

Brief 34th national Council

The 34th national council was held under the chairmanship of Director (HR) Smt. Sujata Ray. Shri Shamim Aktar PGM (SR) delivered his welcome address. Director (HR) has given her initial remarks about the company's condition and TUs efforts like SWAS and she assured that short term aspirations and long term like Pay revision should have some balance. We are turning round but it should be on actual basis not on any notional understanding. She is open for any free and frank discussion. The Staff side Leader com Islam addressed and focused all the issues that need immediate attention of the management to make the work force cheer.

He assured that the workforce is ready to do their maximum if materials are supplied. Even the flood affected TN and J&K the need is felt. Issues like, Adhoc PLI, HRA on 78.2%, Superannuation benefit for DR employees, designation change order, one increment for the left out Cadres, Periodical year wise examinations, allowing Ex service man to get his JTO post, option of trained RMs to become TMs, Shortage in A&N,, placing temporarily placed LM to avoid recovery and pension reduction, protecting atleast loss of those who got NEPP at their stagnation stage and issues of NEPP all focused as initial remarks. Director (HR) replied back by explaining the efforts taken on all these issues.

Brief of the discussed items is given below.

1. **Payment of Allowances on 78.2%:-** Management has replied that initiative is on to start with some small allowances but we insisted that all the allowances like HRA, professional upgradation, MR for O/D should be considered. Management agreed to look into the issue.
2. **GPF:-** Management has expressed its difficulties of cash flow and getting bank loan on 10 % interest and paying GPF. We opposed any move to handover GPF to DOT. Mangement replied that efforts are on to get back holdings of GPF from DOT.
3. **Cable damage:-** management has replied what are the usual steps normally taken for protecting damages. But we insisted that care should be taken like filing FIR and finding technological mechanism to protect our cable properties.
4. **4G Roll out:-** management has replied that at Chandigarh the roll out initiated on 2500 mhz. we insisted that those prime states like AP,TN, Gujarat, Maharashtra etc where 2500 mhz is not available , we should find some alternatives. Management assured that 4 G market will be taken care of.

5. **HRA on 78.2%** :- management replied that it is under active consideration.
6. **Skill Development:-** Management has explained that as per Govt initiative 15000 employees from 7 circles like AP, TN etc have been identified for skill development. Regarding in house training broad guidelines will be issued shortly.
7. **Rule 8 Transfers:-** Orders and guidelines issued.
8. **Designation change for the cadres of Civil/Electrical/TF etc :-** This will be taken in a phased manner after the approval of Board for TTA/Sr. TOA/Tm/RM obtained.
9. **Union Facilities:-** Guidelines will be issued regarding Telephone and other infrastructure facilities shortly.
10. **JTO RR allowing all Non Executives:-** Staff side insisted that all the eligible Non-Executives should be permitted to JTO LICE. Management reiterated the RR position. After some discussion, Management expressed that it is possible to examine the issue similar to eligibility condition of JAO.
11. **Higher level Type Quarters:-** The issue will be examined by the SR branch.
12. **NEPP Pay benefit for those getting lower scale post based promotion from higher scale NEPP positions:-** Management replied that the case is not justified.
13. **Improvement required in NEPP:-** Management replied that no justification for further improvement. We insisted that atleast the flaws like delinking post based from NEPP, SC/ST concession in qualifying years, Reduction of pay scale from 7100 to 6550 and discrimination of Direct Recruited from 8 years to 4 and 7 years should be rectified. Management demanded separate note may be given to consider the issues.
14. **IDA merger and wage Revision:-** though we have referred DOPE orders that initiative on Wage revision is possible, management is reluctant quoting that it is waiting for 3rd PRC notification from DPE.
