S.No.	IDA effective from	IDA Rates
1.	01-01-2007	0%
2.	01-04-2007	0.8%
3.	01-7-2007	1.3%
4.	01-10-2007	4.2%
5.	01-01-2008	5.8%
6.	01-04-2008	6.3%
7.	01-07-2008	9.2%
8.	01-10-2008	12.9%
9.	01-01-2009	16.6%
10.	01-04-2009	16.9%
11.	01-07-2009	18.5%
12.	01-10-2009	25.3%
13.	01-01-2010	30.9%
14.	01-04-2010	34.8%
15.	01-07-2010	35.1%
16.	01-10-2010	39.8%
17.	01-01-2011	43.0%

4.7. Where the consolidated pension/family pension in terms of paragraph 4 above works out to an amount less than Rs.3500, the same shall be stepped upto Rs.3500. This will be regarded as pension/family pension with effect from 1.1.2007. In the case of pensioners who are in receipt of more than one pension, the floor ceiling of Rs.3500/- will apply to the total of all pensions taken together.

4.8 Cases of BSNL pensioners who are in receipt of any other pension may be referred to this office for issue of orders separately.

5. The annual pension liability of Government in respect of employees retired from DoT prior to 1.10.2000 and those who are working in BSNL on deemed deputation basis or on absorption shall continue to remain within 60% of annual receipts to Government from (i) dividend income from MTNL/BSNL, (ii) License fee from MTNL/BSNL ; and (iii) Corporate Tax/Excise duty/Service Tax paid by BSNL after this revision. In case it exceeds 60%, excess liability will be borne by BSNL.

6. All administrative offices of BSNL handling preparation of pension papers to the BSNL pensioners are hereby directed to initiate the process of consolidation of pension/family pension to existing BSNL pensioners/family pensioners at the consolidated rates in terms of para 4 above immediately, and forward the same to concerned CCA for authorization. A Table showing pre-revised and revised pay scales in BSNL is given in Annexure-I

7. A suitable entry regarding the revised consolidated pension shall be recorded by the pension Disbursing Authorities in both halves of the Pension Payment Order. An intimation regarding disbursement of revised pension may be sent by the pension disbursing authorities to the Office of CCA which had issued the PPO in the form given at Annexure-II so that the later can update the Pension Payment Order Register maintained by him. An acknowledgement shall be obtained by the Pension Disbursing Authorities from Office of the respective CCAs in this behalf.

8. The consolidated pension/family pension as worked out in accordance with provisions of Para 4 above shall be treated as final Basic Pension with effect from 1.1.2007 and shall qualify for grant of Dearness Relief on IDA pattern sanctioned thereafter.

9. It shall be the responsibility of the CCAs/Heads of the Office, etc. from which the BSNL employee had retired or where he was working prior to his demise to revise the pension/family pension of all BSNL pensioners/family pensioners with effect from 1st January 2007 in

accordance with the provisions mentioned in para 4.1 and 4.2 above and to issue revised Pension Payment Order(PPOs). Action to revise pension/family pension in terms of these provisions shall be initiated suo-moto by the concerned Heads of Offices. It is emphasized that the Pension Sanctioning Authority, in no case, will ask the BSNL pensioner/family pensioner to surrender his/her original Pension Payment Order(PPO) for issuing revised authority. In case, however, the age of pensioner/family pensioner is not available on the PPO/office records, the same shall be obtained from the pensioner/family pensioner and indicated in the revised PPO. The authenticity of the age declared by the pensioner/family pensioner shall be verified by the pension sanctioning authority. It may also be ensured that a copy of the revised PPO should be invariably endorsed to the pensioner/family pensioner.

10. It is considered desirable that the benefit of these orders should reach the pensioners as expeditiously as possible. To achieve this objective it is desired that all Heads of offices should ensure that the calculation for revised pension due to the pensioners in terms of para 4.1 and para 4.5 above is forwarded to the concerned CCA by 30th April 2011 who in turn will issue the revised PPO within one month of receipt of cases completed in all respects positively. Payment of pension at revised rates should start from the month July 2011 and payment of arrears should be completed by 30th September 2011. Concerted efforts should be made by all the authorities concerned to ensure that the revised PPO's are issued, wherever necessary, with the utmost expedition in terms of para 4.1, 4.2 and 4.5 above.

(Shakeel Ahnada)

Dy. Director General (Establishment)

Addressed to Chairman and Managing Director, Bharat Sanchar Nigam Limited, New Delhi

Dated the 15th March, 2011

Copy endorsed The Cabinet Secretary [Attn: Shri K.L.Sharma, Director (Cabinet), Secretary, Department of Expenditure, Secretary, Department of Pension and Pensioners' Welfare, Secretary, Department of Legal Affairs, Secretary, Department of Public Enterprises, PS to Secretary (T), PS to Members (S)/(T)/(F), Telecom Commission, DDG (TPF & A/C), DoT, for issuing detailed circular to CCA offices for revision of pension/family pension as per this order; and to match the liability of government for payment of pension limiting to 60% of receipts as envisaged in para 5 of this order. and DDG (FEB)/Director(Finance)/. DoT

9. BSNL Management Service Recruitment Rules 2009-regarding.

Refer this office letter of even number dated 07.12.2010. Based on the judgement dated 26.11.2010, delivered by Hon'ble CAT Madras bench in OA No. 983/2010, the Circles were directed not to make any promotions based on the relaxation recruitment Rules, 2009 till the next date of hearing.

Hon'ble Central Administrative Tribunal, Madras Bench, vide its order dated 25.02.2011 has dismissed the OA No. 983/2010 filed by All India Graduate Engineer Telecom Officer's Association.

Accordingly, the promotions based on the relaxation contained in Foot Note no. 2 of Schedule IA of BSNL Management Services Recruitment Rules, 2009 are now restored.

This issues with the approval of the Competent Authority.
(R.K.Verma)

Assistant General Manager (Pers.-I)

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)/(BW)/(Civil)/(Elect.)/(Arch.)/(TD), BSNL C.O., The AGM (Pers.II/Pers.IV/Pers.V.CCS), BSNL C.O., The DM (Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version., All AMs, Pers. I Section and Spare copy/Order Bundle.

*No. 400-106/2007-Pers.I (Part) Dated:- 14 Mar., 2010.
(Addressed to All Heads of Telecom Circles/ Metro Districts/Maintenance Regions/ Projects/Stores/ BRBRAITT. All other Administrative Units. And Bharat Sanchar Nigam Limited.)*

10. This is further to this office letter of even number dated 7th March, 2011 enclosing therewith a copy of address from Shri S.C. Misra on assumption of the charge of CMD BSNL highlight the present position of BSNL and seeking cooperation and support of all the union leaders to bring BSNL on the path of its past glory.s

With a view to compete with other private service providers and to improve financial position of the company, out of a large number of issues, BSNL management has identified certain items requiring focused action in the 1st phase, a copy of which is sent herewith. Although the list is not exhaustive in nature, yet some of the key concerns have been enumerated in the list.

I would request all the union and association leaders and their members to extend their whole-hearted cooperation and dedication at this critical juncture in carrying out the necessary processes for achieving the desired objective.

TELEWAVE

of making BSNL self-reliant and bring greater cohesiveness amongst various verticals.

(N.K.Narang)
Sr.GM(SR), BSNL C.O.

Encl: As above

Copy for info to Sr. GM(C&M), BSNL C.O.

(Addressed to The General Secretaries of all and Unions and Associations in BSNL.)

.No. BSNL/20-7/SR/2011 Date, the 11th March, 2011

Items identified for focused action in 1st phase

- (a) Improving cash inflows and controlling outflows by judicious utilization of available cash.
- (b) Improving quality of service as well as customer care by ensuring timely availability of required materials, cables, spares, tools etc., as well as finances. This should be backed up by robust SMS based daily service monitoring set up.
- (c) Instituting a system of performance driven culture and accountability at all levels with focus to recognition and rewarding of performers.
- (d) Fast introduction of e-tendering system in BSNL.
- (e) Alternate methods of funding capex, e.g. vendor financing, managed service/capacity model etc., need to be fully explored before going for outright purchase.
- (f) Enterprise segment is emerging as potential source for large revenues. Fast Commissioning and rendering quality service to EB customers are the need of the hour. For this, supply of equipment, wherever necessary and close monitoring of service provisioning need to be ensured.
- (g) Proactive approach by BSNL for garnering different central government projects.
- (h) Synergization of operations at service levels between BSNL and MTNL.
- (i) Shortcomings in implementation of CDR system and inadequate support are resulting in subscriber churn as well as loss of revenue due to delay in billing. Status report needs to be called under the personal signature of CGMs/IFAs immediately for taking corrective measures on top priority.
- (j) Transfer of assets to BSNL & effective utilization of land and building assets, other infrastructure etc. for generating additional revenues.
- (k) Disposal of obsolete stores. Huge amount of money is blocked and unnecessary space is also being occupied. Moreover, items are also losing their value with each passing day. Immediate necessary action may be taken to put up mechanisms/frameworks in place within the stipulated time frame. Progress on these shall be reported by concerned in weekly management meetings.

