

**Welfare & Sports Section,
BSNL Corporate office**

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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. BSNLCO-ADMN/74(11)/1/2022-Sports

Dated: 09.2023

**Minutes of the 12th Meeting of BSNL Sports and Cultural Board
held on 19th April, 2023**

The 12th Meeting of BSNL Sports and Cultural Board was held on 19th April, 2023 at 15:00 hrs in Conference Hall, 9th Floor, Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi - 110001. The meeting was presided over by Director (Human Resource) BSNL Board & Vice-Chairman of the BSNL Sports & Cultural Board Shri Arvind Vadnerkar. The list of participants is attached as Annexure-I.

2. Shri Shambhu Prasad Singh, GM (Admn. & PR) extended a warm welcome to Shri Arvind Vadnerkar, Director (HR), Shri Sunil Kumar, PGM(IA) - nominee of Director (Fin) and all the members of BSNL Sports & Cultural Board. In his welcome address, Sh Singh praised Director (HR) for being instrumental in promoting sports activities in BSNL. He emphasized on the importance of Sports by quoting a saying - "Healthy mind lives in a healthy body" and stated that Sports and cultural activities instil a sense of security, belongingness and ultimately happiness in the organization. He elaborated that BSNL organizes All India BSNL Tournaments in 16 disciplines - fifteen sports and one cultural event, and BSNL also sends it's team to participate in National / National level and other prestigious invitational Tournaments. In the year 2022-23, BSNL has successfully organized 19th All India BSNL Sports Tournaments in 11 disciplines - ten Sports and one Cultural event after a gap of more than three years due to COVID-19 Pandemic. In the end, he urged all the members to actively participate in the discussions and provide valuable inputs for improving the future of sports and cultural activities in BSNL.

3. Director (F) nominee Shri Sunil Kumar, PGM (IA) in his address welcomed all the participants and stated that Sports and games have always been an integral part of BSNL. Playing any kind of sports helps the employees to judge a situation better and to win in adverse situations. Sports bring discipline, healthy competition, positivity in the organization and provides a platform for developing strong bonding among employees. He said that he is confident that the meeting shall be productive and fruitful. He requested all the members to give their suggestions and feedback for further improvement of Sports in BSNL.

Arvind
14.09.2023

4. Sh John Verghese, representative of BSNLEU requested the attention of Director (HR) on two points namely cases under Career Progression Policy (CPP) for sportspersons and issuance of recent Compendium. He submitted that some cases have not been considered by Corporate Office for grant of promotion to sportspersons under CPP. Further, he stated that the Compendium has been issued without discussion with the stake holders. He requested that this compendium should be held in abeyance and old compendium may be followed.

5. Shri Bhanu Pratap, representative of AIGETOA and Sh Arvind Pal Dahiya, representative of SNEA supported the points raised by Sh Verghese and he suggested that a committee may be formed including the members of Unions/Associations to address the issues in the compendium.

6. Shri Mayank Mishra, Addl. GM (Admin, WL & Sports) and Secretary BSNL Sports & Cultural Board placed before the members the minutes of the 11th Meeting of BSNL Sports & Cultural Board for confirmation and they were confirmed by all the members. Action Taken Report (ATR) on the decisions taken in 11th Meeting of BSNL Sports & Cultural Board held on 14.07.2017 was then taken up for discussion. It was further informed that the action has been taken on the issues decided in the 11th Meeting of BSNL Sports & Cultural Board and orders have been issued accordingly. The ATR was accepted by the members.

7. Shri Manoj Kumar Jha, Treasurer of BSNL Sports & Cultural Board presented the audited account of BSNL Sports & Cultural Board for the year 2017-18, 2018-19, 2019-20, 2020-21, 2021-22 and expenditure details of 2022-23.

8. The agenda items were then taken up for discussion and decided as under:-

ITEM - I

Conduct All India BSNL Sports Tournament/Meet for year 2022-23.

(Maharashtra, Tamil Nadu, Chhattisgarh, Madhya Pradesh, BSNLEU, NFTE and AIGETOA)

The 19th All India BSNL Tournaments 2022-23 have been conducted successfully.

