

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

**Central Head Quarters,
New Delhi**



Report of the General Secretary placed in the third Central Working Committee Meeting of AIBSNLEA held from 12TH to 13TH March, 2008 at Hebbar Sree Vaishnava Sabha (Sudarshan Kalyan Mantap) Ananda Rao Circle, Mejjastic, Bangalore (Karnataka)

Respected President & Dear Comrades,

We are meeting here at Bangalore for the Third Central Working Committee meeting of AIBSNLEA, after second Central Working Committee Meeting held at Faridabad (Haryana) from 26th to 27th July, 2007. In today's meeting, we shall unfold those pages that are objective assessment of the efforts that have initiated and the result that could be achieved. We may also like to decide here the future plan of actions. In this report, effort is being made to incorporate all the issues of importance to have useful discussion.

This CWC meeting is being held at the most crucial period at Bangalore. After second Central Working Committee Meeting held at Faridabad (Haryana) from 26th and 27th July, 2007, all the resolutions were immediately submitted to BSNL management and DOT administration. All the issues of importance have been discussed in the informal meetings with Secretary DOT/CMD BSNL and other dignitaries of DOT/BSNL. On continues efforts & persuasion the DPCs started to fill up the vacant STS Group 'A' posts on adhoc basis & Group 'B' grades on regular basis. In the formal Meeting with Secretary DoT on 02-08-2007, we impressed upon for the improvement in the promotion policy decided by the BSNL and the issue of implementation of all upgraded/ revised IDA pay scales w.e.f.01-10-2000 as well as the issue of one time placement of the SDEs in the Sr. SDE grade on 01-10-2000 & service weightage, MT RRs at STS level, Promotion with status, First Financial up gradation to all after four years, Filling of the vacant STS posts in BSNL, Payment of pension, Absorption of Group 'A' Officers, Pay scale of AAOs, and addition of five years qualifying service to the absorbed employees seeking voluntary retirement etc. (Minutes enclosed Annexure-A). Thereafter Secretary(T) discussed the issues raised by to Executives Associations of BSNL i.e. AIBSNLEA and SNEA in the meeting held on 19-09-2007 with management of BSNL Wherein all the issues raised by two executives Associations of BSNL were deliberated upon.(Minutes enclosed Annexure-B). CMD BSNL mentioned that all these issues were discussed in detail before finalization of Executives Promotion Policy. It was agreed by Secretary (T) not to re-open these issues. However, demand of the Associations for change of Designations with each financial up gradation is being examined in BSNL and a decision will be taken shortly and other issues were discussed. Thereafter, we met CMD BSNL, Director (HRD) to discuss the above issues related to Promotion Policy, but they mentioned that it will be too early to re-open the issues since the Promotion Policy is recently implemented.

BSNL management instead of making improvement in the promotion policy arbitrary notified the Management Trainees RRs induction at the level of STS on 13th Sept,2007 and thereafter on 14th Sept,2007 asked the views/ suggestions of the executives Associations in framing the Group 'A' RRs

in BSNL which was merely formality and eyewash. All the representatives of Executives Associations discussed the matter and decided to protest against the calculated move of ITS dominated BSNL Management to jeopardize the career prospects of group 'B' level executives in BSNL. Under the banner of United Forum of BSNL Executives' Associations strongly protested the arbitrary notification of Management Trainees Recruitment Rules and demanded its immediate withdrawal. The notice of Organizational Action Programmes was served immediately i.e. Massive Demonstration on 2nd November, 2007 and Mass Dharna on 14th November, 2007 at CGM/GM/Branch Levels. The Organizational Action Programmes were successfully implemented through out the country. During the period BSNL Management convened some meetings with the representatives of United Forum but didn't agree to withdraw the MT RRs notified unilaterally. Under the circumstances United Forum of BSNL Executives' Associations decided to observe Mass Casual leave programme on 23rd November, 2007. The response to participate in the Mass Casual leave programme was most encouraging, majority members applied for CL/EL in the common format provided by the United Forum, which created tremendous pressure on the BSNL Management and thereafter, a series of meetings were conducted by BSNL Management with the representatives of United Forum to discuss the matter and in view of the positive gesture shown by the management, United Forum called off the Mass Casual leave programme. A Joint Committee of the BSNL Management and the representatives of United Forum was constituted to discuss i.e. (a) Impact of the induction of Management Trainees on the promotional aspects of Executives (b) Implementation of CPSU cadre hierarchy in BSNL (c) Regularization of all the existing adhoc STS officers and filling up of existing STS vacancies on regular basis and (d) Pending issues related to Promotion Policy like Service weightage etc.

The Joint Committee had about eight meetings till date and the next meetings decided to be held on 18th and 19th March, 2008. Due to difference of opinion on MT RRs induction at STS level from outside between the BSNL Management and the Associations, committee could not reach to the conclusion. Now In view of the decision of the Joint meeting of the Circle Secretaries held at Hyderabad on 7th and 8th January, 2008 future course of action is to be decided.

The BSNL management decided on the issue of implementation of all upgraded revised IDA pay scales w.e.f. 01.10.2000 for the purpose of counting residency period only has not benefited any of the cadre. We have demanded its implementation with effect from 01-10-2000 on actual basis. The BSNL Management decided to provide STD & National Roaming facility on GSM Service telephones to all executives and enhanced the free call limit on RSTC increasing by 200 calls per months to all Executives; rent free broadband service connection to all executives is under active consideration. Absorption of Group 'A' officers in BSNL is yet to be completed. It is understood that ITSA has signed MoU with DOT Administration and the same has been prepared in the form of Cabinet Note and after getting comments from nodal ministries will be sent to the Cabinet for approval. BSNL Board is to take decision regarding 50 % IDA merger in Basic pay. Viability of BSNL is in danger because of wrong decision of the Government and failure of the BSNL management to expend its GSM and Broadband services having tremendous public support and demand.

2.0 In the beginning of this report, we may discuss the organizational status and activities of the association, mainly covering the period since August'2007 after Second CWC meeting at Faridabad (Haryana).

2.1 Membership: -

The paid membership of the Association is now as against recorded at the time of last CWC. After Second CWC meet at Faridabad (Haryana) from 26th to 27th July, 2007 large number of Branches have not remitted the CHQ quota. Efforts should be made to clear the CHQ quota regularly on monthly payment basis. Thus there is a sharp fall in paid membership and consequent reduction in CWC membership for most of the Circles. This is really matter of serious concern. The Circle / Branch Secretaries are to give special attention on regular collection of subscription and remittance of quota. Still there is sufficient scope to increase the membership.

2.2 Increase in the Circle / Central Office Bearers: -

BSNL corporate Office SR Cell vide letter no. BSNL/ 1-1/SR/2006 Dated the 9th March 2007}

has revised the limit of 15 Office Bearers of the existing Unions in BSNL i.e. Central HQrs level – 25, Circle Level -21. The clarification regarding Associations for extending the limit of 15 Office bearers is a w a i t e d .

2.3 Membership verification of the Executives Associations in BSNL: -

At Present only two Associations of the Executives enjoy the trade union facilities in BSNL. However, after verification of their membership only one Association will be recognized. The verification of membership may take place after the process of absorption of Group 'A' is completed. Government has replied to Hon'ble Supreme Court that no separate Association of the absorbed Group 'A' officers in BSNL/ MTNL can be allowed. Some JTOs directly recruited by BSNL have formed two separate associations for them selves. Similarly some small groups are also getting registered the executive associations under society act to create confusion and disunity. These Associations will not be eligible to contest for recognition but management is succeeding in dividing the Executives and would be happy to exploit the Executives. We are watching the developments closely.

2.4 Regular election of Branch/Circle Body of AIBSNLEA: -

Most of the Branches / Circles, AIBSNLEA have conducted elections to form regular body by convening Branch / Circle conferences. Some Circles Circle Conferences are over due; CHQ has advised them to hold the Circle Conference immediately.

2.5 Journal/Circular/Websites:-

Our web site of AIBSNLEA i.e. www.aibsnleachq.in all latest informations regarding meetings with DoT administration & BSNL Management and authentic informations are being promptly loaded for the information of the members and others. All important communications made office orders are also promptly displayed on the web sites. As a result, we are not issuing any monthly circulars; since the information intended to be carried out in the circulars are already available in the web site. The website is being regularly updated & maintained by **Com. H.Y. Andeli CS, KTK, Bangalore, Com Bhagwan Singh, Editor, Raj. Circle & Com N.C.Soni, CEC Member, Corporate Office Branch.** We extend our sincere thanks to them.

The consolidation of all the important events is taking place in the monthly journal of AIBSNLEA i.e. 'TELEWAVE'. We have received RNI registration from Registrar of News Paper of India, who has permitted us to use the title 'TELEWAVE' for our monthly home journal. We have also got the permission from the Dy. Commissioner of Police for bringing out the publication. We were finding difficulty to get postal registration because postal authority was demanding the complete mailing list of our individual members, which was difficult to procure, against this we represented to Hon'ble MOSC Dr. Shakeel Ahmed for his kind intervention & to get postal registration. Now on his kind intervention & direction given by Hon'ble MOSC the process of Postal registration has started. The postal authority has again asked the individual receipts of the members and the same is to be provided there after only the postal registration will be received. Presently the print number of TELEWAVE is 18500 copies per month. There are some complaints regarding non- receipt or short supply of TELEWAVE. These are being attended to. The problem is mainly due to non-availability of updated of the addresses. We have requested all the Circle Secretaries to send / E-mail the updated mailing list based on mailing list can be updated.

2.6 Publication of BSNL Executives' Diary -2008:-

AIBSNLEA has printed BSNL Executives Diary for the year 2008 & sold about 23000 diaries. Com. P.C.Joshi, AFS, CHQ efficiently completed the work of proper distribution with the help of other CHQ Office bearers. Still some stock of diaries is available at CHQ. Circle Secretaries are requested to place the order at the earliest.