MARCH -2011

CIRCLE BRANCH NEWS

1. The Branch conference of Vellore SSA along with Special Meeting was held at Vellore at Hotel Surabi on 16.02.2011. Following new office bearers have been elected unanimously : President - Shri R.Raja, AGM, VLR; Branch Secretary - Shri P.Tamilselavam, JTO, SVC; Financial Secretary - Shri M.Kuppusamy, CAO, VLR.
2. The Bi- annual General Body Meeting of the Circle Office Branch, Tamilnadu Circle held on 19-02-2011 at Postal Recreation Club, 4th floor, Circle office, Chennai.
3. Branch conference of Dakshina Kannada District of AIBSNLEA was held at Manglore on 06.03.2011. Shri K Shivaram Karanth CAO, Shri H K Manjappa AGM and Shri C B Srinivasan AO were elected as President, Branch secretary and Financial Secretary respectively.
4. General body meeting of AIBSNLEA district branch Jabalpur was held on 05.02.2011. Shri T.N.Pandey, AO, Shri A K Bhatia, DE and Shri R S yadav AO were elected as President, Branch secretary and Financial Secretary respectively.

JAC WRITES

Grant of 76.2% IDA fitment benefit w.e.f. 01-01-2007 – reg. : Ref DPE OM No. 2(70)/08-DPE(WC)- GL-VIII/)(dated 2nd April 2009.

It is in continuation to our letter dated 29.05.2010 we would like to draw your kind attention to the DPE order for implementing a uniform fitment benefit @ 30% as on 01.01.2007 to be provided to all the employees BSNL Management has not yet taken any decision in this regard whereas the recommendations of 6th CPC have been implemented in full in respect of unabsorbed ITS officers in BSNL Due to BSNL Management double standards, the legitimate benefits to absorbed Employees are being denied. As the then Hon'ble MoC & IT rightly put it in the meeting on 20th April 2010 there should Not be any discrimination between those who are working in BSNL. The delay in implementation of the said DPE order is causing serious frustration and resentment amongst the BSNL Employee.

DPE has clearly mentioned in the order that the government has also decided that benefits under this OM read with the earlier decision as conveyed vide OM dated 26.11. 2008 and 09.02.2009 has to be dewed as a total package it has also been decided that the pay revision as communicated by earlier O.Ms along with the above modifications would be applicable to all the CPSEs.

It was agreed in the meeting between the then Hon'ble MoC&IT Thiru A.Raja and Joint Action Committee on 20th April that the demand of the employees for 78.2% IDA instead of 68.8% IDA already granted w.e.f. 01.01.2007 will be discussed between BSNL Management and the Joint Action Committee for early settlement. Accordingly the issue was discussed between BSNL management and Joint Action committee on 02.12.2010 and it was agreed that JAC will provide fresh input to sort out the issue so as to re- put up to the BSNL Board for re-consideration. In this regard JAC after detailed discussion till the time BSNL earns profit.

We would therefor request you to kindly intervene in the matter so that the DPE OM dated 02.04.2009 is implemented as suggested above at the earliest.

(V.A.N.Namboodiri)
Convener AC

Copy endorsed to Shri Kapil Sibal Hon'ble MoC&IT, Govt. of India, New delhi and Shri R Chandrasekhar, Secy (t) Govt. of India, New Delhi.

No. JAC: GL
Addressed to Shri Gopal Das, CMD, BSNL, NEW DELHI – 110001

Dated 24-01-2011

Meetings with DOT / BSNL Officers

GS, FS, OS(N) met Sr. GM (Pers) on 16.03.2011 and discussed:- (a) Own Cost transfers:- We protested against issuing of transfer orders only at own cost. Sr. GM (Pers) informed that only some hardships request transfer cases are being considered at own cost. The Govt. cost transfer orders will be considered on need basis after some time.

GS, FS and OS(N) met ED(NB) on 16.03.2011 and discussed:-

(a) Modifications in Posting orders on promotion of EEs(C/E)- We requested ED (NB) to consider the genuine requests for modifications in transfers in the recent promotions of EEs(C/E). ED (NB) assured to look into the matter

(B) DPC from JTO(C) to SDE(C)- We requested ED (NB) for the early holding of DPC from JTO(C) to SDE(C) as JTOs(C) are working for last 23 years as JTO(C) only. ED (NB) assured to look into the matter

(C) Consideration of request transfer cases of the Executives of Telecom Factories- We requested ED (NB) for the modifications in the transfer orders of the Executives of Telecom Factories recently issued. ED (NB) told that the transfers in the Telecom factories have been issued on the longest stay particulars basis. However, he assured to look into the matter.

GS, President, AGS(HQ), AGS(Engg.), OS(E), OS(W), Advisor-IV Com. A G Joshi, Advisor(Legal) Com. S.K. Dalai met Sr. GM(Pers.) on 11.03.2011 & discussed :-

(a) Removal of Pay anomaly wherein Seniors are drawing less salary than their Juniors: Sr. GM(Pers) informed that on the basis of our discussions on 14.12.2010 in the formal meeting, a Committee headed by PGM(FP) is being constituted to examine & submit its report at the earliest.

(b) Immediate withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSs cadres, pay fixation in Executive Promotion Policy:- Sr. GM(Pers.) informed that shortly the meeting of the Committee headed by Sr. GM(Estt.) will be arranged to further discuss the matter in the presence of newly nominated SEA Cell representative.

(c) Consideration of tenure/ request transfer of SDEs/DEs:- Sr. GM(Pers.) informed that at present, it is decided that only own cost & hard tenure circles transfer cases will be issued. Mass transfers and the transfers involves TA/DA will not be issued in view of the financial constraints. However, he assured to consider the own cost transfers, if any.

(d) DPCs to fill up DGM(Engg.), DE(Regular), DEAdhoc & SDE(T) vacant posts: Sr. GM(Pers.) informed that DPC to fill up about 3000 SDE(T) posts is under process & the DPC to fill up DEs(Adhoc) post has been initiated. Regarding DGM(Engg.), we requested to fill up all vacant DGM(Engg.) posts as on 31.03.2011. Sr. GM(Pers.) assured to look into the matter.

(e) Modification of transfer orders of SDEs issued on the basis of ODI list: We requested to modify zonal transfers of SDEs to adjacent circles earlier issued on the basis of ODI list. Sr. GM(Pers.) mentioned that the representation received are being considered.

GS, President, AGS(HQ), OS(E), OS(W), Advisor-IV Com. A G Joshi, Advisor(Legal) Com. S.K. Dalai met PGM(FP) on 11.03.2011 & discussed :-

(a) Consideration of transfer order of JAOs/AOs: PGM(FP) informed that as discussed earlier with this association & the cases submitted has been considered and approved and efforts are being made to issue transfer order Today. He apprised that AOs who completed two years on 31st Dec'2010; their cases have been considered for transfer. He also informed that yesterday only CMD BSNL has directed to issue transfer orders at own cost only. Mass transfers and routine tenure transfers except hard tenure should be stopped in view of financial implication.

(b) DPC to fill up DGM(F) vacant posts: PGM(FP) informed that the case for DPC approval has been sent to competent authority to fill up about 20 DGM(F) posts.

(c) 1999 JAO batch DPC to AAO: PFM(FP) informed that the case for holding of DPC for approval has been sent to the Competent Authority.

GS, President , OS (North) met Dir (CFA), BSNL Board on 07.03.2011 and discussed-

(a) Problems in the CDR billing system and non-functioning of CDR billing system is South zone-

We expressed our serious resentment on the Problems of CDR billing system in South zone which is failure from 02.03.2011, and due to this the BSNL is suffering a great loss of revenue. Dir (CFA) informed that this problem is due to the software bug and efforts are being made to remove it. Dir (CFA) also mentioned that within a week approximately 95% problems will be resolved. He mentioned that there is also some educational problems to staff in CDR billing and by appropriate training programs we will educate our people in CDR project shortly. He gave the example of Punjab Circle which has successfully organised the maximum round of trainings in this project. He further assured that within a month period maximum problems of CDR system mainly in North zone will be sorted out.