ITEM -II

Promotion in Sports Assistant Cadre: Due to achievement in National Level Tournament by representing in BSNL National team, JSAs got promotions from JSA to SA in TNCSCB. Even though clerical cadre basic pay was given to such officials, it was not mentioned that they are promoted from Gr-D Cadre to Gr-C Cadre. Clarifications & guidelines are requested for allotting work to such officials.

(Tamil Nadu)

Arvind
14.07.2017

There is no confusion, the pay scales of various posts as per Career Progression Policy of sportspersons recruited under sports quota are as below:

| | | |
|----------------------------|-------------|--------------|
| 1. Junior Sports Assistant | 7760-13320 | NE-1 Group-D |
| 2. Sports Assitant | 9020-17430 | NE-6 Group-C |
| 3. Sr. Sports Assitant | 10900-20400 | NE-7 Group-C |
| 4. Sports Inspector | 12520-23440 | NE-8 Group-C |
| 5. Sports Supervisor | 13600-25420 | NE-9 Group-C |

As the pay scales and grade for each designation is clearly mentioned in the Career Progression Policy, there should not be any confusion now.

ITEM - III

Under Career Progression policy, the promotion related cases of Sports employees since 2016 are pending and this is causing depression in concerned BSNL employees. Therefore such pending cases should be settled at the earliest.

(Chhattisgarh, Assam)

The Career Progression Cases for eligibility upto 01.05.2019 have been processed and approved by competent authority for issuing orders. However, representatives of Unions/Associations pointed out that some cases which were forwarded by Circles have not been included in the list placed before the CPP Committee, and some eligible cases have been declared unfit by the CPP Committee. In view of this, they demanded that orders should not be issued for the cases approved on the basis of this DPC and a review DPC may be held after calling applications afresh for eligibility upto 2022. After review DPC, all the players should be promoted in one go.

It was, therefore, decided that orders for the cases approved on the basis of recommendations of the CPP Committee dated 27.07.2021 shall be held in abeyance and applications will be called from all circles for eligibility upto the year 2022 for conducting fresh DPC. It has been directed by the competent authority that all the cases for grant of promotion under Career Progression Policy for sportspersons in BSNL shall be governed by the rules/guidelines in force at the time of deciding the cases i.e. rules/guidelines issued vide Admin Section letter dated 20.12.2022.

ITEM -IV

The BSNL employees recruited under sport quota, who have become JAO/JTO through LICE must be given all the facilities as before i.e. Two hours off for practice throughout the year and four hours off for practice, who represent BSNL in National level tournaments, Choice of posting, Immunity from transfer.

(Madhyapradesh)

Chh
14.09.2022

As per guidelines, even after joining other streams through LICE, Sportspersons recruited under sports quota are eligible for daily off of 2 hours through out the year, provided they are actively playing the event in which he/she is recruited.

ITEM -V

At present, Sports material have become very costly, hence it is advised to provide increase in Old Kit money.

(Rajasthan, BSNLEU, NFTE)

Not agreed considering the present financial condition of BSNL. However, the rates of Kit Money/Tracksuit/Blazer for participation in National/National level Tournaments have already been increased vide compendium dated 20.12.22:

- (a) Kit money to Players Rs 4500/- (from Rs 4000/-)
- (b) Tracksuit to players & coaches (once in 3 years) Rs. 1500/- (from 1000/)
- (c) Blazers to managers (once in 5 years) Rs. 3000/- (from 2000/-)

ITEM -VI

Enhancement of the TA/DA, entitled for the sports personnel, participating in the Sports Meet.

(BSNLEU, AIGETOA, Karnataka)

Not agreed considering the present financial condition of BSNL. However, the minimum DA for Players, Artists, Manager, Coach, technical officials and Observer has already been increased to Rs. 200/- (from previous amount of Rs 120/-) and AC-III tier fare for train journey vide compendium dated 20.12.22 .

