



BSNL

Phone: Off. 23353245, 23316656, 23315677
Resi. 25706166, Fax : 011-23351877
General Secretary Mob.:9431000525, 9868256622

E-mail : csingh465@gmail.com
Website: www.nftechq.co.in

NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

Dated:-10-05-2024

TF-4/6

To,
Director (HR)
BSNL, New Delhi

Subject:- Request for grant of scheduled meeting to union - reg.

Respected Sir,

We are enclosing herewith a list containing staff grievances which are awaiting settlement for a very long period. Necessary notes on all items have been incorporated.

We request you to please grant formal meeting to NFTE(BSNL) at the earliest for settlement and to maintain harmonious relation between workforce and management.

There is enormous resentment and heart burning amongst employees.

With regards,

Yours sincerely


(Chandeshwar Singh)
General Secretary

Copy to:-PGM (SR), BSNL, New Delhi for arranging early meeting.

Items of agenda for formal meeting:-

1. Review of sanctioned posts of Circles-

Sequel to VRS-2019 non-executive posts including JTO cadre were reduced in the Circles without evolving norms etc. Even size of the Circles and workforce available in the circles were not taken into consideration. This resulted surplus situation causing stoppage of promotional prospects. Factually strength was fixed arbitrarily. The matter has been referred to BSNL HQR. Vide our Nos. TF-58 dated 08.09.2023 and TF-58 dated 22.04.2024 and formally discussed also with the Director (HR) in a scheduled meeting. There has been no progress till date. We are sad to record that the issue is pending and rolling between BSNL HQR. and Circle Offices due to non-receipt of concerned data's.

Therefore, it is urged that needful be done on priority basis to end the surplus condition and our submission submitted in the representations may be kept in view.

2. Restoration of grant of Festival Advance to employees-

An amount of Rs. 5,000/- was being granted as Festival Advance. This was stopped during financial crunch in the PSU. Now, DoT vide No. 6-22(01)/2020-PA dated 05.11.2023 has enhanced it to Rs. 10,000/-

This issue has been referred to BSNL HQR. in our Nos. TF-38, dated 21.10.2023 and TF-8/6 dated 24.04.2024.

Kindly consider to restore the recoverable advance on important festivals.

3. New Promotion Policy for non-executives-

Presently employees are stagnating in their present scales. The NEPP is outlived and discriminatory. Various communications have been submitted to BSNL Hqr. as well as our discussion in NC be referred to.

It is very strongly demanded that new promotion policy be evolved as per promises made to us.

4. Upgradation of CSS Staff-

The erstwhile DoT CSS staff are also stagnation akin to field staff. The following demand is referred and discussed also with the PGM (Pers.).

There are 6 stagnating LDC officials out of these two can be promoted to UDC cadre against two vacancies as per procedure in vogue. Similarly UDCs can be up-gradated to AM Post.

The issue has been represented to BSNL Corporate Office vide union letter no. TF-9/1(h) dated 25.04.2024. Kindly cause settlement.

5. Non-settlement of PO cases-

The matter has been referred and discussed on many occasions. It is regretted that settlement is delayed due to obvious factors. In this connection union letter no. TF 2/4 dated 23.04.2024 be referred to. The circles are not receptive and not submitting information.

6. Formation of New Circle "BBNW" with Hqr at Bangalore -

In this regard BSNL CO - A-A/16(13)/1/2020-Estt B dated 20.01.2022 and BBNW No. BG/BBNW/Admin/Vol - II/2023-24/76 dated 15.05.2023 be referred to. Till date the cadre controlling authority has not been spelt out in respect of non-executive employees. Our letter No. TF 63 dated --04-2024 be referred to.

7. Employees receiving wages in ERP -

All employees receiving wages through ERP system be treated as regular employees. Such staff are anxious to join unions as per their option.

It is demanded that this category of officials be allowed to opt to subscribe to unions as per their options for redressal of their grievances.

8. Empanelment of cashless payment for Indoor treatment -

The facility is completely stopped due to non-payment by BSNL. It is urged that the cashless facility be restored and hospitals be empanelled. Instructions be issued to CGMs in this regard.

9. Promotion through LICES -

In post VRS period vacancies in the cadres of JTO/JE/TT have been reduced due to restructuring. This has resulted in "NIL" vacancy in TT cadre in earlier SSAs (now OAs) due to which assistant Telecom Assistants have no opportunity for promotion to that cadre. The following demands / suggestions be considered.

- (a) The LICE be held to the cadre of T.T. on the basis of total vacancies of the BAs. The successful candidates be sent for raining on the basis of merit and option. Posting be done after training as per their options and position in the list.
- (b) There are vacancies in Sr. TOA cadre which can be filled up by such candidates who possess Intermediate / Graduate degree after a test.
- (c) Similarly, the Telecom Technicians be also considered for promotion to Sr. TOA cadre.
- (d) Most of the circles have been declared as surplus circle for the Cadre of JTO, JE & TT, hence the employees working in those circles will never get chance to get promotion through LICE. It is requested to search and apply some mechanism to save the carrier of such employees.

10. Non-functioning of councils at all levels -

It is fact that in post VRS period the functioning of councils have almost stopped. Steps are needed to ensure the functioning at 3 levels viz. All India, Circle and OA/BA levels.

11. Hardships to employees in transfer -

Due to revision in transfer policy considerable hardships are being faced by employees. The following points are submitted to obviate the same.

- (I) The employees seeking Rule 8 transfer to join their spouses who are serving in Govt. PSU and bodies be considered even for circles where surplus situation exists. Necessary relaxation be accorded in this respect and service period be also relaxed if required. Everyone will agree that couples should live together.
- (II) Mutual exchanges be sanctioned and service period restriction should not be imposed. Necessary relaxation be made in this regard also.
- (III) Rule 9 transfer be acceded to for prescribed period as per existing orders for surplus circles also.
- (IV) The officials seeking transfer to deficit circles be acceded to expeditiously.

12. Coverage of Dot recruits transferred to BSNL under NPS/New OPS etc. -

A sizeable number of officials were recruited by DoT as per Gol orders. These were imparted training by DoT and as such entitled for all benefits available to Central Govt. employees. However sequel to completion of training of such officials they were transferred to BSNL without option. Factually, these were entitled to NPS as per Gol orders enforced during the period. This was denied by DoT wrongly. Due to erroneous orders of DoT they are now deprived of OPS also as per DoP PW, OM dated 03.03.2023. In the process they have been denied NPS/OPS both.

Therefore, it is urged that matter be taken up with the DoT to take option from this category of staff for NPS/OPS or absorption in BSNL be considered in Rule 37A. The status of employees recruited by DoT cannot be changed arbitrarily.

13. Problems / Grievances of TSMs /Casual Labourers -

- (I) The wages of TSMs and other Casual labours including listed should be paid as per CDA Pay Scales.

The TSMs wage revision is due from 01.01.2016. Till date it has not been done as per formula evolved by BSNL HQR.

- (II) The TSMs etc. are entitled to contribute in GPF. This has been surprisingly discontinued in NE-2 Circle at Dimapur BA. The wrong done be rectified.

14. Lifting of ban on compassionate ground recruitment.