(b) Advantages of CDR System- On our query Dir (CFA) informed that this CDR system is the most complex system in the world but after implementation of this system, we can enjoy the efficient nationwide roaming in BSNL. After implementation of this system customer can pay the fixed payment through e-banking and can use the services according to his demand for either by Landline or Broadband. Dir (CFA) further informed that out of 336 SSAs, CDR has been implemented in 276 SSAs. CDR system has the convenience of payments and by this the payment can be done by the IVRS also. IVRS payment system is still not available anywhere.

(c) Initiatives taken for the restoration of problems in the CDR project- On our query Dir (CFA) BSNL informed that for the restoration of problems in the CDR project, he is going to issue a D.O. letter to all the Circle heads to ask that how much CDR Implementation targets were achieved by them in the respective circles and what are the problems they are facing in its implementation. Dir (CFA) also informed that a separate server is created outside the CDR System for the proper formatting of reports. This server is tested in South zone and the testing in north zone is in process.

(d) Scarcity of new Telephone instruments, Cables and other items in the field units:- We expressed our serious concern on the scarcity of new Telephone instruments, Cables and other items in the field units. Dir (CFA) informed that the tender for the supply of these items was held up due to a court case but now it is cleared and new tender is being invited shortly for telephone instruments and cables. However, the ITI has been ordered to supply new telephone instruments immediately.

(e) Status of the IMS (NGN)- On our query to NGN implementation, Dir (CFA) informed that generally the difference in the protocol is the major problem.

But the IMS (NGN) has the Modular plug-in-fit approach. For this approach, the C-DoT validation has been done in three places i.e. Vellore, Nuh and Dehradun and in the all 3rd places it is going on. The ITU has standardized this approach and after analyzing the modifications in the recently floated MTNL tender the similar action is to be taken by BSNL to procure 6 million (NGN) equipment. We further requested for early procurement of NGN equipment for advance technology.

GS, President, OS(North) and FS met ED(CN), BSNL Shri J.K. Roy on 03.03.2011 and discussed :-

(a) We requested for pursuance for getting released Rs. 600/- Crores towards AF-Net Service provided to Air Force by BSNL. ED(CN) informed that Air Force authorities are being pursued for early release of Rs. 600/- crs. to BSNL.

(b) FTTH Utilization:- We expressed our serious concerns against non-utilization of FTTH technology. About 1100 crs. GEAPON equipment has been purchased by BSNL and lying un-utilized in absence of proper planning for the use of these equipments. Before purchasing these equipments, no market potential has been studied. The same is happening in WLL segment wherein every month the negative connections are taking place and non utilization of WiMAX equipment. ED(CN) appreciated our concern and mentioned that FTTH is not finding proper market response but the efforts are being made to utilize the already purchased equipment.

GS, President, OS (North), and FS met CMD BSNL Shri S.C. Mishra on 03.03.2011 and welcomed him

on assuming the high office of CMD BSNL on looking after arrangement. We assured our fullest co-operation in his efforts to provide most reliable and affordable Telecom Services in the Country. CMD appreciated our concern and mentioned that he wants to bring some positive changes in BSNL.

We admired his great efforts as Member (S), DoT in the finalization in IDA pension revision and shown our full hope that under his dynamic leadership BSNL will be getting support from DoT and will start earning profit. Shri S.C.Mishra, Member (S) mentioned that really it was a great issue and finally settled. He assured that shortly the necessary order in this regard will be issued.

We expressed our serious concern for non procurement of telephone instruments & cables in BSNL for providing NTCs and restoration of cable faults Similarly non-utilisation of available resources e.g. manpower, infrastructure, technology etc. We

shown our resentment against the Govt. mindset and delay in decision making on such important requirements which is adversely affecting the growth & image of BSNL. CMD appreciated our concern & assured that let him be educated within a period of 10-15 days and thereafter he will start to resolve the problems. He impressed upon to increase cash flow by earning more and more revenue providing quality of service. He agreed that his presence as CMD BSNL can certainly benefit BSNL in getting due support from Govt. We also requested him for settlement of our pending issues. He assured to have separate discussion on the items related to service matters.

GS discussed with Sr. GM (Pers.) on 03.03.2011 & requested him to issue promotion orders to fill up vacant SDE (T), DE(Adhoc), DE(Regular) & DGM vacant posts. Sr. GM mentioned that DPCs are under progress & promotion orders to fill up SDE(T), DE(Adhoc), DE(Regular) & DGM vacant posts will be issued before 31.03.2011.

GS, President, FS, Meet PGM (FP) on 03.03.2011 & Discussed.

(A) Status of court case for Director(F) BSNL appointment- on our query regarding status of court case for Director(F) BSNL appointment PGM (FP) mentioned that the hearing in the court case are over and their judgment is reserved which expected to be received in the next week. It is important to mention here that Shri. K.C.G.K. Pillai PGM (FP) has been selected No 1 candidate of Director (F) post by PSEB.

(B) Procurement of Telephone instruments & cables- We expressed our serious concern for non procurement of telephone instruments & cables in BSNL for providing NTCs and restoration of cables faults since PGM (FP) is one of the member in all the tender/ procurement committee of BSNL, PGM (FP) mentioned that few years before 50 lacs telephone instruments are available but the report of its utilization is not received from circle which has delayed tender & regarding cable tender there was a court case which delays the process & now efforts are being made to complete the tender process. We expected our serious concern against the Govt. mindset and delay in decision making on such important requirements which is adversely affecting the growth & image of BSNL. PGM (FP) appreciated our concern & clarified that there is no much problem

in BSNL but we have to increase our revenue by providing quality service

(C) Transfers & postings in JAO/AO Cadre:- We requested to consider pending transfers cases of tenure/request of JAO/AO/CAO cadre. PGM (FP) assured for issuance of early consideration.

Com. GS discussed with DDG (Estt.) DoT on 01.03.2011 regarding of IDA Pension order for BSNL Pensioners. DDG (Estt) informed that the draft order has been sent to internal finance wing of DoT for vetting and it is expected to be received with in this week. He expected that in the next week necessary order for IDA pension revision will be issued from DoT

Sh. S.C. Mishra, Member (Services), Telecom Commission will look after the charge of CMD, BSNL:-The Cabinet has approved Sh. S.C. Mishra, Member (Services), Telecom Commission to look after the charge of CMD, BSNL till the regular incumbent. GS spoke to Member (Services) & greeted him to look after the charge of CMD, BSNL and assured him fullest co-operation. Member (Services) also reciprocated the same & mentioned that whatsoever responsibility is given to him he will try to discharge with his full devotion & wanted support of every one.

New CMD BSNL, Shri S.C.Mishra called the meeting with all the representatives of Unions/Associations on 28.02.2011. All the unions/Associations representatives attended the meeting at 04:00 PM. Dir (CM), Dir (CFA), ED (F) and many Sr. Officers were present in the meeting. On the behalf of AIBSNLEA President, OS (North), FS and CS BSNL CO attended the meeting and congratulated CMD BSNL on assuming the additional charge of CMD BSNL.

In his address, CMD BSNL explained his position as CMD BSNL as additional charge and it is only an interim arrangement for a short period or till a regular incumbent joins the post. He will discharge as CMD with at most care about BSNL's well being. Whatever may be the hurdles he will discharge his duty by facing the problems face to face. He will concentrate on bridging the gap between revenue and expenditure. He will strive for increasing the revenue or reducing the expenditure. He also cautioned that whatever the help from others like DoT or bank will not solve the problems of BSNL.

He requested the Unions/Associations to concentrate on 3 items-

- How fast we can improve the cash flow in BSNL or use the available funds judiciously.
 - Improve the Quality of Service.
 - A Performance Driven Culture will be introduced in BSNL from coming Financial year onwards.
- Many leaders spoke about ITS absorption issue , CDR billing , E-tendering , Non availability of Telephone instruments, customer care , HR Manuals, 78.2% and improvement in marketing. All leaders expressed their fullest co-operation in improving the financial health of BSNL. Finally CMD thanked everyone and requested to work as a team to improve the financial health of BSNL.