ITEM -VII

Sports recruited players should be posted at their Headquarters, where training/practice facilities are available. Fresh letter on this may be issued & circulated.

(BSNLEU, Karnataka)

In this regard, guidelines already issued vide OM 27-6/2003-BSNL(Sports) dated 24.12.2003 is still applicable and are also being followed.

ITEM -VIII

Sports time off is not being given uniformly. Fresh letter on this may be issued & circulated.

(BSNLEU, Karnataka)

Earlier, due to multiplicity of letters and instructions on the subject, there were confusions in circles. Now BSNL Sports compendium has been issued on 20th Dec, 2022 in which guidelines have been consolidated and mentioned clearly. There should not be any confusion anymore.

ITEM -IX

Pending cases of Special Sports increment and career progression may be settled without further delay.

(BSNLEU, Assam)

The Career Progression Cases are already dealt at Item No III above. Regarding cases for Special Sports increment, it was decided that applications shall be called from circles for eligibility up to Dec 2022 and shall be processed in time bound manner. It has been directed by the competent authority that all the cases for grant of Special Sports Increment to sportspersons in BSNL shall be governed by the rules/guidelines in force at the time of deciding the cases i.e. rules/guidelines issued vide Admin Section letter dated 20.12.2022.

ITEM -X

Facilities should be extended to the coaches & officials of BSNL, who are selected for State, National & International meets.

(BSNLEU)

As per guidelines, on duty / special casual leave facility is being extended to all sportspersons selected for participation in National/International tournaments. All the cases received at BSNL CO are processed promptly. Even the cases which are received after start of the event or after conclusion of the event, are processed and post facto approvals are conveyed.

ITEM -XI

BSNL retired qualified Umpires/Referees may be utilized in All India meet to curtail cost.

(BSNLEU)

BSNL retired qualified Umpires / Referees are being utilized in All India BSNL Meet, as per the requirement.

ITEM -XII

Many sports recruited person have already left the BSNL so all the backlog vacancy of the sports person must be filled immediately.

(NFTE, Assam, AIGETOA)

Not agreed considering the present situation of BSNL. BSNL had offered VRS scheme in the year 2020 to reduce employee strength and curtail the financial burden. So, it will not be possible to go for recruitment at this stage.

ITEM -XIII

Filling up the post of sports inspector at circle level in light of guideline issued by the corporate office.

(NFTE)

Instruction has already been issued by BSNL CO vide OM No. 36-6/2018-BSNL(Sports) dated 14.9.2018 wherein it is mentioned that "the Circles in which Sports Inspector is not available, they can post Senior Sports Assistant on officiating basis without any monetary benefit for smooth functioning of Circles Sports and Cultural Board. In the absence of Senior Sports Assistant, Sports Assistant will look after the charge."

ITEM -XIV

The selection of team, coach & Manager of these events should be made more transparent and wide publicity should be given to include all genuine sports persons and officials available in the department irrespective of their position and posting.

(AIGETOA)

The selection of Team, coach & manager of BSNL Teams is being done in very transparent manner keeping in view performance, qualification and merit of the sportsperson.

ITEM -XV

Many times services of Sports person/ Technical delegate/Coach/Manager is to be called by the various sports federation for rendering their service in various National/International Tournaments in all such cases permission must be given well in advance as per the existing DOPT guidelines.

(AIGETOA)

Permissions are being given to all sportspersons selected for participation in National/International tournaments etc. as per guidelines issued by BSNL. All the cases received at BSNL CO are processed promptly. Even the cases which are received after start of the event or after conclusion of the event are processed and post facto approvals are conveyed.

ITEM -XVI

The team representing the BSNL at National/National level tournament, the selection of Coach should not be from the team players as it will directly affecting and hampering the performance of the player. Two distinct positions of coach and manager must be accompanying the BSNL team.

(AIGETOA)

Generally it is being followed. However, due to non-availability of suitable coach and objective criteria for selection of managers, in some cases duty of coach/manager is being assigned to suitable players of the team. It is informed that applications have already been called for from BSNL Circles for empanelment of Coaches.