2.7 Welfare Scheme: -

As per the decision of CWC Bhubaneswar, all the claims received form various Branches / Circles have been cleared from the General Funds of AIBSNLEA. The welfare funds from TESA / AFSOA has not been transferred to AIBSNLEA. The GS TESA/AFSOA have been further requested to take necessary

action for transferring the welfare fund to AIBSNLEA immediately. The welfare scheme of AIBSNLEA is to be finalized in the 2nd AIC.

2.8 Central Working Committee Meeting: -

The Central Working Committee Meeting after First All India Conference was held at Bhubaneswar on 14th & 15th Oct'2006 and the second CWC meeting was held at Faridabad (Haryana) on 26th & 27th July 2007. The Third CWC Meeting is being held at Bangalore on 12th & 13th March, 2008. The third CWC meet venue was decided for Rajasthan Circle but due to request made by Circle Secretary, Raj. Circle in the Circle Secretaries meeting at Hyderabad in January, 2008 to host the 2nd AIC in Rajasthan Circle at Jaipur, instead of holding the CWC Meeting. The Circle Secretaries meet in consultation with Karnataka Circle decided to hold this CWC Meeting here at Bangalore and the 2nd AIC at Jaipur, Rajasthan.

3.0. Status of HR issues:

3.1. Improvement in the Executives promotion policy in BSNL: -

On the untiring & persistent efforts of the AIBSNLEA, the BSNL Management issued order on 18.01.2007 for implementation of the promotion policy for the Executives in BSNL upto 31-03-2007, which was not implemented till 30.05.2007 on the pretext of getting some clarifications from BSNL Corporate Office. BSNL Corporate Office also did not issue clarifications for three months. AIBSNLEA served the notice for organizational programme on 07.05.2007 which was postponed on 12 June, 2007 the BSNL Corporate Office issued clarification on Executive Promotion Policy on 30.05.2007 for its immediate implementation. The Promotion Policy is not implemented as it was offered in the terms and conditions of service for absorption of the Group 'B' officers i.e.

(A) No parallel post based promotion:-

The Time Bound / Post Based Executives promotion policy for Group 'B' level officers of BSNL, which has been implemented now, is not upto the assurances / commitments given by BSNL to Group 'B' Officers before their absorption. The Group 'B' Officers were assured non- post based Time Bound promotion upto the level of SG – JAG level. Thereafter only the post based promotions would have to take place. But the post based promotions have been introduced.

(B) Recruitment of Management Trainees at STS Level in BSNL & Group 'A' RRs: -

(a) AIBSNLEA is strongly opposing the decision of the BSNL management to recruit management trainees at the level of STS. MT at the level of STS is irrelevant, illogical, and unnecessary and hence MT RR should be taken back without further delay. We have already conveyed our firm resolve to the management to take recourse to every available means viz. protest actions, work according to rule, complete withdrawal of co-operation being extended to management if the BSNL management fails to take back the MT RR.

(b) The decision is also a blatant violation of the virtual contract between the DoT/BSNL and the optees, when, after the intervention of the court, the Promotion Policy was offered as a part of the terms and conditions of the service for absorption. The promotion policy which was offered while calling of option for absorption envisaged time bound promotions up to SG JAG level, and, thereafter, further promotions to the posts of SAG and above alone to be post based. Recruitment of MT is virtually amounts to altering the service conditions which were offered to Group 'B' officers of erstwhile DoT to give them an "informed choice" either to opt for BSNL or remain in DoT. Now when the group 'B' officers have opted for absorption in BSNL, based on the service conditions offered to them, BSNL cannot unilaterally and arbitrarily change these conditions to our great disadvantage.

(c) BSNL Management never disclosed to BSNL recruited Graduate Engineer JTO and JAO from 2001 onwards and during the recruitment process or at later stage that they will create one more Entry level in Executive Cadre (MT) at the STS level. The Graduate Engineers from very reputed Institutions joined BSNL (a CPSU) knowing well that in a CPSU ITS cannot enter in BSNL at any level and it was also understood to them that they will get all the privileges (PROMOTIONS / PAY PACKAGES / AMENITIES / STATUS) of a Schedule A CPSU in BSNL. But ITS controlled management never treated BSNL as a CPSU which is resulting in slide in the market share of BSNL as well as discomfort among

the majority of the employees. MT RR is a calculated move of this biased management to reinstate "ITS Raj".

(d) Like all other CPSUs, the recruitment of Management Trainees should be restricted only at the entry level of executives in the cadre of JTO/JAO. The new entrants in this cadre are already having higher qualification like B.Tech, M.Tech, and ICWA/CA/MBA etc. Thus there is no need to have direct recruitment at the fourth level of hierarchy of the BSNL executives in the name of management trainees with similar qualifications as in the first level of executives. This philosophy of BSNL Management is of completely illogical. Their one and only agenda is reinstating the supremacy of ITS in BSNL.

(e) We are not at all surprised that BSNL management has issued unilaterally the Recruitment Rules of Management Trainees in BSNL on 13th September, 2007, just one day before asking the views/suggestions from Executives' Associations on framing of Recruitment Rule of Group "A" officers in BSNL. As per the above RRs the Management Trainees will be appointed in IDA pay scale of Rs. 13,000-350-18,250 and will be recruited against 50% of equivalent STS level posts as decided for filling up by BSNL Management for each year, whereas, earlier in DoT, it was at JTS level. In CPSUs, such recruitment is at the base level of executives i.e. JTO/JAO level. Since the management Trainees Recruitment Rules in BSNL has been notified, there is no relevance and meaning in asking the views/suggestions for framing the RRs of Group 'A' officers. **In view of this the Management Trainee Recruitment Rule notified should immediately be withdrawn.**

(f) Our considered opinion in this respect is that when we have management trainees virtually being recruited in BSNL at the level at JTO/JAO with BE/ICWA degrees and screened by IIT through competitive means, there is no need to induct MTs at any other level. Every PSU is following the practice of recruitment of MT at the first level executive only, and, in case of BSNL, it is at the level of JTO/JAO. Assuming that the argument of BSNL management that it wants some more talented people at higher levels in specialized fields like marketing, HR, vigilance, legal, establishment etc is justified, the same can be inducted at JAG/SAG level onwards, as is done in other CPSUs.

(C) Induction of Professional managers, Experts in Marketing, Business Development and human resource development etc by lateral entry at the level of General Managers and above.

(a) At present the above key positions in the rank of general managers and above in BSNL are occupied by officers from DoT on deemed deputation basis. These officers, before working in BSNL, have worked in a particular environment in Govt. set up and have *no exposure to modern corporate functioning*. **They are neither professionals nor experts in marketing, business development and human resource development.** Thus they are not able to lead and carry forward BSNL in above areas. They are completely engaged in implementing only such agenda which promotes their career progression while continuing to remain in DOT. Therefore, they are fast losing the confidence of the employees in general and the executives of the BSNL in particular. And this is also resulting in market share slide of BSNL.

(b) The specific future need of BSNL to groom future managers to meet its emerging and specific requirements can be met by utilizing the talent and experience of its executives –specially the new entrants and the experienced ones. More importantly, like other CPSUs, BSNL will have to necessarily and immediately go in for some lateral induction at SAG and higher levels so as to induct professional managers, experts in marketing, business development, Human Resource Development etc. And in parallel, it has to devise a full proof mechanism to groom its executives (as other CPSUs are doing) to enable them to take care of higher responsibilities.

(D) Weightage for past services rendered in DOT/ DTS/ DTO for promotion: -

In the BSNL Executive Promotion Policy no weightage for past services rendered in DOT/ DTS/ DTO has been given to the absorbed executives for promotion in BSNL. Now the seniors with long years of service are equated with the late entrants giving rise to serious and genuine heartburn. Full Weightage for past services rendered in DOT/ DTS/ DTO has to be given to the absorbed Executives for promotion in BSNL.

(E) First upgradation to the next higher scale: -

The first upgradation to the next higher grade should be allowed on completion of 4 years of

service in all cases instead of proposed 4 to 6 years of service.

(F) Grant of designations and duties/ responsibilities associated with the respective grade:

On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed.

(G) Attendant condition for promotion: -

The attendant conditions decided in the Promotion Policy based on the grading is harsher than the marks based system. Now, Executives having outstanding ACRs will have no weightage. First Promotion from JTO to SDE is allowed on four average entries and one good entry, but for SDE to Sr. SDE, Sr. SDE to DE, DE to DGM and DGM to SG- JAG grades, the recruitment is three good & two / one average entries which are harsher than the earlier marks based assessment. The grading / marks in the Confidential Reports should be decided so that droppings are below 4%.

(H) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1- 10-2000:-

BSNL management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e JTO/SDE (Civil/Electrical/Arch./TF) Engineering wings , CSSs, PAs/PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. After implementation of this order no Executive has been benefited. Whereas, as per Dr. Shahi's committee recommendations the upgraded scales for the above executives' should have been implemented w.e.f 1.10.2000 on actual basis or notional basis.

(I) Relaxation in residency period from 12 years to 5 years to SDEs(T) in granting Sr. SDE grade on 01.10 2000:-

(a) As per DOT agreement and commitment of BSNL at the time of absorption of Group 'B' officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr SDEs grade through Cadre Review Concept, on the back drop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (As approved by telecom Commission in 1994) for placement in the existing scheme, was approved by DOT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MOC & IT, in the meeting held on 22-10-2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL Board meeting. Now the majority of TES Group 'B' officers has been absorbed in BSNL and the BSNL Executive Promotional Policy is implemented w.e.f. 01-10-2000, the issue needs to be settled favorably.

(J) Regularization of all existing STS Officers working on Adhoc basis.