GS, President met PGM (FP) on 23.02.2011 and discussed -

(a) Pay fixation case of JTOs 2007 & 2008 batches- We requested PGM (FP) , the Chairman Committee constituted to examine the pay fixation case of JTOs 2007 & 2008 batches for early settlement of the case. PGM (FP) informed that Committee members have discussed the matter in detail and trying to compensate the pay of JTOs 2007 & 2008 batches by providing four additional increments which will be nearing to the pre-revised scale of Rs 9850/-. On our demand to provide provisionally pre-revised pay scale 9850/- (E1A) and to recommend the standard pay scale of E2 for JTOs, PGM (FP) mentioned that the E1A & E2A pay scales in the revised IDA pay scales approved by BSNL Board has been rejected by DoT on the pretext of poor financial health of BSNL. Hence at this stage BSNL can not implement E1A pay scale or can recommend standard pay scale E2 for JTOs. In view of this committee opines to compensate the pay of JTOs 2007 & 2008 batches by providing additional four increments on the basic revised pay Rs 16400/- i.e. Rs 18370/-. That can be the only solution available at present. We strongly pleaded that in case DoT has rejected intermediate IDA pay scales E1A & E2A , BSNL management should implement standard pay scales E2 for JTOs. PGM (FP) further mentioned that in the present poor financial health of BSNL such proposal is difficult to consider. However we will continue of our demand for our implementation of standard pay scales.

GS, President, FS and OS (North) met with Executive Director (F), BSNL on 22.02.2011 and discussed:-

(a) Consideration of request / tenure transfers of JAOs/AOs/CAOs- We requested for early consideration of request / tenure transfers of JAOs/AOs/CAOs, who completed two years service in the SSA. ED(F) assured an early action in this regard.

- (b) JAO-1999 batch DPC:- We requested for early holding of DPC from JAO to AAO on retro-respective date of effect to fill up vacant AAOs posts. ED(F) after brief discussions assured to look into the matter.
- (c) Review DPC to fill up vacant DGM (F) posts:- We requested to hold review DPC to fill up vacant DGM(F) posts. ED(F) mentioned that for the clear cut cases (which are about 20) the DPC will be held shortly.

GS, President, AGS (HQ), FS and OS (North) met with Executive Director (NB), BSNL on 22.02.2011 and discussed:-

(a) Performances of Telecom Factories- We requested to utilize Telecom Factory infrastructure of its best for manufacturing the Telecom spares viz., SIM cards, Drop wire, OF cable connectors, MDF splitters etc. and to utilize their expertise so that they can contribute for the growth of BSNL and can save BSNL revenue. Recently on 21.01.2011 Com. GS along with other Circle officer bearers of Maharashtra Circle visited Telecom Factory manufacturing units and appreciated their expertise and motivated them to increase the production. GS apprised that Telecom Factory has infrastructure, capacity for more production but BSNL C.O. and Circles are not placing the order to Telecom Factory as required. Even MDF splitters for Broadband connections are manufactured and lying unutilized and not being ordered to TF. We demanded that BSNL C.O. should issue instructions to Circles for the procurement of above Telecom Spares / items from Telecom Factory only. ED (NB) apprised about the production of Telecom accessories / items in different telecom factories in the country. He mentioned that Telecom factory Kolkata is manufacturing the GSM towers, drop wires, PLB HDB Pipes and DDF connectors. Telecom factory Mumbai manufacturing SIM cards, drop wires, OF connectors, MDF Splitters for Broadband connections etc and now efforts are being made to manufacture smart cards and other cards for other organisations by taking orders from them on competitive rates.

(b) Issues regarding the viability of BSNL- On our query, ED (NB) informed that there is a sufficient scope in BSNL to get the business from other organisations. ED (NB) also informed that BSNL has also been awarded the NATIONAL ENERGY CONSERVATION AWARD-2010 for the best energy saving. He further informed that BSNL has got the work of 100 sites from Non Conventional Energy Ministry & BSNL Civil wing has got business of more then Rs 450 Crs from HP State Government without investing funds from BSNL and same is

expected in Kerala and AP Circle. ED (NB) informed that there is enough scope to enhance revenue by proper maintenance of Broadband connections.

(c) Transferring of assets from DoT to BSNL:- we expressed our serious concern against delay in transferring the assets from DoT to BSNL. ED(NB) informed that efforts are being made to get transferred assets from DoT to BSNL.

(d) Request transfers of EE (C) - We requested ED(NB) to consider the pending request transfer s of EEs (C) on the genuine ground. ED (NB) assured to look into the matter.

(e) DPC from CE(C) to PCE(C)- We have shown our serious concern about delay in conducting DPC from CE(C) to PCE(C). ED (NB) informed that DPC is under process. Orders will be issued after completion of DPC shortly.

(f) DPC from SDE(E) to EE(E)- We requested to expedite the DPC from SDE(E) to EE(E). ED (NB) informed that DPC is under process. Orders will be issued after the approval of competent authority.

GS, President, FS and AGS(HQ) met Chairman TC & Secretary (T) DoT on 21.02.2011 and discussed :-

1. Appointment of CMD and other Directors in BSNL Board:- We expressed our serious concern against abnormal delay in appointing CMD and other Board of Directors in BSNL, resulting lack of decisions in policy making which is adversely affecting the growth of BSNL. Secretary (T) appreciated our concern mentioning that the regular CMD can better plan for the growth of BSNL and Ministry is equally concern on this issue. Also informed that, Govt. is making efforts to appoint regular CMD and other Board of Directors in BSNL in the middle of March'2011. After 28th Feb'2011 for the time being look after arrangement for CMD, BSNL is being arranged from the officers of DoT. For the post of Director (F) today is the hearing in the Hon'ble court wherein ASG on the behalf of govt. will present the case and regarding appointment of Director(EB) the Chairman, PSEB has been requested to invite fresh applications for interview. Regarding Director(HR) appointment select pannel has been sent to Appointment Committee of Cabinet (ACC) for approval. He expected that all the vacant posts of Board of Directors of BSNL will be filled up by the end of March'2011.

2. Absorption of ITS Officers in BSNL/ MTNL:- We requested Secy.(T) for completing the process of absorption of ITS Officers in BSNL /MTNL. Secy (T)

informed that on Cabinet Note the comments of two Nodal Ministries have not been received but he has directed to concern officers of DoT to send the Cabinet Note to Cabinet for approval without further delay. He is expecting that soon some concrete decision will be taken by Cabinet on the Cabinet Note and the same will be implemented immediately. We further requested for implementation of DOP&T Order no. AB.14017/37/2009-Estt.(RR) dated 08.10.2010 regarding Time limit for framing of Rules and Regulations on conversion of govt. deptt. Into PSUs/Autonomous /Statutory body. As per this DOP&T order, a maximum period of five years for framing of rules and another two years for phasing out repatriation to those opting to come back to govt. has been prescribed. Hence, the deemed deputation in BSNL/MTNL should end immediately. Secy.(T) assured to look into the matter.

3. 5.5 Million GSM Lines Tender- We requested for the early finalization of the 5.5 Million GSM Lines Tender of BSNL because North and East zones are having capacity crunch. Secy.(T) mentioned that due to some flaws in the tender terms and conditions the tender process is being challenged and stalled hence BSNL should cautiously finalize the tender document However, he assured that no hindrance is being created from DoT and he expected that on the joining of regular CMD in BSNL the matter will be speeded up.

4. Non-finalization of standard pay scales of E 1A and E 2A in BSNL:- We informed Secy. (T) that even after lapse of 2 years of implementation of 2nd PRC, the IDA pay scales of JTO/SDE/CGM/ED equivalent Executives' have not been finalized. BSNL Board 2 years before has sent a proposal to DoT for getting approved the intermediate IDA pay scales i.e E1A, E2A, E9A & E9B for the Executives JTO/SDE/CGM/ED equivalent from DPE which is pending in DoT for the last one and half year . We requested for his kind intervention so that a concrete decision is taken to finalize the Standard IDA pay scales for the Executives in BSNL. Secy.(T) assured to look into the matter.

5. Pension Contribution on actual pay not on maximum of IDA Pay scale:- We pleaded that DoT is recovering pension contribution on maximum of IDA pay scale of BSNL Employees instead of actual pay drawn as recommended by 6th CPC. Secy.(T) appreciated our concern and assured to look into the matter.

