



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/7-14/SR/2011

Dated, the 13th December, 2011

Record of discussion of the meeting held at 11.30 hrs. on 12th December, 2011 under the chairmanship of Director (HR) in the 3rd floor Board Room, Bharat Sanchar Bhawan

The list of participants is available at Annexure-I.

2. In response to the notice for strike on 15th December, 2011 given by the Joint Action Committee, a meeting was held at 11.30 hrs on 12th December, 2011 under the chairmanship of Director (HR).

3. After welcoming the participants, Director (HR) briefed the participants on the issues raised by the Joint Action Committee in its notice for strike, the details of which are -

3.1 **No VRS** - Director (HR) mentioned proposed scheme is purely voluntary and no employee will be under any obligation to opt for it. In response, the Staff side expressed their vehement opposition.

3.2 **Immediate repatriation of ITS non-optees and handing over charges to absorbed executives** - Director (HR) informed the participants that the instructions dt. 22.9.2011 of DOT have already circulated and options invited. A total of 387 Group 'A' officers, who opted for Government service or didn't exercise any option, have already been relieved and the remaining will be relieved in a phased manner.

3.3 **Immediate payment of Bonus (PLI)** - Director (HR) informed that since BSNL has not earned profit in the year 2010-11, there is no admissibility of PLI.

3.4 **Restoration of Medical Allowance, Leave encashment and LTC** - On the issue of Medical allowance, Director (HR) mentioned that the company has taken certain measures with a view to tide over the current financial crisis. However, he agreed that the same can be reviewed after two quarters.

3.5 **78.2% IDA fixation** - Director (HR) agreed that the issue will be taken again with the Management Committee for reconsideration of the matter. The union representatives enquired that when the issue of 78.2% IDA fixation is agreed to, will the employees retired during the intervening period will be eligible for the benefit. It was assured that while taking up matter with Management Committee, the same will be examined.

3.6 **Immediate procurement and supply of equipments including GSM, BB Modem, Cables, Trans SMS, MLLN etc. and implementation of important business projects like ERP, NGN and Transmission NMS** - With regard to procurement of various items, Director (HR) explained most of the equipments have reached the Circles whereas others on the way. In totality, all the equipments will be available with the Circles very shortly.

4. With regard to various Government policy related issues, the position explained by Director (HR) is as follows -

4.1 **Compensation for loss making rural services according to policy commitments** - Director (HR) explained that BSNL has already taken up the case with DOT and DOT has sought TRAI advice in the matter. In the meantime, BSNL has made a case with DOT to grant some subsidy till a final decision is taken and DOT is likely to respond positively.

4.2 **Pension contribution to DOT only on actual basic pay instead of maximum of the pay scale** - It was informed that instructions have already been issued on 8.12.2011 to the Circles for making payment of pension contribution in respect of absorbed officers at par with those on deputation basis, i.e. on actual basic pay basis only.

4.3 **Refund Rs.8313 crores paid towards non-standard BWA spectrum band** - A case has already been taken up with DOT on 29.9.2011 for surrender of spectrum in all Circles except Maharashtra, Andhra, Gujarat and Haryana, and DOT response is awaited.

4.4 **Immediate cancellation of licences of private operators who are illegally providing 3G services without 3G spectrum allocation** - It was informed that although the issue relates to the Government, yet BSNL has also written to DOT and TRAI on 17th August and 17th October, 2011 in this regard.

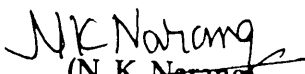
4.5 **Reimbursement of Licence Fee to BSNL as assured at the time of corporatization** - It was informed that presently the case has been taken up with DOT and no change in earlier status has been received so far.

4.6 **Refund of 'Notional Loan' of Rs.7500 crores with interest collected by DOT from BSNL** - It was informed that the Ministry of Finance has rejected the proposal for refund of notional loan of Rs.7500 crores and BSNL has to pay the entire amount along with interest thereon.

4.7 **Discontinue all Telecom Advisory Committees** - CMD BSNL took up the issue of discontinuation of TAC with DOT on 12.6.2009 and again reminded DOT on 27th September, 2011. It was also informed that the term of all the TACs has already expired in the month of October, 2011 and DOT has not issued any instructions for re-constitution of TACs, meaning thereby DOT seems to be in agreement with the BSNL proposal.

5. While concluding, Director (HR) requested the JAC members to withdraw their notice for the proposed strike on 15th December, 2011, especially keeping in mind that any type of agitation lowers the image of BSNL in the eyes of its customers in particular and that of the public in general. At the present juncture, BSNL is not in a position to face any such eventuality. In response, the JAC agreed to consider the request positively.

6. Thereafter, the meeting ended with a vote of thanks to the chair.


~~(N. K. Narang)~~
PGM (SR), BSNL C.O.

Copy to :

All participants

Annexure -I

List of participants who attended the meeting held at 11.30 hrs. on 12th December, 2011 under the chairmanship of Director (HR) in the 3rd floor Board Room, Bharat Sanchar Bhavan

From Management Side

1. PGM (SR)
2. Sr. GM (MM)
3. GM (Estt.)
4. GM (Restg.)
5. GM (CA)
6. DGM (SR)

From Joint Action Committee

1. Mr. V.A.N. Namboodiri
2. Mr. Suresh Kumar
3. Mr. G.L. Jogi
4. Mr. R.K. Kohli
5. Mr. P. Ashoka Babu
6. Mr. P. Venugopal
7. Mr. B. Ravindranath
8. Mr. Hari Singh