

On the HR concerns of BSNL executives, the CMD addressed the following points in response during a meeting with all associations and unions of the Gujarat Circle in Ahmedabad on February 3, 2024. The various categorical statements of CMD BSNL & The discussion with CMD BSNL consisting of following points:

1.*Long Stay Circle Transfers:* CMD has confirmed that long stay circle transfers will be ongoing and there are no plans to discontinue them. Individuals can now plan and obtain their desired circle through the OTP application. Furthermore, there is no specific tenure definition, so those who wish to transfer to parent circle can do so through OTP. However, for those who prefer a tenure circle, tenure option is available.

2.*3rd PRC:* Achieving PRC (Pay Revision Committee) is contingent upon a political decision only. Currently, there are four companies under the jurisdiction of communication ministry namely ITI, MTNL, BSNL, and BBNL, that do not have the third PRC. Hence it will be difficult to single out only BSNL for this benefit.

3.*Old Pension Scheme:* According to the Department of Pension and Pensioner Welfare, it is not possible to opt for the OPS (Old Pension Scheme) if you were hired by BSNL (Bharat Sanchar Nigam Limited) after October 1, 2000. BSNL management is helpless in this.

4.*SAB Contribution enhancement:* BSNL allocates a significantly higher amount, thirty percent times more specifically, towards BR compared to DOT absorbees. *(Totally neglecting difference between defined contribution & defined benefits)*

5.*Promotions:* CMD responded by stating that promotions were granted in cases where there were no legal obstacles. Additionally, future promotions will only occur if there are no pending legal issues.

6.*Increase in Sanctioned Strength:* According to CMD, the sanctioned strength cannot be increased under any circumstances, even the current strength is double ie 60k instead of 30k. However, he said that instead it is possible for the sanctioned strength to be reduced further by 25% due to the diminishing copper network.

7.*Management Trainees:* The plan of CMD is to groom MTs as OA heads. They will be posted in different circles.

8.*Death Relief Fund:* The CMD explicitly stated that he can provide a Death relief fund if both the management and employees contribute equally, each contributing 50%. (A big deviation from his assurance given during the tenure of previous MA)

9.*Other Points:*

a.*2nd VRS in BSNL:* There is no plan for a VRS.

b.*4G Roll-out:* The anticipated completion of the 4G rollout is expected to be at the

end on of December. However, there has been a delay in the process due to the implementation of indigenous technology.

c.*March '24 LICE Exam dates:* The March '24 schedule for LICE has been determined based on the dates provided by IIT Guwahati. The upcoming examination for vacancy Yr '23 will take place before the month of December '24.

d.*Compensation Ground Appointments*: CMD denied to give any appointment based on compensation grounds but can extend help to families through agreed DRF only.

e.*GTI enhancement of Non-Executives:* Readily agreed as contributed by employees

f. *SEWA* representatives requested for separate recognition, but CMD responded by stating that SEWA is not an association, but rather a welfare organization according to guidelines of DOPT & DPE for recognition of service association. Therefore, recognition on the same level as elected associations, both majority and support associations, cannot be extended

g. *BA formation* only when revenue is more than Rs. 30Cr

h.*Non-Executive stagnation:* Non-executive employee promoted from NE1 to NE6, they reach a point of stagnation. If a non-executive employee is given financial upgradation at par as an executive for 5 years, then promotions are to be made on NE4.

I.*Power Plants*: New Power Plant purchase is under process. Now onwards centralized Power plant repairs from OEM vendors only, power for local repairs is withdrawn, order in day or two.