6. Financial support to BSNL as per NTP-1999: We requested Secy.(T) to provide financial support to BSNL as assured in NTP-1999 i.e. BSNL is providing Telecom Services in the rural and remotest areas of

our country on reduced rental as a state owned company and fulfilling the social commitment of Govt. of India and is facing now losses. Which could have been compensated properly by making payments from USO Fund more than 5000 crores p.a. in view of withdrawal of ADC, reimbursement of License Fee on wired lines of rural/urban areas and cellular mobile telephones. Payment of OPEX charges to BSNL from DoT Notional loan to BSNL amounting Rs. 7500 crores for which interest is being charged @ 14.5% should immediately be waived off. The loan from Govt. of India for operation and maintenance requirement in the F. Y. 2010-11 and 2011-12 should be considered as given to other loss making PSUs and necessary instructions to all Govt. Offices/Officers/PSUs should be issued to take necessarily telephone connections from BSNL only. Secy.(T) mentioned that the financial support from govt. to BSNL can help upto some extent but BSNL with its own business strategies can only withstand in long run.

At the last Secy.(T) DoT informed that DoT is going to take some Hard Decisions regarding the viability of BSNL and requested to all Unions/Associations to support the same.

AIBSNLEA protests BSNL Corporate Office clarification issued on 15.02.2011 regarding 2007 & 2008 batch JTOs pay scales - GS spoke with Sr. GM (Estt.) on 18.02.2011 and resented that clarification issued by BSNL Corporate Office vide letter no. 1-11/2009-PAT (BSNL) dated 15.02.2011 is going to cause much hardship to JTOs of 2007 & 2008 batch. He further pointed out that due to low start of the E1 scale, there may be heavy recovery from JTOs with comparison to the pay drawn by them in pre-revised E1 A scale. He further pleaded that since a Committee headed by PGM (FP) to examine the matter has been constituted & Committee has already conducted 3-4 meetings to discuss the matter & yet to reach the conclusion. Such clarification at this juncture is not at all justified, hence demanded immediate withdrawal of the said letter otherwise this Association will be forced to resume Organizational Actions. Sr. GM (Estt.) assured to look into the matter.

Now the clarification issued by BSNL Corporate Office vide no. 1-11/2009-PAT (BSNL) dated 15.02.2011 has been kept in abeyance vide orders of even no. dated 17.02.2011.

GS and FS met Sr.GM (Pers.) on 15.02.2011 and discussed-

(a) Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors- Sr. GM(Pers) mentioned that some anomaly cases are being examined and thereafter the matter will be discussed with competent authority to take up the matter in the BSNL Management Committee.

(b) Immediate withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSs cadres, pay fixation in Executive Promotion Policy- We requested for early withdrawal of clarification dated 19.02.2010 and 13.10.2010 issued by BSNL CO. He assured to further early holding of Committee Meeting to discuss the matter.

(c) DPC from JTO (T) to SDE(T)-We expressed our serious concern against delay in completing the DPC from JTO (T) to SDE(T) - Sr. GM (Pers) mentioned that DPC work is in progress and the SC/ST roaster implementation on promotion is being examined carefully. However, efforts are being made to complete the DPC as per rules. It is understood that, about 3000 SDE(T) posts may be filled up.

(d) DPC from SDE (E) to EE(E)- We expressed our serious concern against delay in completing the DPC from SDE (E) to EE(E) - Sr. GM (Pers) assured that, after examining the case, clearance will be given shortly and it will be sent to competent authority for approval.

(e) Consideration of request/tenure transfers of SDEs/DEs/PAs- We requested for consideration of request transfers of SDEs/DEs/PAs. Sr. GM (Pers) assured to look into the matter.

GS and FS met PGM(FP) on 15.02.2011 and discussed -

(a) Consideration of request transfers of JAOs/AOs/CAOs- We requested for consideration of request transfers of JAOs/AOs/CAOs who has completed 2 years tenure. PGM(FP) informed that the JAOs/AOs/CAOs request transfer orders will be issued by the end of this month.

(c) Promotion from CAO to DGM(F) left out cases: - We requested to initiate DPC for 61 left out cases of CAOs to DGM(F) promotion. PGM (FP) further informed that there are some pending court cases and the Management has decided to appeal in the Higher Bench. However, he assured to consider some clear cases at the earliest.

CHQ Office Bearers' Visits

Special Meeting of our activists of A.P Circle Hyderabad on 27.02.2011: GS, President & Ex-President Shri. K.Satyanaryana attended and addressed the special meeting of A.P Circle at Hyderabad on 27.02.2011. Com. G.S. & President apprised in details the status of HR issued and discussed issues related to viability of BSNL. Com. G.S. in his address mentioned that ITS offices absorption issue in BSNL is one of the important issue which needs immediate settlement or per DOP&T instructions issued in October 2010. DOT should waive off license fee, DOT should pay OPEX charge to BSNL as per NTP 1999. The notional loan to BSNL from DOT of Rs.7500/ Crore should also be waived off, to provide financial support of BSNL in view of its continuous loss. He assured that sincere efforts are being made to get released the promotion order from JTO (T) to SDE(T), SDE to DE (Adhoc), DE (Adhoc) to DE (Reg), DE(Reg.) to DGM, AO to CAO and JAO to AO etc. Com. K.Satyanaryana Ex- President CHQ who was felicitated on his retirement, Com Venkatrao, Circle President and com J. Saibaba Circle secretary. in their welcome address discussed the Circle & All India level issues and expressed their senior concern against the financial viability of BSNL and to overcome the in situation.

The Annual General Body Meeting of the Circle Office Branch, Tamilnadu on 19.02.2011: The Annual General Body Meeting of the Circle Office Branch, Tamilnadu Circle held on 19-02-2011 at Postal Recreation Club, 4th floor, Circle office, Chennai. The meeting was presided over by the Branch President Com.Bangaru Krishnasamy,DE. Com.Koteeswaran, Branch Secretary, Com.Kuberan, FS, Com.Mohan Circle FS, Com.Ravi AO made the arrangements under the guidance of Com.Guru,our ACS in a nice manner. Com.Prahlad Rai, GS, Com.Venugopal, All India President attended & addressed the meeting. In addition, Com,Veerapandian,CS, Com.VK Paramasivam, Advisor, CHQ, Com.Sivakumar, our CWC member, Com.Ravi, COS participated and addressed. The CGMT, GM(F) and Sr. GM(TR), Tamilnadu Circle also attended & addressed the meeting. Sr. GM(TR) was shawled by Com.Jayanthi Samuel, the GM(F) by Com.Revathy Rangarajan and the CGMT by CS. Our CHQ Office bearers were also shawled by the Branch Office Bearers. A large number of our members of Chennai Telephones under the leadership of Com. Vaidhyathan, CS of AIBSNLEA Chennai Telephones attended the meeting. Our Circle Office Bearers on behalf of Tamilnadu Circle expressed their strong views on the issues of ITS Officers? absorption, VRS and Disinvestment. Com.VKP and Com. Sivakumar spoke on the achievements of AIBSNLEA. Com.Venu explained in detail about the present financial position of BSNL and requested for all-sided unity to defeat the wrong policies of the GOI which ruin BSNL. The Sr. GM(TR) Smt. Sujata Venkateshwaran and the GM(F) Smt. Nalini Rao briefed the condition of BSNL

and the ways and means for its survival. GM(F) appreciated the pivotal role of AIBSNLEA in making a break through in EPP and BSNLMS RR.

Com.Prahlad, GS spoke for more than one hour on all issues of all the cadres and the policies of BSNL. He narrated the reasons for the present condition of BSNL and the role of the GOI and the DoT in reducing the BSNL from its leading position to the fifth position among service providers. The delay in procuring the GSM lines, the unending process of ITS absorption, lake of marketing skills and poor planning in general were exposed by him. The VRS, Disinvestment and the ITS absorption would be discussed in the ensuing JAC meeting to be held on 22-02-2011 at New Delhi. He appealed all members to strenghten AIBSNLEA and appreciated our Circle members for the mass participation in the recent strike. He requested for all sided unity to defeat the retrograde policies and save our BSNL.

The CGMT Sh. M.A. Khan, Chief Guest was present through out the meeting and lastly blessed the Conference. Com.Guru, our ACS campered the entire programme effectively as usual. Com.Koteeswaran expressed vote of thanks. New Office bearers for the coming years were unanimously elected. Com.Nimala, Sr.SDE, Com.Ravi, Sr.AO and Com. Kuberan, AO are the President, Secretary and the FS respectively.

In this tour programme we covered all SSAs to attend the meetings organised in main centres and covered about 2000 KMs in Road along length and breadth of Tamilnadu in four days. Let us pledge to strengthen AIBSNLEA in Tamilnadu for achieving many tasks ahead.