(a) Secretary, DoT in the formal meeting on 10.01.2007 directed BSNL management to regularize all STS Group A officers promoted on ad-hoc basis & absorbed in BSNL in all disciplines except in Telecom Engineering Wing where the Group 'A' officers absorption process is yet to be completed. He also advised BSNL management that in Telecom Engineering wing, to regularize absorbed Group 'A' officers case may be processed separately to DoT for approval. Till date BSNL management has not taken any action in the matter on the pretext of framing Group 'A' RRs in BSNL. This has caused serious frustration.

3.2 AAOs pay fixation order in IDA pay scale:-

AIBSNLEA succeeded in getting cleared the AAOs Pay scale case from DoT regarding admissibility of upgraded pay scale to organized Accounts cadre granted vide MoF OM No. 6/82/E.III(B)/91 dated 28-02-2003. Efforts are being made to get it implemented favorably in BSNL at the earliest. Against delay in notification of IDA Pay Scale for AAOs absorbed in BSNL- we have taken up the matter strongly with Director(Finance), Since the Ministry of Finance gave clarification regarding applicability of CDA pay scale of Rs.7450-225-11500 in respect of AAO belonging to P&T Accounts and Finance Service absorbed in BSNL. It has been clarified by MOF that AAOs absorbed in BSNL are entitled to CDA pay scale of Rs.7450-225-11500 upto 30.9.2000 as they belonged to organized accounts cadre. The above order of MOF has been endorsed by DOT also some three months back but till date BSNL

has not notified corresponding IDA pay scale for AAOs of BSNL. In this connection it is stated that BSNL has granted provisional IDA pay scale of Rs. 11875-300-17275 to AAOs subject to clarification of MOF. On receipt of clarification from MOF duly endorsed by DOT, BSNL should have regularized the above scale of Rs. 11875-300-17275 for AAOs. The SEA Branch of BSNL, CO moved proposal for grant of interim pay scale of Rs. 11325-275-14600 which was not justified at all. BSNL has already declared AAO as wasting cadre. We strongly protested the move and convinced the BSNL Management that since some of the cadres like Personnel Officers of Telecom Factories and Education Officers in ALTTC who were in the CDA pay scale of Rs. 7450-300-11500 have already been granted IDA pay scale of Rs. 11875-300-17275 because no other interim IDA pay scale is available in BSNL and as per BSNL promotion policy, the executives are to be upgraded from IDA pay scale of Rs. 9850-250-14600 to IDA pay scale of Rs. 11875-300-17275. As such there was no logic in proposing interim pay scale of Rs. 11325-275-14500 for AAOs. The revised proposal in the scale of Rs. 11875-300-17275 to AAOs was moved by SEA section and got approved from CMD, BSNL the case was sent to DOT for approval. We persuaded in SU section of DOT and requested for early approval but DOT administration mentioned that proposal should come with the approval of BSNL Board and accordingly the case was sent back to BSNL. Now we are perusing BSNL Management for early approval of BSNL Board. As soon as the BSNL Board approval is sent to DOT we will again try in DOT that the proposal is approved at the earliest.

(b) AIBSNLEA has filed a case in Hon'ble Delhi High Court in the matter. The case was last heard on 23rd March 2007. We also contacted our advocate for early hearing in the legal case pending in the Hon'ble High Court of Delhi.

3.3 Absorption of the group 'A' Officers of DoT in BSNL

(a) After completion of process of absorption of the group B.C, and D officers/staff of the DoT in BSNL, majority of the Group 'A' officers belonging to various disciplines in BSNL i.e Telecom Finance & Accounts, Telecom, Civil/Electrical/Arch Engineering wings have taken absorption in BSNL, but hardly a few ITS Group 'A' officers have taken absorption in BSNL and this has adversely affected the viability of BSNL. These ITS officers continue to be governed by the service conditions of the Government and are working in BSNL on deemed deputation basis, holding all the key positions in the policy making in all spheres at all the levels in BSNL. No one belonging to BSNL is holding any crucial position in any of these spheres. These officers being in Govt. have nothing at stake as far as interests of BSNL are concerned. Therefore, no sense of responsibility, accountability and commitment is found in them. Being in policy making levels, they manipulate almost everything that helps to promote their career growth while denying virtually everything to BSNL recruited and BSNL absorbed Executives.

(b) ITS officers are successful in defeating the process of absorption primarily because of complicity of BSNL management and total inaction of DOT. BSNL management is not only a silent spectator but is contributing towards defeat of absorption process and DOT is not acting at all. Thus, it is the responsibility of each one of us to create serious and total compulsion on BSNL management as well as DOT through our sustained and untiring efforts to see to it that ITS is either "IN" or "OUT" at the earliest and we all have to get fully involved in creating such a situation. Let us not forget that this is an issue of utmost importance and highest priority for each one of us as well as for continued viability of BSNL. The draft chart of demands for Group-'A' absorption in BSNL(enclosed Annexure-C).

(c) ITS group 'A' officers absorption court case came up for hearing in Delhi High Court on 07.02.2008. The petitioners (Some ITS Officers) submitted in the court that MOU have reached between the DOT administration and ITSA representatives and the Cabinet Memo on this issue is being sent to Cabinet for approval. The next date for hearing has been fixed up 13 March, 2008. It is understood that a cabinet note is being sent for approval to cabinet shortly. The cabinet approval is expected within one month time. Thereafter, the process of Group 'A' officers absorption in BSNL may resume.

3.4. Payment of Pension to BSNL Employees:-

The employees of BSNL are frustrated and feeling insecure over the DOT letter Dated 15-06-2006 and concerned about the payment of their pension after their retirement. The DOT letter dated 15-06-2006 creates apprehension about payment of pension to retired employees in case of BSNL suffering loss and thus unable to bear the additional amount as demanded by the DOT. The parameters mentioned in the letter are variable and cannot be linked to payment to pension under any circumstances. In view

of the above, the above said letter dated 15-06-2006 should immediately be withdrawn. In the formal meeting on 10.01.2007 Secretary DoT assured to take up the matter with Cabinet to review the decision.

3.5. Grant of perks to executives in BSNL: -

BSNL Board approved the Perks Committee Report w.e.f. 01.01.2005 as per our association demand. The Group 'A' officers earlier drawing Rs. 800/- PM as Transport Allowance has been increased upto Rs. 1400/-. Our association has demanded based on petrol charges. Similarly other Perks suggested by the Association i.e. entertainment allowance, winter/summer dress, journals etc has not been incorporated.

3.6. Holding of DPCs to fill up the vacant STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc / Regular basis:-

(a) DPC from SDE(T) to DE(Ad-hoc):- (a) The DPC process to fill up about 2315 vacant DE's posts on adhoc basis was initiated by BSNL Corporate office New Delhi in May'2006 itself. The screening report of the eligible SDEs from all circles was received in BSNL CO. The DPC work was in an advance stage. Orders were expected by the end of October 2006 but due to Hon'ble Supreme Court Clarification & Hon'ble Delhi High Court direction regarding TES Group 'B' seniority list the DPC process was stalled. (b)The stalemate created in the DPC to fill up about 2315 vacant DE's posts on adhoc basis continued on the pretext of pending court cases. We have clarified the status of various court cases after having discussions with our advocate, to the DOT administration and BSNL Management. That the DPC can be held based on TES Group B seniority list available on 11th November, 2004. Secretary(T) convened a meeting with BSNL Officers on 19.09.2007 and directed the BSNL Management to operate TES Group 'B' seniority list number III to fill up the vacant DEs posts and thereafter the process of DPC started in BSNL. BSNL Management issued promotion order to fill up 660 vacant posts of DEs from eligible TES Group 'B' officers which is a very less number. We further took up the case with Special Secretary (T) for giving clearance to BSNL to operate seniority list number IV and V to fill up the vacant DEs posts, thereafter SS (T) arranged a meeting with Director (HRD) BSNL and gave clearance to operate list number IV to fill up the vacant DEs posts, accordingly BSNL Management has started the process of DPC to fill up about 1500 DEs posts before 31st March, 2008. As soon as the DPC is over, we will further take up the matter with Secretary (DOT) to fill up the remaining vacant Des posts in BSNL.

(b) DPC from Sr. AO to CAO (Adhoc):- The DPC to fill up about 20 CAOs posts of ST category is over. Promotion order is expected shortly. The DPC to fill up about 300 CAOs vacant posts is to start after approval of the competent authority.

(c) DPC from SDE(C/E) to EE(C/E):-The DPC to fill up about 35- vacant EE (Civil) posts is completed and promotion orders will be issued shortly. The DPC from SDE(E) to EE(E) to fill up about 15 posts is under process the vigilance clearance of 3-4 SDE(E) is awaited. Promotion order is expected soon.

(d) Holding of DPCs from JTO(T) to SDE(T) Grade:-On continuous efforts of our Association the DPC to fill up about 177 SDE(T) posts of ST category was completed and promotion orders issued. The DPC to fill up about 1500 posts of SDEs (T) is expected to start shortly. Necessary informations in this regards has been asked from Circles.

(e) Holding of DPC form JAO/AAO to AO:- On persistent efforts of our association the vacancies created due to CAO promotion in AO cadre are considered regular vacancies and BSNL management decided to fill up the vacancies on regular basis by promoting JAO/AAO. BSNL Corporate Office has started the process of DPC to fill up about 1400 AOs posts.

(f) Issue of Promotion order of JTO (E) to SDE (E):- The process to fill up about 50 SDE(E) posts all vacant SDE (E) post has been initiated. The ACRs of eligible JTOs (E) has been called for.

(g) Issue of Promotion orders on regular basis for the adhoc SDEs of Civil Wing:-The DPC work is completed to fill up vacant 72 SDEs(Civil) posts on regular basis & to regularize 67 Adhoc SDEs(Civil) . Promotion orders are held up due to some vigilance clearance pending.

