

**Record of Discussions**  
**Meeting of AIBSNLEA representatives with DDG(SR)**  
**Date: 18<sup>th</sup> May / 30<sup>th</sup> May 2007**

This series of meetings was organized to review the status of pending grievances of AIBSNLEA as submitted along with their letter dated 7.05.07. It was pointed out by DDG(SR) that many of the issues raised are beyond the purview of BSNL and BSNL's stand has already been communicated to DoT. There are many other issues which are either already resolved or positive progress has been made. Therefore, the meeting was held with an objective to review the status of each issue and identify appropriate actions wherever required to be taken by concerned sections of BSNL.

Subsequently, a meeting of representatives of AIBSNLEA was held with Director(HRD) on 6<sup>th</sup> June 2007, wherein SrDDG(CS) and SrDDG(Estt) were also present. All the important issues raised by ALBSNLEA were again discussed and actions wherever required were agreed.

The following issues were discussed:

1. **Implementation of Promotion Policy/ No parallel post based promotion/ No recruitment of Management Trainees/ Service weightage/ First upgradation after 4 years/ Grant of designation & responsibilities/ Attendant Conditions/**
2. **Date of effect of IDA pay-scales:**
3. **One time placement to SrSDE scale:**

It was pointed out by association that the Executive Promotion Policy which was notified on 18.1.07 is still not implemented in BSNL since lot of clarifications as asked for by filed units and AIBSNLEA are yet to be clarified. DDG(SR) informed that the clarifications have been finalized and will be issued as soon as the same is approved by CMD, BSNL. These clarifications have since been issued on 30.5.07.

Regarding other issues, it was pointed out by DDG(SR) that all these issues relate to Executive Promotion Policy, which stands notified, after giving due considerations to all the demands raised by Association. The association pointed out that when these issues were discussed in the meeting with Secretary DoT held on 10.1.07, it was agreed that after the Executive Promotion Policy is implemented, the deficiencies will be discussed separately with the association by BSNL management. DDG(SR) informed that the Promotion Policy is still under early stages of implementation and it would be too pre-mature to call for a modification in the Policy at this stage. However, the issue of date of effect of IDA pay scales for Civil/ Electrical wing officers etc. has already been approved by Management committee for placing the same before BSNL board. The association however, requested that some of the issues like one time placement to SrSDE, grant of designation etc. are extremely important and should be addressed immediately. They suggested for formation of a work group with representation from association to study the deficiencies in the Policy and suggest suitable modifications.

After prolonged discussion during the meeting as well as during subsequent meeting with Director(HRD) on 6<sup>th</sup> June, it was agreed that the views of association on various issues related to Executive Promotion Policy and their demand for reviewing the same would be put up to CMD BSNL to take appropriate decision on the issue.

4. **Absorption of group 'A' officers:** DDG(SR) informed the association representatives that association has been repeatedly informed that decision on this issue is to be taken by DoT and BSNL management has already conveyed its stand to DoT in unambiguous terms that the absorption issues needs to be resolved immediately, since the confusion and resulting demoralization of officers is proving counter productive to the ambitious growth plans of BSNL.