SPECIAL GB MEETING AT MADURAI SSA/TAMILNADU CIRCLE on 19/02/2011: GS, President and Advisor-IV Com V K ParamAsivam attended and addressed the Special General Body Meeting at MADURAI on 18.02.2011 at Conference Hall, STR, Madurai. Com.K.Subbukkalai District President. Madurai have presided over the meeting and Com. M.Palaniappan delivered welcome address. CWC Member Com. S. Sivakumar, Com. Rajendran, CWC Member, Circle President, Com C. Duraiyaran, Circle Secretary, Com N. Veerapandian and other Circle office bearers Com.Radhakrishnan COS, Com.Narayanan AFS, Com. G. Balasubramanian DS, KKD, Com. Sankarakumar TT-SSA have also addressed on the occasion.

Com. Prahlad Rai our GS has covered all the burning issues such as BSNL's financial viability, VRS Scheme, ITS absorption, Delay in Tender process of procurement of equipments, EPP, 78.2% DA merger and other vital issues like Court cases in EPP & Pitroda Commission report etc. Nearly 90 members including Karaikudi, Tirunelveli, Virudhunagar SSAs have attended the meeting.

Shri Venugopal, President, CHQ lauded the yeoman services of our General Secretary, Shri Prahlad Rai unwinding of time. Only because of untiring efforts of our G.S., we could achieve many contentious issues with

Corporate Office. He elucidated the Executive Promotion Policy 2007 and assured promotion upto the level of JAG , encashment of Earned Leave for availing LTC and hefty pension in the near future. He further informed that our survival is linked with the survival of BSNL.

Shri V.K.Paramasivam, Advisor, CHQ made an elaborate speech about the 2nd Pay Revision Commission, Pension Revision for Pre-retirees 2007. He requested MA Branch for more number of Membership to be enrolled and BSNL is to be strengthened.

Our senior comrades Shri. M. Murugesan DGM(F) and Shri.I.T.Moorthy DGM(TR) have also attended the meeting. It is happy to note that leading comrades from SNEA/ BSNLEU/NETE have also attended the meeting. It is a wonderful gathering of our members from southern part of our country and Madurai Distt. Branch.

Com. Prahlad Rai presented a memento to Com. Arunachalam AO, MA, Com. N. V. Chandrasekar, SAO, MA, Com. G. Balasubramanian AO, KKD for their valid contribution to increase our membership from conducting of JAO classes. Our Circle Org. Secretary Com. S. Karuppiyah, Com. J. Balasubramanian CEC Member, Com. Kathiresan have arranged this Special GB in a spectacular manner and the Meeting is very successful one.

Combined special general body meeting of AIBSNLEA of SALEM, DHARMAPUR, ERODE, COIMBATORE AND NILGIRIS Districts at Salem on 18.02.2011 : The Combined special general body meeting of AIBSNLEA of SALEM, DHARMAPUR, ERODE, COIMBATORE AND NILGIRIS Districts was V.Arivalagan ADS, NFTE and other officer bearers addressed the gathering.

Com President delivered the valuable speech on present situation prevailing in BSNL. He told about the role of AIBSNLEA in JAC, leave encashment through LIC, pension issue and viability of BSNL.

Com GS in his inspiring speech covered BSNL financial viability, VRS, E2-E3 pay scales, one time upgradation of JTO posts for TTAs officiating, 78.2 % fitment, ITS absorption, pension for retired after and before 1-1-2007, MTRR and court cases, DPC for JTO to SDE(T), left out DE Adhoc/regular, CAO/DE to DGM (ad hoc) and other cadre issues of PA/PS cadres, Hindi Translators, Civil/Electrical section.

The meeting was well attended and hall was jam packed. More than 130 comrades attended the meeting. Members from Tanjore and Kumbakonam branches also attended. The meeting was ended with vote of thanks by Com K.Abdul Salam, FS Trichy Branch.

Special General body meeting of Cuddalore & Pondicherry Telecom District on 17.02.2011 : GS,

President and Advisor-IV Com V K Paramasivam attended and addressed the Special General body meeting of Cuddalore & Pondicherry Telecom District on 17-02-2011 at Town Hall(Mini Hall), Netaji Road, Opp. Head Post Office, Cuddalore. All the members of Cuddalore & Pondicherry Telecom District attended the Meeting. In the welcome Address Shri. Nagarajan District Secretary has pointed out the viability of BSNL Organisation. A large number of members including Shri. P. Venkatesan staunch member of other association have joined in our AIBSNLEA.

Shri. Radhakrishnan, Circle Organising Secretary, Tamilnadu has briefed about the present situation of our Organisation and the role of Executives' Association. Shri. Durai Arasan, Circle President Tamilnadu, Advisor Shri. V K Paramasivam strongly opposed the arrogant attitude of the administration. Shri. Sivakuman CWC member expressed his concern over the implementation of VRS Scheme and the pending position of JAO pay fixation. In the address, Shri. Veerapandian Circle Secretary, welcomed the newly joined members and expressed that still more numbers of members are yet to join.

Com President delivered the valuable speech on present situation prevailing in BSNL. In the Special Address, our General Secretary Shri. Prahalad Rai elaborately explained about the "New challenges and BSNL Survival". He also expressed his concern about that BSNL is to get a loss of Rs. 7000 to 8000 crores for this financial year. Shri. P Venkatesan has expressed vote of thanks.

The District conference of Vellore SSA on 17.02.2011 : The District conference of Vellore SSA along with Special General Body Meeting held at Vellore at Hotel Surabi on 16.02.2011 in a grand manner. The GMTD Vellore Shri R. GANESAN, CHQ President Com. P. Venugopal, General Secretary Com. Prahlad Rai, Advisor Com. VKP, CWC Member Com. S. Sivakumar, Circle President, Com C. Duraiarsan, Circle Secretary, Com N. Veerapandian and other office bearers attended and addressed on the occasion.

Com. GS in his inspiring and factual speech, covered BSNL's financial viability, possibility of VRS, E2-payscale for JTOs/JAOs, E3-payscale for SDEs/AOs, One time up gradation of JTO posts for TTA officiating, 78.2% fitment benefit and other vital issues. All the members from Vellore SSA, nearly 90 in numbers participated and the hall was jam packed even though it was a holiday for Miladinabi on 16-02-2011.

Following new office bearers have been elected unanimously : President - Shri R.Raja, AGM, VLR; District Secretary - Shri P.Tamilselavam, JTO, SVC; Treasurer - Shri M.Kuppusamy, CAO, VLR.

UNITED FORUM WRITES

Define performance parameters objectively to link career growth to performance for all cadres beginning from HAG downwards-making existing subjective parameters stringent for time bound promotions a prejudiced and discriminatory action and an exercise in futility.

It is understood that BSNL Management on the pretext of strengthening of performance orientation in BSNL has constituted a Committee to recommend making existing benchmarks for time bound promotions more stringent. The entire exercise of overhauling the existing obsolete subjective mechanism of performance evaluation was prompted by the consideration that existing mechanism completely lacks objectivity. In fact extensive exercise of introducing new performance evaluation mechanism by the restructuring cell of BSNL is underway.

When the focus is to introduce new objective performance indicators it is surprising that a well motivated attack is being launched against the absorbed executive by trying to make the existing benchmarks which are totally redundant more stringent for them bound promotions. It is not difficult to understand the motive behind such a sinister move of the management. Making performance evaluation mechanism stringent from HAG downwards should be the highest priority of the management. Is it that SAG/HAG level officers are angels born in heaven? Is the time not right for reviewing existing obsolete performance parameters for career growth of JAG, SAG and HAG? The prejudice of ITS controlled management against absorbed executive is so profound and marked that making time bound promotions stringent appears to be their only agenda. That is why there is huge reluctance on part of every absorbed employee in BSNL to accept ITS as their managers.

Time bound promotion policy has come into existing after detailed discussion with the concerned Association and the approval of DOT. Deputationists having no stake in the Company have no locus standi to preside over deciding the career growth of absorbed officers. One must have acceptability and credibility to decide such issues and those having no interest and affinity in the growth of the Company cannot be expected to decide such issues.

Thus, it would be in proper fitness of thing to wait for the new objective performance indicators reflecting the contribution of everyone in the Organization, particularly the ITS, towards the growth of the Company, and to begin with, these new measures should be introduced for functional promotions from JAG to SAG and SAG to HAG so as to percolate to the lowest level. It does not mean that existing benchmarks for time bound promotions need not be made stringent, but the beginning has to be made from HAG downwards so as to be accepted by people down the level. Management loses its credibility by isolating certain cadres and keeping its own fraternity insulated. Abandon such cheap thinking and tactics.