(h) Issue of promotion order from JTOs Telecom Factory to SDEs Telecom Factory on regular basis: - The promotion order of 10 JTO(TF) to SDE(TF) have been issued. The DPC process

from SDE(TF) to AM(TF) is over promotion order is expected shortly.

(i) Issue of Promotion from JTO (Arch) to AE (Arch) / SDE (Arch):- The Promotion order to fill up about 5 SDEs(Arch) posts were issued from eligible JTOs(Arch). We pleaded to remove the discrimination between AE (Arch) & SDE (Arch) based on Degree Qualifications.

3.7. Promotion as Assistant Directors (OL) on regular basis: -

There is no promotion on regular basis in the cadre of Assistant Directors ever since this cadre was created in DOT. This was due to non-framing of Recruitment Rules. BSNL framed the Recruitment Rules for the cadre of Assistant Directors (OL) in which seniority cum fitness method was provision for promotion. A DPC was also initiated and substantial progress was also made. The seniority Lists of Jr. Hindi Translators and Sr. Hindi Translators were also issued. But suddenly the Recruitment Rules were revised introducing competitive examination for promotion and the DPC which was initiated as per the earlier Recruitment Rules was dropped.

3.8. Promotion from TTAs to JTOs Telecom on regular and also on adhoc basis: -

We are requesting to BSNL management to divert 3000 vacancies from the Direct Recruit quota of JTOs as one time measure, to get promotion of the TTAs who qualified in 30% quota by the examination held by DoT but were not getting promotion. We have also requested to remove pay fixation under FR-35 of officiating JTOs. On our persistent efforts the Perks and PLI has been granted treating them executives and recently 1000 JTOs outsider quota have been diverted.

3.9. Promotion orders from Assistants to Section officers and personal Assistant to Private Secretaries in the erstwhile CSS and CSSS: -

These Executives are posted mainly in the BSNL Corporate Office. No promotion order for them could be issued on regular basis. However, they have been granted promotion on local officiating basis.

3.10. 1966 SDEs reversion case:-

(a) The CAT, Bangalore ordered cancellation of DoT's order creating 1966 posts of SDE's (By upgradation) after the last revision of TES Group 'B' recruitment rules (mainly abolishing the qualifying examination), which were added with the vacancies available prior to revision of the above stated Recruitment Rules to hold the October 98 DPC for promotion from JTOs to TES Group 'B'. The CAT also ordered to revert those from Karnataka Circle who were promoted in excess of the vacancies available in that circle. The second part of the judgment got implication on the entire DPC. In accordance with the court decision DOT issued revised seniority list of TES Group 'B' officers. AIBSNLEA filed case in Delhi High Court against reversion and accordingly Delhi high Court granted stay order against posting reversion.

(b) In the 1966 SDEs reversion case filed by our members in Ernakulam and Kerela High Court, Hon'ble Courts has quashed the reversion order issued by DOT. The case was heard on 27.08.2007 in Hon'ble Delhi High Court. The next date of Final Hearing is given 13th May'2008. Hon'ble Delhi Court issued instructions to respondents DOT/BSNL not to operate revised Seniority list of TES Group 'B' Officers issued on 11.11.2004. In view of Hon'ble Court directions reversion will become in-effective till the outcome of the Final Decision. Now on 13th May, 2008 on the date of final hearing in Delhi High Court, DOT/BSNL Management will submit the copy of the decision of Hon'ble High Courts of Kerela & Ernakulam in the case. Appeal has been made to all effected members to send Rs. 500/- (Legal Fund) through respective Circle Secretaries to CHQ immediately.

3.11. Holding of Limited Departmental Competitive Exam (LDCE): -

(a) On our continuous efforts the syllabus of LDCE of TES Group 'B' was finalized & the LDCE was notified. Accordingly the LDCE to fill up about 4000 TES Group 'B' posts has been conducted on 15 July 2007 result is awaited.

(b) LDCE is not being conducted since 2001, now on our continuous efforts the syllabus is finalized for LDCE SDE(C/E). BSNL Corporate Office has notified LDCE to fill up about 40 – SDE(C) posts and 9 – SDE (E) posts.

3.12. Withdrawal of ACP benefit of JTOs/ SDEs(C/E) & PAs/PSs irrespective of recruitment rule framed later on :- Withdrawal of ACP granted after 1.10.2004: We requested that ACP benefit granted before issue of BSNL Promotion Policy in January 2007 (effective from 1.10.2004) should not be withdrawn as the same was granted as per Govt. Scheme. The officers should be allowed to give option to get the benefit of ACP upto 1.10.2006 since in most of the cases; financial up gradation was eligible only from 1.10.06. Director (HRD) assured to discuss this issue separately with the Association after completing internal discussions on this subject

3.13 Qualifying Accounts examination for granting annual increment to SDE Civil/Electrical may be abolished: -

BSNL Management has not agreed to abolish the qualifying examination but has proposed to conduct the qualifying examination alongwith the mandatory training under Executive Promotion Policy.

3.14. Grievances of Stenographers' cadre:-

(i) Up-gradation of Stenographers to Personal Assistant Grade: The Stenographers' cadre was restructured with effect from 01.01.2004 and the cadre was declared as "dying cadre" with a view to improve the promotional avenues and pay structure and also to increase the productivity and quality of service. Because of non-creation of posts justified as per the restructuring scheme, the stenographers are still waiting for their promotion to the grade of PA which could have been done long back. As such, all the Stenographers should be upgraded as PA as one-time measure without insisting them to appear for LICE keeping in view the fact that these Stenographers was recruited through competitive examination/speed test.

(ii) Implementation of restructured (IDA) pay scale with effect from 01.10.2000 and implementation of CDA pay scale of Rs. 8000-275-13500 to Private Secretaries with effect from 01.01.1996: The 5th CPC recommended complete parity of Field Unit Stenographers with CSSS Stenographers. Restructuring of the cadre of Stenographers in the field units took place from 01.01.2004 whereas in Corporate Office the restructured scale was implemented with effect from 01.10.2000. Similarly, orders have been issued for implementing the CDA pay scale of Rs. 8000-275-13500 with effect from 01.01.1996 to Private Secretaries of Corporate Office who have completed 4 years as PS from 01.10.1996. As Department of Personnel & Training gave parity on the recommendation of the Vth CPC, not extending restructured pay scale to field unit stenographers/PA/PS with effect from 01.10.2000 and the CDA pay scale of Rs. 8000-275-13500 to such PS who have completed 4 years of service as PS with effect from 01.01.1996 will again disturb the parity and in corporate set up we can not follow double policy for identical cadres.

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

(iv) Common Recruitment Rules & Nomenclature: Different Recruitment Rules for PA and PS have been issued by Corporate Office for field units and Corporate Office. This method does not exist in any of the PSUs. Common RRs for field units' stenographers and corporate office stenographers should be there.

(v) Officiating promotion to PA/PS: In order to fill up the vacancies in PA/PS against 50% and 25% vacancies, orders may please be issued for implementing officiating promotion till regular promotion takes place. Officiating promotion in PA cadre is given in Corporate Office.

3.15. Deducting the benefit of deferred option in CDA Pay Scale at the time of superannuation:- AIBSNLEA vide letter no. AIBSNLEA/CHQ/2007-08/252 dated 24-05-2007 took up the case with Secy DoT that on absorption of Group "B" Officers in BSNL and during their pay fixation to IDA pay scale, option was granted to the executives for continuation in CDA pay scale till next promotion. A large number of officers have exercised such option and got their pay fixed to IDA pay scale after getting promotion to CDA promotion scale. Now DoT Cell is disallowing such fixation of BSNL executives after their superannuation. Sr DDG (Estt) informed that on representation of AIBSNLEA

the matter was taken up with DPE and it was clarified that the pay fixation to IDA pay scale, option cannot be granted to the executives for continuation in CDA pay scale till next promotion. It was not agreed by DoT authorities and now the matter on 7th July has further been sent to DPE for reconsideration.

3.16. Recruitment of JTOs/JAOs :-

BSNL Management has notified to recruit about 3500 new JTOs(T) & decided to recruit about 800 JAOs from outsider quota. Notification will be issued shortly. Recruitment of JTOs/JAOs through departmental quota is continuing.

3.17. Transparent Transfer policy:-

BSNL management vide letter 6-01/2007-Restg dated 6-09-2007 has issued BSNL employees transfer policy unilaterally. The views/suggestions given by the Association have not been considered. The BSNL employees transfer policy has been issued ignoring the instructions of DOP&T as well as DOT in this regard. Govt. of India instructions on transfer policy are logical and based on humanitarian approach. Executives who have completed 55 years of age in new transfer policy are liable to be transferred Inter Circle. Another thoughtless provision contained in the policy is that 23000 TES Gr B officers have to necessarily work at hard tenure station like A&N, NE and J&K where the combined number of unfilled TES Gr B vacancies is hardly 150 to be eligible for Gr A promotion. Prejudice of ITS is clearly evident in new transfer policy by way of increasing the circle tenure of ADETs and above from 12 to 15 years and reducing for Gr B from 24 to 12 years. ITS does not leave any scope to exploit us and secure themselves, be it promotion policy or transfer or any damn thing.

The worst part contained in the transfer policy is that a JTO on transfer from one circle to another, before completion of five years, stands to lose almost everything financial upgradation, perks, incentives and what not. These draconian measures are for executives of BSNL, whereas for aliens, plum foreign trainings are earmarked. We strongly condemn the draconian and arbitrary measures incorporated in new transfer policy. Now BSNL Management has considered our most of the suggestions/views given on transfer policy and the revised transfer policy is expected soon.

3.18. Grant of stagnation increment of BSNL employees on annual basis: -

BSNL decided to grant one stagnation increment in every two years to those who has reached the maximum of the pay scale in which they are placed. This brings undue hardship to the Executives who have put in long years of service. It may be recalled that the Group 'A' officers are also of the view that there should be one stagnation increment every year for them. There shall not be different yardsticks for the different sets of the executives within the same organization. BSNL Management Board approved to extend the span of JTS / STS IDA pay scales in BSNL, the same has been recommended by DoT to DPE for approval.