A. S. W. S.
14.08.18

ITEM -XVII

It is seen some times that the specific sports guideline is not available with us, so in all such cases DOPT guidelines on sports must be followed in true spirit.

(AIGETOA)

BSNL has framed its own rules and guidelines for sports and sportspersons. As such, it will not be prudent to follow the guidelines issued by any other departments/organization. However, if any DoPT guidelines on sports is to be incorporated in BSNL, the same may be deliberated in Sports and Cultural board and recommended for approval of the competent authority.

ITEM -XVIII

In the Composition of Circle Sports and cultural Board the inclusion of member from recognized representative association is missing. Kindly make changes and inclusion in the composition of Circle Sports and cultural Board.

(AIGETOA)

Agreed. In the Composition of Circle Sports and Cultural Board, the member from recognized representative association may be included.

ITEM -XIX

The earlier sports compendium issued by the BSNLCO vide letter 27-1/2014-BSNL(S) dated 13.06.2014 is collection of various orders issued and minutes of previously held BSNL sports and cultural board meeting, but in the new sports compendium issued vide letter 27-1/2022-BSNL(S) dated 20.12.2022 modified/alterd the previous issued orders and minutes of previously held BSNL sports and cultural board meeting on their own without any consultation with the recognized representative association or even without convening the sports board meeting which never happened before in the history of BSNL.

While going through the new sports compendium it is found that most of the sports orders and regulations were paradigm in context to what presently it is.

(AIGETOA)

It is informed that the sports compendium has been prepared on the recommendation of the committee of senior officers and with the approval of CMD, BSNL. However, Director (HR) agreed to discuss the sports compendium matter with CMD & Chairman BSNL Sports & Cultural Board. Further, if there is any typographical error in the compendium or any rule is missing, the same may be brought out and admin cell shall rectify the mistake accordingly.

A. S. S.
14.07.23

ITEM -XX

Increase the rate of light refreshment for opening and closing ceremonies @ Rs. 24/- per person for All India BSNL Tournament. Further rates of breakfast/lunch/diner etc should also be enhanced.

(All Circle who are hosting AIBSNL Tournament)


After detailed discussion, it was agreed to revise the norms for sanction of Sports Grants for AIBSNL Tournament/Meets for the following items:-

| S.No. | Item | Existing Rate | Revised Rate |
|-------|------------------------|--|--|
| I. | Light Refreshment | For opening and closing ceremonies @ Rs. 24/- per person for participants plus guest up to 100. | For opening and closing ceremonies @ Rs. 50/- per person for participants plus guest up to 100. |
| II. | Mementoes | Not exceeding Rs. 240/- per piece for participants plus guest up to 100. | Not exceeding Rs. 300/- per piece for participants plus guest up to 100. |
| III. | Trophies/ Prizes | Rs. 24,000/- (Rs.9,000/- for trophies & Rs. 15,000/- for prizes) | Rs. 30,000/- (Rs.12,000/- for trophies & Rs. 18,000/- for prizes) |
| IV. | Break fast | Rs. 75/- per person per day for tournament days for participants plus organizers up to 50, if demanded. | Rs. 100/- per person per day for tournament days for participants plus organizers up to 50, if demanded. |
| V. | Lunch | Rs. 125/- per person per day for tournament days for participants plus organizers up to 50, if demanded. | Rs. 150/- per person per day for tournament days for participants plus organizers up to 50, if demanded. |
| VI. | Miscellaneous Expenses | Rs. 30,000/- | Rs. 40,000/- |

9. Shri Arvind Vadnerkar, Director (HR) in his address welcomed all the participants and stated that he is very happy to be a part of this meeting. He emphasized that sports activities help in brand building and marketing of the organization. With this intent, recruitment of sportspersons was done in BSNL. Acknowledging the concerns of Union/Association representatives, he stated that since the compendium is already approved by the CMD & Chairman BSNL Sports & Cultural Board, he will discuss the matter with him. Regarding recruitment of sportspersons in BSNL, he said that it does not appear feasible as of now. However, situation may change once we start earning profit and then we may recruit new players. Till that time, we have to keep playing the sports with the available players and resources. In the end, he thanked the members of the Board for a very interactive and fruitful discussion.