5. **Payment of Pension to BSNL Employees:** Association representatives informed that this is yet another important matter of concern to them and they would like this matter to be resolved quickly. DDG(SR) informed that BSNL management shares the concern of BSNL employees on this issue and has already reacted to the DoT letter dated 15.6.06 for appropriate redressal of the issue raised in the letter.
6. **Regularization of STS Officers:** Association requested that in view of large number of executives retiring without getting regularized on their promoted posts, regularization of officers promoted on adhoc basis should be done based upon DoT RRs till finalization of BSNL RRs, and in case there is difficulty in implementation of DoT RRs, the matter may be taken up with DoT. DDG(SR) informed that DoT RRs do not match with the promotion policy. The first step in the direction of framing BSNL RRs was formation of a promotion policy is already over and management has now started working on framing RRs with the help of consultants.
7. **Promotion from TES group "B" to DEs on adhoc basis:** It was informed by the association that legal opinion received by DDG(Pers) recently is in favour of going ahead with the promotion process. It was agreed that urgent action would be taken to resume the DPC proceedings which were withheld because of court directions.
8. **Non-integration of HR functions:** DDG(SR) informed that action on this issue has been initiated in BSNL and certain related directions were awaited from DoT.
9. **Transparent Transfer Policy:** G.S.AIBSNLEA pointed out that the policy which has been recently reiterated by BSNL CO order dated 29.3.07 provides 31<sup>st</sup> March as cutoff date for transfer. This is primarily with the objective that officers should be able to plan their establishment at new station as the academic sessions are generally starting from 1<sup>st</sup> April. However, the transfer orders are still being issued by circles and the officers are facing severe difficulties in shifting their families to new stations where admission processes are already over. DDG(SR) informed that it would not be always practical to issue all transfer orders on the cutoff date. However, the number of officers transferred is kept to bare minimum and no transfer orders are issued for the sake of transfer.
10. **Sanction of Manpower Plan 2006 posts:** Association pointed out that posts have been sanctioned without carrying out review of 2006-07 establishments. DDG(SR) promised to obtain the latest status of the case.
11. **Fixation of AAOs pay under FR-22:** This issue is to be sorted out by DoT and it was informed that DoT has already taken up the case with MoF. However, in view of Executive Promotion Policy, AAOs first upgradation in IDA on 1.10.04 has been sent to Management Committee for approval.
12. **Revision of pay scale of Official Language Officers:** Association demanded that pay scale of official language officers which has been revised in government should be revised by BSNL also. DDG(SR) agreed to check up if there was any such proposal under consideration of BSNL.
13. **Non-grant of stagnation increment on annual basis:** DDG(SR) informed that stagnation increment after two years is a well settled policy and therefore government has not agreed to change the same. GS pointed out that the case for increase in span of E3 and E4 scales which have been sent to DoT would bring some relief to affected officers. DDG(SR) agreed to pursue the case with DoT.
14. **Removal of discrimination based on qualification in case of JTO(Arch):** Association demanded promotion of JTO(Arch) without requisite Architect qualification should be done at par with those with requisite qualification. DDG(SR) informed that this is a professional requirement for Architects and a dilution in this requirement would render the BSNL Architects unqualified for preparation/ verification of drawings.

15. **Lateral advancement of JTO(TF)/ ACP scheme:** GS requested that this case was badly delayed and required early action. DDG(SR) agreed to pursue the case.
16. **Removal of FR35 for officiating JTOs:** DDG(SR) informed that since these TTAs have not completed Phase II training, they do not fulfill the eligibility for promotion as JTO. Therefore they are entitled for benefit as per FR-35 only. Further, the yearly diversion of 500 posts as a bulk diversion is already continuing.
17. **Recruitment of JTO/ JAO:** DDG(SR) informed that recently the recruitment has been approved by BSNL board.
18. **HR issues related to Civil/ Electrical wing:** It was agreed to review the cases after obtaining status from Civil/ Electrical/ Establishment sections and meeting will be arranged to discuss the issue with concerned DDGs.
19. **Immediate holding of DPCs for JTO to SDE & JAO/AAO to AO promotion:** DDG(SR) agreed to pursue the cases.
20. **Upgradation of Steno grade-III to PA's grade/ Creation of PPS posts/ Officiating promotion to PA/PS:** Upgradation of Steno grade-III to PA's grade: BSNL board has recently approved some proposal. It was agreed to wait for the orders.
21. **Improvement in the revised policy for service GSM, RSTC and Broadband to Executives:** GS informed that in spite of assurance given by Director(O) to consider the proposal for allowing national roaming and STD and enhancement of calls, the orders are still not issued. During subsequent discussion in presence of SrDDG(CS), it was agreed that proposal for national roaming/ STD on GSM would be processed for approval immediately and the other demands i.e. STD facility on RSTC to all STS level officers, enhancement of free call limit on RSTC and rent free Broadband service connection to all executives etc. would be examined on priority and issue of provision of suitable plan for GSM identical to what is provided by BSNL will be taken up with ED, MTNL.
22.
  - a. **Disinvestment/ privatization of BSNL:**
  - b. **No reduction in ADC:**
  - c. **No unbundling of last mile copper:**

It was informed by DDG(SR) that all these cases are under purview of government and BSNL has already communicated its stand to DoT.

- d. **No sharing of BSNL infrastructure:**
- e. **Non grant of Navratna status to BSNL:**
- f. **Stopping AMC and outsourcing:**

It was agreed to obtain latest status of these issues from concerned sections and discuss these issues separately.

In the light of continued progress in settlement of the raised issues, DDG(SR) renewed his appeal to AIBSNLEA for reconsideration on withdrawal of their proposed agitational programme. Director(HRD) also advised GS that association can play a more constructive roll in solving the issues of staff as well informing them of the positive steps taken by BSNL management. GS AIBSNLEA assured to consider the appeal in consultation with Circle Secretaries and CHQ office bearers.

  
(Shakesh Ahmad) 11.6.07  
DDG(SR)

No. BSNL/31-3/SR/2007 Dated 11.06.07

Copy to: 1. Director(HRD)  
2. All participants *Shri Prahlad Rai, GS, AIBSNLEA*