3.19. EXEMPTION OF MANDATORY TRAINING :-

Executive retaining old time bound promotion (Ex.Sr SDE) prior to 1.10.2004 will be exempted from the two weeks training

3.20. BSNL Corporate Office Circulated syllabus/scheme of Departmental qualifying for promotion of JTO (Arch) to the grade of SDE (Arch)/AE (Arch) through LDCE

3.21 Departmental qualifying Examination for promotion of JTO (Arch) to SDE (Arch)- Circulation of Syllabus and Scheme issued.

3.22. Recovery of Income Tax on account of perquisite for residential quarter: -

AIBSNLEA succeeded in getting stopped the recovery of Income Tax from BSNL employees, who are in possession of BSNL staff Quarters for the year 2006-07 and previous years also as the deduction was being made treating this as perquisites from salary of absorbed employees.

3.23. BSNLMRS Scheme: -

(a)The CGMs have been empowered to allow the officers/officials to take treatment in any recognized hospital of BSNL at any place of INDIA on justified grounds.

(b) The BSNL MRS scheme for retired employees has been circulated.

3.24. Improvement in the revised policy for service GSM, RSTC & Broadband to Executives:-

(a) On our continuous persuasion the Management Committee of BSNL decided on the issues e.g. allowed National Roaming & STD on GSM, enhanced of 200 free calls limit per month on RSTC.

(b) We took up the issue for providing Handsets to all the executives who has been sanctioned GSM service Telephone connection as the JAG and above officers has been provided. BSNL Management has decided to provide GSM Handset of cost Rs. 1500/-, Rs. 2500/-, Rs. 3500/- to JTO/SDE/DE equivalent officers and reduced Rs. 2000/- from the existing rates of handset being provided to JAG/SAG/HAG level officers. We have demanded Rs. 3000/-, Rs. 4000/- and Rs. 5000/- to JTO/SDE/DE equivalent level Executives.

(c) Rent free Broadband service connection to all Executives, case is under active consideration to BSNL Management.

3.25. Merger of 50 % IDA with basic pay:-

The Pay Revision Committee for CPSUs recommends 50% IDA merger with BASIC. DPE after taking commitment from all profit making CPSUs moved cabinet note. The cabinet has approved 50% IDA merger with basic w.e.f. 01.01.2007 to all profit making CPSUs. BSNL has already committed to DPE for making the payment if 50 % IDA with basic, if IDA is merged. BSNL Board will take decision soon in this regard. Thereafter BSNL Board decision will be sent to DOT(Administrative Ministry) for approval. While implementing the decision of merging 50% IDA with basic, BSNL will bear additional financial burden of Rs. 800 Crores.

3.26. Allowing Executives to travel by Air:-

All officers from Group 'B' level going for training /official duty are allowed to travel by **any airlines**, if the airline fare is more than the eligible rail fare the excess may be borne by the officer.

3.27. Non recovery of deputation allowance absorbed after 01-10-2000:-

The Rs. 2000/- per month deputation allowance paid by BSNL should not to be recovered those who have opted for IDA pay fixation on promotion after 1.10.2000. BSNL Management is yet to take decision in the matter.

3.28. Meetings of Staff welfare Board / Sports & Cultural Board BSNL:-

The Meeting of BSNL Staff welfare Board & Sports & Cultural Board BSNL is being regularly attended by GS as special invitee. The CWC may suggest the items, if any, for taking up in the next meetings.

3.29. Education loan for higher education:-

The Education Loan for higher education is to be provided by BSNL, because the banks provides loan after mortgage of property papers only. So in case of non availability of property with employee, either guarantee is to be taken by BSNL or loan is to be provided by BSNL. BSNL is yet to take the decision in the matter.

3.30. Removal of Rs. 3.5 Lacs DCRG Limit:-

That the maximum ceiling limits of Rs. 3.5 Lakhs towards payment of DCRG for completed service of 33 Years should be removed. Issue is yet to be resolve by Government

3.31. Encashment of leave:-

That like other PSUs, Leave Encashment formula should be decided. The BSNL Management has advised to submit the detail proposal.

3.32. LTC / Home Town facility:-

The cash payment with respect to their basic pay may be introduced for the officials who are not availing LTC / Home town facility. BSNL Management is yet to take the decision.

4.0 The CHQ Office Bearers and Circle Secretaries Meeting of the affiliates of the United Forum of BSNL Executives' Associations held at Hyderabad on 7th and 8th January,2008

The United Forum of BSNL Executives' Associations in its meet of Circle Secretaries and CHQ Office Bearers held on 7th and 8th January 2008 at Hyderabad unanimously adopted the following resolutions:

1. (a) That the BSNL management should immediately implement functional promotions on time bound basis upto SG -JAG as envisaged in terms and conditions of absorptions of Group B and immediate withdrawal of notification for recruitment of MTs at STS level issued on 13.9.2007.

(b) Strongly demands settlement of pending issues of promotion policy issued on 18.1.2007

2. Strongly protest the unwarranted action initiated to call for stay particulars of Executives for implementing the arbitrarily notified transfer policy dated 6.9.2007. Demands immediate withholding till the review of the policy.

3. Demands immediate absorption of ITS Officers in BSNL and non filling up of BSNL posts by deputationists on Adhoc / Regular Basis

United Forum submitted the above resolutions to BSNL Management & DOT administration for an expeditious action, related to the career prospectus of the Executives, including the vital interests of the growth of BSNL.

Further delay in settlement of the issues will force United Forum to start Organizational Actions Programmes. The Circle Secretaries & CHQ office bearers review the implementation of Organizational Actions Programmes launched in Nov-2007 and decided the concrete strategy & future plan of action to defeat the ulterior motives of the ITS dominated BSNL Management. They strongly opposed the outside recruitment of Management Trainees at STS level, which may not be accepted by the ITS dominated BSNL Management, who wants to continue the same cadre hierarchy in BSNL which was available in Govt. setup (DOT). In DOT setup the 50% direct recruitment was at JTS level & the 50% was from seniority-cum-fitness Quota of Group 'B' level officers. In these Group 'A' RRs the Group 'B' level officers were retiring after getting single regular promotion; the same situation is now being created in BSNL. We can not allow this situation to be created in BSNL. The Joint struggle is inevitable.

5.0 Implementation of organizational actions programmes call given by United Forum of BSNL Executives' Associations.

(a) United Forum Served Notice of Organizational Actions Programmes

United Forum of BSNL Executives' Associations served notice to BSNL Management for organizational actions programmes to protest against unilaterally induction of Management Trainees at the level of STS, delay in absorption of ITS Group 'A' officers in BSNL, Regularization of all existing STS officers and filling up all the available STS posts, BSNL Executives Transfer Policy, Framing of RRs based on CPSUs hierarchy and other issues related to Promotion Policy i.e. Service weightage, all Financial Up- gradations after four years only without any discrimination, one time placement of JTO to SDE and SDE to Sr. SDE on 1-10-2000, date of effect of implementation of all upgraded /revised Pay Scales w.e.f. 1-10-2000 with actual benefit, AAOs pay Fixation case etc. The organizational actions programmes were successfully implemented in full to defeat the ill-designed and ulterior motives of the ITS dominated BSNL management i.e. MASSIVE DEMONSTRATION on 02-11-2007 and MASS DHARNA on 14-11-2007 at all Branches level.

It is more frustrating that the Management Trainees has been introduced at STS level. is a direct assault on the promotion policy, which was settled before absorption. More importantly, that attendant condition has been based on grades basis in place of marks based, which will cause heavy droppings and now very good/outstanding remarks will have no significance. How long this situation could be tolerated? We have, thus, been forced to take the path of agitation. There was no second option or re-thinking. We made a grand success to our Organizational Actions call. During the

period BSNL Management convened some meetings with the representatives of United Forum but didn't agree to withdraw the MT RRs notified unilaterally. Under the circumstances United Forum of BSNL Executives' Associations decided the second phase of organizational actions programmes to observe Mass Casual leave programme on 23rd November, 2007. The response to participate in the Mass Casual leave programme was most encouraging, majority members applied for CL/EL in the common format provided by the United Forum, which created tremendous pressure on the BSNL Management and thereafter a series of meetings were conducted by BSNL Management with the representatives of United Forum to discuss the matter and in view of the positive gesture shown by the management, United Forum called off the Mass Casual leave programme. A Joint Committee of the BSNL Management and the representatives of United Forum was constituted to discuss i.e. (a) Impact of the induction of Management Trainees on the promotional aspects of Executives (b) Implementation of CPSU cadre hierarchy in BSNL (c) Regularization of all the existing adhoc STS officers and filling up of existing STS vacancies on regular basis and (d) Pending issues related to Promotion Policy like Service weightage etc.

Future course of actions have been finalized after detailed discussions in the Circle Secretaries meeting held at Hyderabad on 7th & 8th January, 2008. Since our cause is genuine and it affects all the BSNL executives equally, we are not going to allow the management to sleep over the issues.

(b) Response from BSNL Management & DOT Administration:-

After serving the notice for agitational programmes i.e. MASSIVE DEMONSTRATION on 02-11-2007, MASS DHARNA on 14-11-2007 at all Branches level & MASS Casual Leave programme. The overwhelming support and active participation of our members created a tremendous pressure on BSNL the management and DOT administration, on 21st -22nd Nov-2007. Director (HRD) granted meeting to United Forum and discussed the issues. During the period several round of formal meetings took place with BSNL Management Dir (HRD) & DDG (SR) BSNL.