The Committee arbitrarily has proposed that "**Bench Marking for time bound promotion under Executive Promotion Policy should be reviewed and it should be linked with performance in Organisation**".

As you know the Executive Promotion Policy in BSNL has been implemented after the approval of BSNL Board and DoT administration after having a thorough discussion and taking the performance aspects in to consideration. Now BSNL Management with a partisan attitude towards BSNL absorbed Executives' is making arbitrary attempt to deprive them to get the benefit of time bound promotions by making stringent benchmarking conditions. The EPP was decided in lieu of stagnation in career prospects of BSNL Executives' and to keep them motivated.

In the case of deputationists from DoT in the BSNL the designations of Adl. GMs and Sr. GMs have been given without holding any Screening Committee of DPC and vigilance clearance as per the provisions of BSNLMS RRs for BSNL absorbed Group A level Executives' which can be given only after holding the SPCs and vigilance clearance. Moreover non absorbed officers are not entitled to any benefits of time bound promotions, in any way, whatsoever. Hence the deputationists have been given higher level designations with out seeing the performance, vigilance clearance and eligibility. It reflects the prejudiced attitude of the BSNL Management towards BSNL absorbed Executives'.

In view of the above it is therefore requested to kindly instruct GM(Restructuring) to drop such arbitrary proposals which will create lot of resentment and protest among the BSNL Executive' and will adversely affect the viability of BSNL.

PRAHLAD RAI
GS, AIBSNLEA

G.L.Jogi
GS, SNEA (I)

Copy endorsed to Sh. R. Chandrasekhar, Chairman TC & Secy. (Telecom), Govt. of India, New Delhi-110001

No. UF/CHQ/CMD/2010-11

Dated 11.02.2011

Addressed to Shri Gopal Das., CMD BSNL, New Delhi-110 001

GS WRITES

AIBSNLEA hold its Central Office Bearers and advisors meeting on 9th and 10th March 2011 at New Delhi after the 3rd All India Conference held w.e.f. 30th & 31st Dec. 2010 and 1st Jan 2011 at Kolkata to discuss and decide the strategies on BSNL MS RR, Regularization of STS Officers promoted on adhoc basis, issues related to the Executive Promotion Policy, Filling up of all vacant group 'A' & 'B' posts, Absorption of Group 'A' officers in BSNL and other issues, Discussion and decision on burning items and viability of BSNL and to finalize the strategies for successful implementation of organisational action programmes against the non settlement of the pending issues also to evolve for more revenue generation and its collection. All the CHQ Office bearers and Advisors attended the meeting except Com. K.P.Nair, AGS (General), Com. Keshav Rao, Advisor-I and Com. Karan Singh, Advisor-II due to their personal problems.

CHQ office bearers & Advisors had detailed discussions on the issues related to Viability of BSNL and impressed upon for implementation of the suggestions submitted by AIBSNLEA after 3rd AIC Kolkata. Also decided to propose JAC to educate BSNL employees to provide **quality service** by making zero Broadband fault and uninterrupted BTSs functioning and also proposed to observe **"April -11 as Customer Delight Month" under the banner of JAC**. Sincere efforts are required to earn more revenue by increasing cash flow. It is decided that CHQ will further pursue / negotiate with BSNL Management & DoT administration for early settlement of HR issues instead of launching immediate organisational action programmes in view of the BSNL viability and in case it is found that the issues are not settled we may revive organizational Action Programmes deferred in Dec-10. On the Organizational activities and other matters after detailed discussions GS is advised to immediately write to all Circle Secretaries of AIBSNLEA constituent Associations for transferring the movable and immovable property to AIBSNLEA to their respective circles and to further issue reminder to their CHQ in this regard. Regarding permanent assets to CHQ and on organizational matters, some proposals are adopted to place before next CWC meet scheduled to be held in MP Circle in the month of Aug. 2011.

We expressed our serious concern to Secy.(T) against abnormal delay in appointing CMD and other Board of Directors in BSNL, resulting lack of decisions in policy making which is adversely

affecting the growth of BSNL. It was mentioned that the regular CMD can better plan for the growth of BSNL and Ministry is equally concern on this issue. Govt. is making efforts to appoint regular CMD and other Board of Directors in BSNL in the middle of March'2011. After 28th Feb'2011 for the time being look after arrangement for CMD, BSNL is being arranged from the officers of DoT. Regarding appointment of Director(EB) the Chairman, PSEB has been requested to invite fresh applications for interview. Regarding Director(HR) appointment select panel has been sent to Appointment Committee of Cabinet (ACC) for approval.

We requested Secy.(T) for completing the process of absorption of ITS Officers in BSNL /MTNL. It was informed that on Cabinet Note the comments of two Nodal Ministries have not been received but concern officers of DoT have been directed to send the Cabinet Note to Cabinet for approval without further delay. We can expect that soon some concrete decision will be taken by Cabinet on the Cabinet Note and the same will be implemented immediately.

We requested Secy.(T) for implementation of DOP&T Order no. AB.14017/37/2009-Estt.(RR) dated 08.10.2010 regarding Time limit for framing of Rules and Regulations on conversion of govt. deptt. Into PSUs/Autonomous /Statutory body. As per this DOP&T order, a maximum period of five years for framing of rules and another two years for phasing out repatriation to those opting to come back to govt. has been prescribed. Hence, the deemed deputation in BSNL/MTNL should end immediately. We were assured to look into the matter.

We requested Secy.(T) for the early finalization of the 5.5 Million GSM Lines Tender of BSNL because North and East zones are having capacity crunch. It was mentioned that due to some flaws in the tender terms and conditions the tender process is being challenged and stalled hence BSNL should cautiously finalize the tender document However, we were assured that no hindrance is being created from DoT and he expected that on the joining of regular CMD in BSNL the matter will be speeded up.

We informed Secy.(T) that even after lapse of 2 years of implementation of 2nd PRC, the IDA pay scales of JTO/SDE/CGM/ED equivalent Executives' have not been finalized. BSNL Board 2 years before has sent a proposal to DoT for getting approved the

intermediate IDA pay scales i.e E1A, E2A, E9A & E9B for the Executives JTO/SDE/CGM/ED equivalent from DPE which is pending in DoT for the last one and half year . We requested for a concrete decision to finalize the Standard IDA pay scales for the Executives in BSNL. We were assured to look into the matter.

We pleaded that DoT is recovering pension contribution on maximum of IDA pay scale of BSNL Employees instead of actual pay drawn as recommended by 6th CPC. We were assured to look into the matter.

We requested Secy.(T) to provide financial support to BSNL as assured in NTP-1999 i.e. BSNL is providing Telecom Services in the rural and remotest areas of our country on reduced rental as a state owned company and fulfilling the social commitment of Govt. of India and is facing now losses. Which could have been compensated properly by making payments from USO Fund more than 5000 crores p.a. in view of withdrawal of ADC, reimbursement of License Fee on wired lines of rural/urban areas and cellular mobile telephones. Payment of OPEX charges to BSNL from DoT Notional loan to BSNL amounting Rs. 7500 crores for which interest is being charged @ 14.5% should immediately be waived off. The loan from Govt. of India for operation and maintenance requirement in the F. Y. 2010-11 and 2011-12 should be considered as given to other loss making PSUs and necessary instructions to all Govt. Offices/Officers/PSUs should be issued to take necessarily telephone connections from BSNL only. Secy.(T) mentioned that the financial support from govt. to BSNL can help upto some extent but BSNL with its own business strategies can only withstand in long run.

We requested CMD to utilize Telecom Factory infrastructure of its best for manufacturing the Telecom spares viz., SIM cards, Drop wire, OF cable connectors, MDF splitters etc. and to utilize their expertise so that they can contribute for the growth of BSNL and can save BSNL revenue. Recently on 21.01.2011 Com. GS along with other Circle officer bearers of Maharashtra Circle visited Telecom Factory manufacturing units and appreciated their expertise and motivated them to increase the production. GS apprised that Telecom Factory has infrastructure, capacity for more production but BSNL C.O. and Circles are not placing the order to Telecom Factory as required. Even MDF splitters for Broadband connections are manufactured and lying unutilized

and not being ordered to TF. We demanded that BSNL C.O. should issue instructions to Circles for the procurement of above Telecom Spares / items from Telecom Factory only.