10. The meeting ended with a vote of thanks to the Vice-Chairman and other participants by Shri Mayank Mishra, Addl. GM(WL & Sports) and Secretary BSNL Sports & Cultural Board.

This is issued with the approval of the CMD BSNL and Chairman BSNL Sports & Cultural Board.


14.09.2013
(Mayank Mishra)
Addl. GM(WL & Sports) &
Secretary,
BSNL Sports & Cultural Board

To

1. The CMD and Chairman, BSNL Sports & Cultural Board.
2. The Director (HR) and Vice-Chairman, BSNL Sports & Cultural Board.
3. The Director (Finance) and Member, BSNL Sports & Cultural Board
4. The PGM (Admn. & PR) and Member, BSNL Sports & Cultural Board
5. All Heads of BSNL Circles & President, BSNL Circle Sports & Cultural Board.
6. All Heads of BAs/Telecom Districts/Administrative Offices.
7. All Secretaries of BSNL Circle Sports & Cultural Boards.
8. All participants of 12th meeting of BSNL Circle Sports & Cultural Board.
9. General Secretary, BSNLEU.
10. General Secretary, NFTE.
11. General Secretary, AIGETOA.
12. General Secretary, SNEA.
13. General Secretary, SEWA.
14. Guard file.

**List of participants of the 12th Meeting of BSNL Sports & Cultural Board
held on 19.04.2023**

The following participants attended the 12th Meeting of BSNL Sports & Cultural Board held at 9th floor Conference Hall, Bharat Sanchar Baan, Janpath, New Delhi on 19.04.2023.

1. Shri Arvind Vadnerkar, Dir (HR), BSNL - Vice Chairman
2. Shri Sunil Kumar, PGM (IA), BSNLCO, ND - Member
3. Shri Shambhu Prasad Singh, GM (Admn), BSNLCO, ND - Member
4. Shri Mayank Mishra, Addl.GM (WL &S), BSNLCO, ND - Secretary
5. Shri Rajiv Kumar Sharma, DGM(Admn. & PR), BSNLCO, ND.
6. Shri Sadeep Kapoor, AGM(WL&Sports), BSNLCO, ND
7. Shri Lalan Sah, DM (Sports), BSNLCO, ND - Joint Secretary
8. Shri Manoj Kumar Jha, DM(Fin)-Treasurer
9. Ms. Manali Sinha, Sports Inspector, BSNL CS&CB Assam. - Member
10. Shri D.C.Pradhan, DGM(EB-NB), BSNL CS&CB, Odisha. - Member
11. Shri S.L.Gautam, SDE(WL&Sports), BSNL CS&CB, HP - Member
12. Shri K. Krishan Kumar, AOS, BSNL CS&CB, Kerala. - Member
13. Shri M.N.Dhandapani, SDE (Welfare), CS&CB Chennai TD - Member
14. Shri N.P.Patel, AOS(G) BSNL CS&CB, Gujarat. - Member
15. Shri Raju V.Polsane, AOS, BSNL CS&CB, Maharashtra. - Member
16. Shri John Verghese, Office Suptd. (P), Aurangabad, MH (BSNLEU)-Member
17. Shri Vikram Kumar, TT, Bihar (NFTE) -Member
18. Shri Bhanu Pratap, SDE, Uttarakhand, (AIGETOA) -Member.
19. Shri Satyaveer Singh, CNTx-North, (SEWA) -Member.
20. Shri Arvind Pal Dahiya, BSNLCO, (SNEA) - Special invitee
21. Shri Amit Kumar, DGM (EF)- Special invitee
22. Shri Anand Verma, AGM(EF)- Special invitee
23. Shri Anant Kumar, DM(Welfare), BSNLCO, ND.
24. Shri Satish Chanra Diwaker, AM (Sports), BSNLCO, ND

Arvind
14.04.2023