(c) Implementation of Agitational Programmes:-

Though the DOT Administration & BSNL Management initiated actions to resolve our issues, we went ahead with our agitational programme. We launched our first programme i.e. MASSIVE DEMONSTRATION on 02-11-2007, MASS DHARNA on 14-11-2007 at all Branches level was a great success due to overwhelming support and active participation of our members through out the country. More than 800 executives participated actively in the Demonstration at BSNL Corporate Office which also created impact on the BSNL Management. We could not observed MASS Casual Leave programme on 23-11-2007 due to calling off the Organizational Actions Programmes on 22-11-2007 on the written agreement between the United Forum and the BSNL Management.

(d) Negotiation and Postponement of Agitational Programmes:-

During 30 days period, after serving the notice of Agitational Programmes, DOT Administration & BSNL Management had several rounds of discussion with the representatives of United Forum of BSNL Executives Associations. The several round of discussions were held under the chairmanship of Shri Gopal Das Director (HRD) BSNL, were attended by DDG (SR), Sr. DDG (EST), DDG (Pers), most of the demands were discussed in details. The BSNL Management constituted a joint committee of the BSNL Officers and representatives of the United Forum to discuss the issues of charter of demands. BSNL Management signed an agreement with the representatives of United Forum mentioning time frame for the settlement of the demands. In light of the positive approach towards settlement of the issues & getting feedback from the circle secretaries we decided to call off the MASS Casual leave agitational programme.

(e) Brief status of main issues:-

About 8 meetings of the Joint Committee constituted from BSNL Management and Associations to look into the genuine career aspirations of the executives in BSNL has been conducted. The next meetings will be held on 18th & 19th March, 2008 to discuss on the issue of impact of Management Trainees recruitment at STS level on the career prospectus of BSNL Executives. In the last meeting held on 05.03.2008 BSNL Officers provided a brief note on the discussions held in this regard(enclosed annexure-D) and discussed the issues. After detailed discussions, it was agreed that the representatives of Executives Associations will provide a draft proposal in the next meetings. The CWC may decide

the proposal based on Circle Secretaries Meeting held at Hyderabad in January, 2008.

6.0 Agitation by Joint Forum:-

The indefinite strike call given by the Joint Forum of BSNL Non-Executives/ Executives Unions/ Associations in support of the demands i.e. to stop disinvestment of BSNL ,drop VRS proposal of BSNL, Withdraw of BSNL Pension contribution(on 60-40 Basis),Ensure BSNL's uninterrupted supply of 2G and 3G equipments, additional 2G spectrums as well as 3G spectrums as agreed earlier, ensure BSNL's Financial Viability by (a) Continuing ADC (b) Reimbursement of License fee (c) USO Fund, Navaratna Status to BSNL,Immediate absorption of Group 'A' officers has only been deferred following the meeting of Secretary (T) on 19-02-2008 with the representatives of Joint Forum. The meeting attended by Secretary (T), Special Secy (T), Member(S),Member(T), Member (F), CMD BSNL, Director (HRD), DDG (SR) DOT & BSNL and other senior officers of DOT and BSNL was held in a very congenial atmosphere .We explained that notice has not been given for demands like wage and other HR issues etc. But for the issues which are affecting the growth of BSNL. Govt. is backing out of the promises made at the time of formation of BSNL like reimbursement of license fee, ADC, Subsidy from USO fund for providing rural telephones and grant of Maharatna Status to BSNL. Secretary (T) stated that BSNL should aspire to become world Class Company and leader in the field of telecommunications and there is scope for further growth, while the BSNL has some social objectives, it has the potential to compete with others. Deferment of the indefinite strike has given an opportunity to the BSNL management to ensure uninterrupted supply of 2G and 3G equipments and can procure addition 2G spectrum as well as 3G spectrums as agreed by Secy (T). The DoT administration realised the gravity of the agitation call as they experienced one day strike on 11th July, 2007. Had the indefinite strike been allowed to start with effect from 26th Feb, 2008, the entire BSNL worker throughout the country were ready to participate to make its a full success. Since our intention was not to affect the telecommunication service in view of the stiff competition in the telecom sector, but to send a strong message to the Govt. that wrong policies affecting the viability of BSNL can not be tolerated.

Secy ((T) explained that at present there is no proposal of disinvestment of BSNL but it is important for a company like BSNL to get listed and valuation done. He mentioned that he will continue to try to convince the Unions and Associations for floating public issue. Secy (T) assured that if the employees of BSNL are not interested in VRS, No such scheme will be introduced. With regard to absorbed employees for grant of five years weight age of service for Pension on the analogy of rule 48-A and B of CCS(Pension) Rules, Secy(T) advised BSNL Management to take a decision first in this regards and there after proposal may be sent to DoT. Secy (T) explained regarding payment of pension to BSNL employee's issue that the Cabinet Note on the same will be submitted shortly. Secy (T) mentioned that the issue related to financial viability of BSNL i.e. continuing ADC, reimbursement of license fee and USO fund subsidy will be discussed with Hon'ble MoC &IT and appropriate decision for providing financial assistance to BSNL will be taken. Regarding Navaratna Status Member(S) explained that DPE shall forward the case for grant of Navaratna status to BSNL for consideration by Apex body. Presently BSNL is fulfilling all the conditions of DPE. Secy (T) explained regarding absorption of Group 'A' officers that matter is under active consideration of DoT and a draft Cabinet Note is under circulation for inter-ministerial consultation. A final note is expected within 15-20 days of time. He categorically told that as soon as the cabinet approval comes the process of absorption of group 'A' officers will be restarted. The group 'A' officers who opt BSNL will join BSNL and others will go to DOT. The minutes of the meeting with Secretary(T) enclosed Annexure-E.

Joint Forum will now wait for the fulfillment of the assurances of the DoT administration in a time frame given. In case the DoT administration fails to honour its commitments then, we shall not hesitate to resume deferred indefinite strike agitation. Let us, keep ourselves ready to resume the agitation, if requires.

7.0 Other Organizational Activities:-

- (a) Amendments in constitution resolved in First AIC submitted.
- (b) Establishment of Association office and permanent assets.
- (c) Affiliation with Union Network International (UNI)
- (d) Winding –up all constituent Associations

(e) Organizational tour

(f) 2nd All India Conference at Jaipur, Rajasthan Circle.

(a) Amendments in constitution resolved in First AIC submitted:-

The amendments in the constitution resolved in the first AIC held at Hyderabad in Jan 2006. After finalizing in the CHQ office bearers meeting held at New Delhi on 29th & 30th May 2006 have been submitted to BSNL management and the Registrar societies for necessary action. Decision awaited.

(b) Establishment of Association office and permanent assets:-

At present AIBSNLEA is not having its own office and permanent assets. The day to day work is being done from the old Govt. office accommodation of AFSOA.

(c) Affiliation with Union Network International (UNI)

The representatives of AIBSNLEA are nominated by UNI to attend the Workshop/Forum of professionals are attending actively.

(d) Winding –up all constituent Associations

As per the decision of first all India conference of AIBSNLEA held at Hyderabad in Jan 2006 & CWC Bhubaneswar & Faridabad Meetings decision, all the General Secretaries of constituent associations have been requested to take necessary steps to wind up and merge their movable/ immovable properties/ assets with AIBSNLEA. In response to the letter of GS TESA (I) was replied after CWC Bhubaneswar immediately [Already published in TELEWAVE] but no response is received till date. Further directions required in the matter.

(e) Organizational tours

The details of the Organizational tours of CHQ Office bearers are being placed regularly on the web site for information.

(f) 2nd All India Conference at Jaipur, Rajasthan Circle:-

The CHQ office bearers and Circle Secretaries meeting held at Hyderabad on 7th and 8th January, 2008 decided venue for 2nd All India Conference at Jaipur, Rajasthan Circle.

8.0 Merger of BSNL & MTNL: -

Hon'ble MOC announced regarding merger of BSNL & MTNL that on receipt of ICICI consultant report in First week of June'2006, decision will be taken. But till date no decision has been taken by the Government. In view of the common HR issues and day to day problems being faced by the executives in BSNL/MTNL due to non cooperation. The CWC may decide to form a Coordination Committee of BSNL/MTNL Executives Associations. On this occasion we have invited the representatives of Telecom Executives Associations MTNL (TEAM) Delhi and Mumbai to discuss the matter.

9.0 Viability of BSNL:-

AIBSNLEA alongwith all Unions / Associations on the common issues concerning BSNL's viability is actively participating in the several meetings and actions under the banner of Joint Forum. We actively participated in the meetings for organizing Indefinite Strike w.e.f. 26.02.2008 call given by Joint Forum against the delay in procurement of GSM lines equipment, 10% IPO of BSNL, financial viability of BSNL, ITS absorption issue etc. As per the decision of CWC meet Faridabad we got included in the charter of demands of Joint Forum the issue of ITS absorption in BSNL. Other Trade Union Actions Programme decided by Joint Forum on various occasions to fight against the wrong decision of the Government AIBSNLEA is actively participating. We are more concerned for the settlement of HR issues of Executives in BSNL but equally concerned for the viability of BSNL also. The issues related to viability of BSNL finding place in our Notice Served on 07-05-2007 are as follows:-

(a) Disinvestment/privatization of BSNL:

We are opposing disinvestment in BSNL, since it will ultimately lead to privatization.

(b) 10% IPO of BSNL:

we are opposing 10% IPO of BSNL since it will ultimately lead to privatization.

(c) No reduction in Access Deficit Charges:

We are opposing the move to further reduce the ADC to BSNL. Government had committed at the time of formation of BSNL, it will compensate BSNL for providing the rural services at reduced rates.

(d) No unbundling of BSNL's last line copper:

BSNL must not be forced to unbundle its last line copper to benefit the Private Operators. BSNL cannot allow use of its last mile copper and maintain the same to help its competitors to run their business.