On our query to ED(CN), It was informed that there is a sufficient scope in BSNL to get the business from other organisations. BSNL has also been awarded the NATIONAL ENERGY CONSERVATION AWARD-2010 for the best energy saving. BSNL has got the work of 100 sites from Non Conventional Energy Ministry & BSNL Civil wing has got business of more then Rs 450 Crs from HP State Government without investing funds from BSNL and same is expected in Kerala and AP Circle. There is enough scope to enhance revenue by proper maintenance of Broadband connections.

We expressed our serious concern to ED(NB) against delay in transferring the assests from DoT to BSNL. It was informed that efforts are being made to get transferred assets from DoT to BSNL.

We requested ED(NB) to consider the pending request transfer s of EEs (C) on the genuine ground.

We have shown our serious concern about delay in conducting DPC from CE(C) to PCE(C). It was informed that DPC is under process. Orders will be issued after completion of DPC shortly.

We requested to expedite the DPC from SDE(E) to EE(E). It was informed that DPC is under process. Orders will be issued after the approval of competent authority.

We requested PGM(FP) to examine the pay fixation case of JTOs 2007 & 2008 batches for early settlement of the case. It was informed that Committee members have discussed the matter in detail and trying to compensate the pay of JTOs 2007 & 2008 batches by providing four additional increments which will be nearing to the pre-revised scale of Rs 9850/-. On our demand to provide provisionally pre-revised pay scale 9850/- (E1A) and to recommend the standard pay scale of E2 for JTOs, PGM (FP) mentioned that the E1A & E2A pay scales in the revised IDA pay scales approved by BSNL Board has been rejected by DoT on the pretext of poor financial health of BSNL. Hence at this stage BSNL can not implement E1A pay scale or can recommend standard pay scale E2 for JTOs. In view of this committee opines to compensate the pay of JTOs 2007 & 2008 batches by providing additional

four increments on the basic revised pay Rs 16400/- i.e. Rs 18370/-. That can be the only solution available at present. We strongly pleaded that in case DoT has rejected intermediate IDA pay scales E1A & E2A, BSNL management should implement standard pay scales E2 for JTOs. PGM (FP) further mentioned that in the present poor financial health of BSNL such proposal is difficult to consider. However we will continue of our demand for our implementation of standard pay scales.

Regarding of IDA Pension order for BSNL Pensioners, it was informed Member(S) that the draft order has been sent to internal finance wing of DoT for vetting and it is expected to be received with in this week.

On our query to Member(S) regarding status of court case for Director(F) BSNL appointment it was mentioned that the hearing in the court case are over and their judgment is reserved which expected to be received in the next week. It is important to mention here that Shri. K.C.G.K. Pillai PGM (FP) has been selected No 1 candidate of Director (F) post by PSEB.

On 03.03.2011 we met CMD BSNL Shri S.C. Mishra and welcomed him on assuming the high office of CMD BSNL on looking after arrangement. We assured our fullest co-operation in his efforts to provide most reliable and affordable Telecom Services in the Country. CMD appreciated our concern and mentioned that he wants to bring some positive changes in BSNL.

We admired new CMD's great efforts as Member (S), DoT in the finalization in IDA pension revision and shown our full hope that under his dynamic leadership BSNL will be getting support from DoT and will start earning profit .

We expressed our serious concern for non procurement of telephone instruments & cables in BSNL for providing NTCs and restoration of cable faults Similarly non-utilisation of available resources e.g. manpower, infrastructure, technology etc. We shown our resentment against the Govt. mindset and delay in decision making on such important requirements which is adversely affecting the growth & image of BSNL.

We requested for pursuance for getting released Rs. 600/- Crores towards AF-Net Service provided to Air Force by BSNL. It was informed that Air Force

authorities are being pursue for early release of Rs. 600/- crs. to BSNL.

We expressed our serious concerns against non-utilization of FTTH technology. About 1100 crs. GEAPON equipment has been purchased by BSNL and lying un-utilized in absence of proper planning for the use of these equipments. Before purchasing these equipments, no market potential has been studied. The same is happening in WLL segment wherein every month the negative connections are taking placed and non utilization of WiMAX equipment. It was mentioned that FTTH is not finding proper market response but the efforts are being made to utilize the already purchased equipment.

We expressed our serious resentment on the Problems of CDR billing system in South zone which is failure from 02.03.2011, and due to this the BSNL is suffering a great loss of revenue. It was informed that this problem is due to the software bug and efforts are being made to remove it. Within a week approximately 95% problems will be resolved. There is also some educational problems to staff in CDR billing and by appropriate training programs we will educate our people in CDR project shortly. Punjab Circle has successfully organised the maximum round of trainings in this project. Within a month period maximum problems of CDR system mainly in North zone will be sorted out.

On our query, it was informed that this CDR system is the most complex system in the world but after implementation of this system, we can enjoy the efficient nationwide roaming in BSNL. After implementation of this system customer can pay the fixed payment through e-banking and can use the services according to his demand for either by Landline or Broadband. Dir (CFA) further informed that out of 336 SSAs, CDR has been implemented in 276 SSAs. CDR system has the convenience of payments and by this the payment can be done by the IVRS also. IVRS payment system is still not available anywhere.

It was informed that for the restoration of problems in the CDR project, Circle heads are being asked that how much CDR Implementation targets were achieved by them in the respective circles and what are the problems they are facing in its implementation. A separate server is created outside the CDR System for the proper formatting of reports. This server is tested in South zone and the testing in north zone is in process.

We expressed our serious concern on the scarcity of new Telephone instruments, Cables and other items in the field units. It was informed that the tender for the supply of these items was held up due to a court case but now it is cleared and new tender is being invited shortly for telephone instruments and cables. However, the ITI has been ordered to supply new telephone instruments immediately.

On our query to NGN implementation it was informed by Director(CFA) that generally the difference in the protocol is the major problem. But the IMS (NGN) has the *Modular plug-in-fit approach*. For this approach, the C-DoT validation has been done in three places i.e. Vellore, Nuh and Dehradun and in the all 3rd places it is going on. The ITU has standardized this approach and after analyzing the modifications in the recently floated MTNL tender the similar action is to be taken by BSNL to procure 6 million (NGN) equipment. We further requested for early procurement of NGN equipment for advance technology.

Regarding consideration of transfer order of JAOs/AOs, it was informed that as discussed earlier with this association & the cases submitted has been considered and approved and efforts are being made to issue transfer orders early. AOs who completed two years on 31st Dec'2010 have been considered for transfer. CMD BSNL has further directed to issue transfer orders at own cost only. Mass transfers and routine tenure transfers except hard tenure should be stopped in view of financial implication.

The case for DPC to fill up DGM(F) vacant posts for approval has been sent to competent authority to fill up about 20 DGM(F) posts.

The case for holding of DPC of 1999 JAO batch to AAO for approval has been sent to the Competent Authority.

On the basis of our discussions on 14.12.2010 in the formal meeting, a Committee headed by PGM(FP) is being constituted to examine & submit its report at the earliest in respect of Removal of Pay anomaly wherein Seniors are drawing less salary than their Juniors.

Regarding withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSS cadres, pay fixation in Executive Promotion Policy, it was informed that shortly the meeting of the Committee headed by Sr. GM(Estt.) will be arranged to further discuss the matter in the presence of newly nominated SEA Cell representative.

Regarding consideration of tenure/ request transfer of SDEs/DEs, it was informed that at present, it is decided that only own cost & hard tenure circles transfer cases will be issued. Mass transfers and the transfers involves TA/DA will not be issued in view of the financial constraints. However, it was assured to consider the own cost transfers, if any.

DPC to fill up about 3000 SDE(T) posts is under process & the DPC to fill up DEs(Adhoc) post has been initiated. Regarding DGM(Engg.), we requested to fill up all vacant DGM(Engg.) posts as on 31.03.2011. Assurance was given looking into the matter.

We requested to modify zonal transfers of SDEs to adjacent circles earlier issued on the basis of ODI list. The representations received are being considered.

SUBSCRIPTION ENHANCED TO Rs 50/-

As per decision of representative council of 3rd AIC held at Kolkata, Subscription (Union fee) enhanced to Rs 50/- from Rs.30/- per member per month with effect from the month of January 2011. Out of Rs.50/-, Rs.10/- for AIC fee, Rs. 20/- for CHQ quota, Rs.10/- for Circle quota and Rs.10/- for Branch quota. Kindly collect subscription (Union fee) of Rs.50/-per member/month w.e.f January 2011.