(e) No sharing of BSNL's infrastructure with Private Operators:

We understand that DoT is drafting another National Telecom Policy in which BSNL is being asked to permit Private Operators to share its own infrastructure. We are opposed to this decision.

(f) Non-grant of Navratna status to BSNL:

At the time of formation of BSNL, the then Minister of Communication Shri Ram Vilas Paswan had announced that in order to give more autonomy to BSNL, it would be granted Navratana status if not the Maharatna. But even after five years of this declaration, BSNL has been granted Miniratna status. In order to allow BSNL to have greater autonomy in decision making, BSNL must be granted the Navratna status without further delay.

(g) Not-expansion of BSNL's GSM, Broad Band and ILD Services:

BSNL should expand its GSM and Broad Band Services looking into tremendous public support and demand.

(h) Stopping AMC and outsourcing:

BSNL Management's decision to out source CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.

Conclusion: -

This is a report having reported the important developments & activities of the Association after Second Central Working Committee Meeting held at Faridabad on 12th & 13th March '2008 mainly to have quick catch-up of the major developments that took place during the period. So that the deliberations, on the various items, on agenda, of CWC meeting, become easier. Most of the issues related to the members of AIBSNLEA are available in the report. We are extremely thankful to the comrades of Karnataka Circle for holding this CWC meeting at Bangalore.

Thanking you it is concluded,

AIBSNLEA – UNITY – ZINDABAD ! AIBSNLEA ZINDABAD ! BSNL ZINDABAD !

Comradely yours,



(Prahlad Rai)

General Secretary

Records of the discussion of the meeting held on 2nd August, 2007 at 1500 hrs under the Chairmanship of Shri D.S. Mathur Chairman, Telecom. Commission and Secretary (T) to discuss the various issues raised by All India Bharat Sanchar Nigam Limited Executive Association (AISNEA) and Sanchar Nigam Executive Association (SNEA).

List of Participants is enclosed.

At the very outset Shri Prahalad Rai, Secretary, AIBSNLEA and Shri G. L. Jogi, General Secretary, SNEA expressed their gratitude for granting them time for the meeting. They 2007 were not supplied to them and requested that the minutes of the present meeting may be made available to them.

Secretary (T) then asked the Associations to put forth their issues.

1. Promotion Policy of BSNL

(a) Service Weightage

Both the Associations mentioned that present promotion policy do not provide for weightage of past service rendered by them in Government and requested that weightage of past service rendered by them in Government their absorption in BSNL, may be given by suitable modifying the promotion policy. As per the present promotion policy all executives whether or juniors have been brought to one level.

(b) Recruitment of Management Trainee at Senior Time Scale Level

Both the Associations expressed their disagreement with the proposal of BSNL of filling up the vacancies to the extent of 50% by seniority cum fitness method, 25% Limited Department Competitive Examination and remaining 25% direct recruitment. They mentioned that the department executives within BSNL are highly qualified and they need to be groomed by providing them opportunity to grow within the organization. They suggested that 80% vacancies should be filled up by seniority cum fitness, 15% by Limited Departmental Competitive Examination and 5% by direct recruitment.

(c) Promotion with Status

Both the Associations mentioned that the designation should be changed with each financial up gradation as prevalent in other Public Sector Undertakings.

(d) Direct Recruit Junior Telecom Officers

Both the Associations mentioned that there is exodus of directly recruited JTOs/JAOs who are otherwise highly qualified and requested that all the directly recruited JTOs be given first financial up gradation after completion of five years of service instead of six years of service as at present.

2. Filling up the vacant posts.

The Association mentioned that there are 4000 posts of Divisional Engineer, 400 post of Chief Account officer and 150 posts of Executive Engineer (both Civil and Electrical) are presently vacant. BSNL is reluctant to fill up the post on the ground that absorption of Group 'A' officers is not complete.

3. Payment of Pension.

Both the Associations mentioned that DoT letter dated 15.06.2006 may be withdrawn (this is regarding 60% limit of Government liability).

4. One time Placement of SDEs in Senior SDEs Grade.

Association mentioned that SDEs who had completed five years service as SDE as on 01.10.2000 may be placed in Senior SDE's grade was agreed by DoT at the time of absorption.

5. Absorption of Group 'A' Officers

Both the Associations requested to look into the matter as to why the Government counsel has seeking adjournments of cases from time and again.

6. Pay Scale of Assistant Accounts Officers

Both the Association thanked Secretary (T) for taking up the matter with ministry of Finance and resolving the issue.

7. Addition of 5 years qualifying service to the absorbed employees seeking voluntary retirement.

Both the Associations sought extension of the benefit of five years for Group 'B' officers of BSNL voluntary retirement and having completed twenty years of qualifying service.

Secretary (T) mentioned that he has for this meeting to hear the problems of the Associations in detail. He will separately discuss all the issues with the management of BSNL.

The meeting ended with the thanks to the Chair.

No. 1-1/2006-SR
Government of India
Department of Telecommunications.
Dated the 9th August, 2007.

Copy forwarded to:

1. PS to Secretary (T)
2. PPS/Sr. PPS to Member (S) Member (F) Member (T)/Addl. Secy(T)
3. JS(A)/JS (T)
4. DDG (SU) /DDG/ Estt./ DDG (TPF)/DDG (FEB) DDG (Accounts) / DDG (Electrical)/ DDG (Civil) DDG (AS).
5. General Secretary. All India BSNL Executive Association.
6. General Secretary. Sanchar Nigam Executive Association.

Dipak Banerjee
Under Secretary (Staff Relation)

List of Participants

Offices of Department of Telecom

- | | |
|-------------------------|------------------------------|
| 1. Shri D. S. Mathur | Chairman, TC & Secretary (T) |
| 2. Shri G.S. Gover | Member (Services) |
| 3. Shri K. Sridhara | Member (Technology) |
| 4. Ms. Manju Madhwan | Member (Finance) |
| 5. Shri R. Bandopadhyay | Addl. Secretary (T) |
| 6. Shri M. Sahu | Joint Secretary (T) |
| 7. Shri Balram Sharma | Joint Secretary (Admn) |
| 8. Shri P.K. Saha | DDG (SR) |
| 9. Shri A. K. Das | DDG (Estt) |
| 10. Shri S.S. Singh | DDG (PG/SU) |
| 11. Ms. K. Negi | DDG (A/cs) |
| 12. Shri A. S. Bholia | DDG (FEB) |
| 13. Shri H.P. Mishra | DDG (WPF) |
| 14. Shri R. K. Goyal | Director (Staff) |

Representatives of Two BSNL Executives Association

- | | |
|--------------------------|------------------------------------|
| 1. Shri G. L. Jogi | General Secretary, SNEA (I) |
| 2. Shri A. A. Khan | Asstt. General Secretary, SNEA (I) |
| 3. Shri K. Satyanarayana | President, AIBSNBLEA |
| 4. Shri Prahlad Rai | General Secretary, AIBSNLEA |
| 5. Shri G. R. Sharma | Finance Secretary, AIBSNLEA |

Minutes of the meeting held on 19.09.2007 with management of BSNL under the Chairmanship of Secretary (T) to discuss the issues raised by two Executive Associations of BSNL i.e. All India BSNL Executive Associations (AIBSNLEA) and Sanchar Nigame Executives Associations (SNEA).

List of Participants are enclosed

At the outset, Secretary (T) explained the reason for holding this meeting. He mentioned that Group 'B' officers absorbed in BSNL are frustrated over the non-settlement of the various issues and Associations of these officers have met him on several occasions. Thereafter, the following issues were deliberated upon :-

1. Promotion Policy of BSNL

- (a) Service Weightage
- (b) Recruitment of Management Trainee at Senior Scale level
- (c) Promotion with status
- (d) Direct Recruit Junior Telecom Officers

CMD, BSNL mentioned that all these issues were discussed in detail before finalization of Executive Promotion Policy. It was agreed no to re-open these issues However, demand of the Association for change of designation with each financial up-gradation is being examined in BSNL a decision will be taken shortly.

2. Filling up of the Vacant Post

CMD, BSNL read out an excerpt from issued by Director (Staff), DoT regarding promotion of Group 'B' Officers absorbed in BSNL. It was also mentioned that the issues of seniority is pending in the court. Director (Staff) while explaining the case mentioned tat there are only 40 officers in the Seniority list No. III of TES Group 'B' who are affected to some extent with the senior extent with the seniority dispute and these officers are not affected by the dispute, he doesn't anticipate any problem it all the officer of list No. III (including those whose seniority is disputed) are promoted on ad-hoc basic. In view of this, Secretary (T) ordered that any letter of DoT creates confusion may be treated as withdraw and action may be taken immediately for promoting Group 'B' officers absorbed in BSNL.

Secretary (T) desired that the Recruitment Rules for Executives should be finalized immediately. CMD, BSNL informed that comments from unions/ Associations have been called for and as soon as their comments are received, the Recruitment Rules will be notified.

With regards to filling up the posts of Chief Accounts Officers, CMD, BSNL information that orders are expected within a week.

3. Payment of Pension

Secretary (T) mentioned that the matter is under examination by Member (Finance).

4. One time placement of SDEs in Senior Grade

CMD, BSNL, mentioned that all these issues were discussed in detail before finalization of Executive Promotion Policy. It was agreed no to re-open the issue.

5. Absorption of Group 'A' officers

Secretary (T) mentioned that thought the case is sub-judice, the process of negotiation with the concerned Association has been re-started. BSNL was also asked to take appropriate action in settlement of the absorption issue and motivate the officers to opt for absorption in BSNL.

6. Pay Scale of Assistant Account officers

CMD, BSNL Stated that he not received any communication from DoT in this regard and requested

Finance Wing of DoT to expedite the matter.

Addition of 5 years qualifying service to the absorbed employees seeking voluntary retirement.

CMD, BSNL, mentioned that they deliberating on the issue to have a uniform policy for all the Groups of employees as suggested by DoT and a decision will be taken shortly.

Government of India
Ministry of Communication & IT
Department of Telecommunications

No. 1-1/2006-SR

New Delhi, Dated the September, 2007

Copy forwarded for information and necessary action to :

1. PS to Secretary (T)
2. PPS to Member (S)/Member (F)
3. AS (T).
4. CMD, BSNL, New Delhi
5. Director (HRD), BSNL. New Delhi
6. Joint Sectary (T), DoT,
7. DDG (SU)/DDG (Estt) DDG (TPF)/DDG (FEB)/DDG (A/cs)/DDG (As)/DDG (Elect.).
8. DDG (SR), BSNL.

Dr. Vincent Barla
Director Staff Relations

List of Participants

Officers from DoT

SI.No.	Name	Designation
1.	Ms. Manju Madhavan	Member (Finance)
2.	Sh. K. Sridhara	Member (Technology)
3.	Sh. G. S. Grover	Member (Services)
4.	Sh. R. Bandopadhyaya	Additional Secretary (T)
5.	Sh. M. Sahu	Joint Secretary (T)
6.	Shri P. K. Saha	DDG (SR)
7.	Sh. A. K. Das	DDG (Esstt.)
8.	Sh. AS Bhola	DDG (FEB)
9.	Sh. N. K. Yadav	DDG (SU)
10.	Sh. P. K. Singh	DDG (TPF)
11.	Sh. P. K. Panigrahi	DDG (Elect.)
12.	Sh. A. S. Verma	Director (VAS. II.)
13.	Shri R. K. Goyal	Director (Staff)
14.	Shri Vincent Barla	Director (SR)

Officers from BSNL

SI.No.	Name of the officer S/shri	Designation
1.	Kuldeep Goyal	CMD. BSNL
2.	S.D. Saxena	Director (F). BSNL
3.	Niranjan Singh	Director (HRD)
4.	S. C. Mishra	Sr. DDG (Estt.)
5.	A. K. Purwar	DDG (Pers), BSNL
6.	Shakeel Ahmad	DDG(SR), BSNL

DRAFT CHARACTER OF DEMANDS FOR ABSORPTION IN BSNL

In addition to the terms and conditions stipulated vide DoT ND letter No. A-11013/1/2005-Admn. II/ Absorption Cell dated 4th Oct. '05, the following modifications/ insertions should be incorporated in the consolidated offer-

(a) IDA pay scales offered to JAG SG should be revised to E7 (18500450-23900) and E8 (20500-500-26500) respectively. At Present the being offered are much below what officers of similar and experience are getting in other PSUs.

(b) Special Allowance as referred vide para 12 of DoT's letter dated 4th Oct, 05 should be renamed as "Grade Compensation Pay" (GCP.)

(i) The payment of such GCP should be based on ad-hoc/regular grade/scale held by the officer on 01.10.2000 or Subsequently reached by the officer consequent to any ad-hoc/regular promotion after 01.10.2000 at the following rates w.e.f. 01.10.2000:

JAG- Rs. 2,500 p.m., NFSG-Rs. 5,000 p. m., SAG- Rs. 6,000 p. m. and HAG – Rs. 8,500 p.m.

(ii) The GCP will increase with annual compounding @ 5% and there would be provision of encashment of full GCP based on commutation formula prescribed in the pension Rules any time service or at the time of resignation/retirement from BSNL service.

(iii) The GCP mentioned above will be linked to the pay-scales and on promotion, the officer will automatically get the GCP of that scale i.e. if a JAG officer is promoted to JAGSG, then he will start getting GCP of Rs. 5000 + (5% annual compounding) w.e.f. the his promotion after 1.10.2000.

(iv) GCP will not be counted towards ceiling of 50% of basic pay as prescribed by DPE for perks and allowances since that would negate the whole idea of financially compensating the loss arising due to fitment in IDA scales which do not cater to senior level positions in the Government hierarchy.

(v) If an officer resigns before superannuation, the amount of GCP already commuted will not be recovered for the remaining length of his service.

c. Time-bound Promotions up-to HAG (E9+) grade as under –

(i) JTS Group 'A' to STS on Completion of 4 years of Service

(ii) STS to JAG (E7) on Completion of 9 years of Service

(iii) JAG to NFSG (E8) on completion of 13 Years of service

(iv) NFSG to SAG (E9) on completion of 17 years of service

The length of completed service is to counted from 1st January following the year of UPSC examination. Benefit of such time-bound promotion should be allowed in IDA pay fitment to such absorbees who become eligible for promotion in the intervening period, i.e. 1.10.2000 to the date of issue of presidential orders. Based on the minimum qualifying service as indicated herein. The absorbees should be permitted to opt for pay fitment in the higher grade from the date of completion of the minimum qualifying if it is beneficial to them.

d) To safeguard the interest of the absorbee officers. Govt. Should clearly spell out that the pay and pensionary contributions of such absorbees shall be protected by the Govt. of India upto at least 10 years from the date of issue of the Presidential Orders. Further, the Govt. Should stipulate that in such an event, the liability of payment of pension including family pension shall be borne by the Govt. of Indian for the length of combined service which would have been rendered by the officer up to 10 years from the date of issue of the President with advantage of 5 years in the qualifying subject to the normal ceiling of 33 years.

e) Govt. should clearly specify that there will be no lateral/direct entry in JAG, JAG SG, SAG & HAG

levels in BSNL i.e. the posts presently en-cadred for ITS officers will be reserved for ITS absorbees only and officers Civil/Electrical/TTS/Finance streams will not be appointed on these posts.

f) The existing arrangement of not allowing cross-functional postings should be continued in BSNL. Thus, it should be unambiguously clarified that the ITS absorbees will manage the line functions in BSNL.

g) As per the current regulation, PSU employees are required to pay Income Tax on the national perquisite value of the company accommodation which is calculated @ 20% of the emoluments. Since the ITS officers have all-India transfer liability, they are unable to dwell in their own houses. It is therefore imperative for the Govt. to examine this aspect and offer compensation to offset this financial loss.

H) Govt. should give an assurance that E9 (23750-600-28550) and E9 (25000-650-30200) grades shall not be merged in the future revisions of IDA scales.

I) Medical facilities to BSNL optees should be ensured by Govt. of India in case BSNL is privatized/ disinvested beyond 51% future. This facility will be available to the optees and their family members even after their retirement.

j) To ensure reasonable Progression of the ITS absorbees, ED level posts below board should be created and en-cadred for ITS absorbees.

K) Board level posts in BSNL (except Dir (F) will be reserved for ITS absorbees and the BSNL Board will be upgraded Schedule 'A' posts for functional Directors and Schedule 'B' posts for Executive Directors.

l) Suitable Protection in 37A: Government will clearly spell out that how pension will be ensured to ITS absorbees in case BSBL is disinvested beyond 51%.

m) Service conditions will not be revised in future to the detriment of absorbees.

Annexure –D

1. All the officers recruited at group a level by DoT, or promoted to STS level by Dot on regular basis will be treated as senior most at STS level.

2. As a one time relaxation, certain number of officers from group 'B' cadre will be promoted to STS on regular basis, and will be next senior most after those recruited through process of para 1. This number will be calculated as the quota of officers, that would have been promoted @ 100 per year to STS via per existing RRs and period will be counted from year for which DPC for JTS was held, till year of notification of new RRs.

3. BSNL Management will decide the number of candidates to be recruited as Management Trainees every year. For the year 2008-09, this number will be 300.

4. An equal number of group 'B' officers will be promoted to STS on regular basis.

5. Inter-se seniority between MTs and these STS officer will be fixed in the ration of 1:1 (II, E1, P1, P2).

6. These STS officers coming though process of para 3 and 4 with their inter –se seniority defined in para 5 will be senior most after those coming through process of para 2.

7. Officers available in STS grade on regular basis may be given looking after arrangement for available JAG vacancies in accordance with provisions of FR-49.

8. In case number of MTs to be recruited in any subsequent year falls below 25, or management decided not to recruit MTs in a particular year , a minimum of 25 group 'B' officers will be promoted to STS in accordance with para 4.

9. Further promotion to JAG will be made from the seniority list of STS officers consisting of officers as defined in para 1,2 and 6, based upon number of vacancies.

10. Time bound promotion will continue to be provided to executives as per executive promotion policy.

11. Existing designation at different function levels may be modified as follows :

S.N.	Substantive Desgn	Proposed Designation in BSNL Co	Proposed Designation in Circle Office	Proposed Designation in Field
1.	JTO/JAO	Asst. Mgr.*	Asstt. Mgr.*	JTO/JAo
2.	SDE/AO	Sr. Asstt. Mgr.	Sr. Asstt. Mgr.	SDE/AO
3.	DE/CAO/EE/Arch	ADG/Manager	Manager	DE/CAO/EE/Arch
4.	JAG	Jt. DDG	DGM	DGM/TDM.

(*Note : Existing designation of Asstt. Mgr in Telecom Factory etc. will to be revised)

12. When an officer is given time bound IDA pay scale up gradation, his designation will be sufficed as grade-1 (Substantive), Grade-2 (1st upgradation), Grade-3 and Grade -4..

13. On final conclusion of Group 'A' absorption process recommendation, made herein and rules made thereafter, will be appropriately to adjust and incorporate the needed change.

14. All other details like residency specifically period, eligibility conditions. DPC procedure, sealed cover procedure and zone of consideration etc will be governed in accordance with standard DoT Ruls, if not specifically covered under any BSNL Rules/ Policies, eg. BSNL Executive Promotion policy etc.

REPORT OF THE GENERAL SECRETARY

Placed in the third

CENTRAL WORKING COMMITTEE MEETING

Held

ON 12TH & 13TH March, 2008

AT

BANGALORE (KARNATAKA)



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

**Central Head Quarters,
New Delhi**

