

# TELECOM

**Organ of National Federation of Telecom Employees (BSNL)**

(Regd. No. 4906 dated : 17.9.2001)

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## EDITORIAL

### “BSNL Has got No Autonomy”

The Giant Telecom PSU, Bharat Sanchar Nigam Limited, was formed on 1st October, 2000 with enormous fan fare to compete with the private Cos in order to provide Telecom Services to public on affordable price. It started functioning in very right direction resulting in remarkable reduction in tariff of mobile services and the public were saved from exploitation if not “Loot” from the private operators. The PSU earned huge profits as well as reserved resources within short period. But alas! The political masters as well as the owner, DOT, could not digest and started squeezing the money of the entity. Policy decisions and concessions were changed and reversed to please to private companies at the cost of BSNL.

Six months back very pious and pleasant declarations were made outside and even in parliament to extend financial help to BSNL. But apparently the DOT is not in hurry to act on those declarations. The declarations remain as usual obviously for public consumption. Of course the DoT is interested and in hurry to create unrest amongst the work force to destroy the company as early as possible.

The memorandum of understanding signed between DOT and BSNL at the time of its formation speaks that the Company will enjoy the freedom to work and function and is free to evolve its own rules including relating to its employees. The DOT is now not only pressurizing the company in its functioning but interfering in humane resource matters also.

The BSNL Board consist of DOT representatives besides working Directors of the company. There are many matters particularly of non-executive employees which are pending in Board for

approval for long period. The JTO recruitment Rule has been reframed in consultation with the recognized unions and after clearance from the Management it went to Board second time for approval. The Board met on 9th December but the DOT officers objected in the name of “HR Plan”. Similar is the fate of JAO recruitment Rule in which five years service condition has been proposed for departmental candidates in the analogy of JTO. The creation and approval of E-1 scale is also pending in board for last two years.

It is amusing that in the meeting the Government nominees blamed the BSNL authorities for acting on the pressure of the unions. It is ridiculous and ludicrous as HR issues are discussed and deliberated in the National Council without pressure from either side. The Telecom Staff fully understand the game plan of DOT as well as their evil designs. They know that unrest is bound to develop if reasonable demands and claims are unsettled. It is now widely know that it is DOT which is presently creating hurdles in settlement of the issues apparently to disturb Industrial relation in the PSU.

It is high time that the DOT desists from unholy acts and allow BSNL to function smoothly. After all the BSNL belongs to public and same should not be treated as “keep” of the administrative ministry. The company should enjoy the autonomy to function as incorporated in the MOU at the time of formation of the entity. The MOU speaks also that the “personnel administration of the staff, workmen employees being transferred to BSNL” and it is at liberty to employ or engage any further staff, workmen and other employees on such terms and conditions as evolved by BSNL.

**MERRY CHRISTMAS & HAPPY NEW YEAR 2015 GREETINGS**

# SAVE BSNL – SAVE NATION

## Memorandum to the Prime Minister

Respected Sir,

As you are well aware, the telecom PSU, BSNL, is in serious financial crisis with posting of loss for the last consecutive four years. It's market share has reached a low 10% and expansion and development slowed due to lack of mobile and other equipment urgently required.

It was assured at the time of formation of BSNL that the govt. will provide financial assistance to the new entity through Access Deficit Charge (ADC) collected from private companies, reimbursement of licence fee paid by BSNL to government and liberal subsidy from Universal Service Obligation Fund (USOF). But, unfortunately, all these are either fully stopped or reduced. At the same time, all the cash balance of BSNL coming to about Rs.40,000 crore has been taken by the government through spectrum charges (Rs.18,500 crore) notional loan (Rs.7500 crore and interest at 14.5%), licence fee etc. etc. As such BSNL, which had an accumulated profit of about Rs.45,000 crores for the first five years and was paying good dividends to government is now in an accumulated loss of around Rs.28,000 crore for the last four years. As a result, Bonus and many social security benefits like Medical Allowance, LTC are either stopped or curtailed.

The employees and their unions in BSNL together have been making all out efforts to improve the services to the people. But due to the shortage of equipment and anti-PSU and pro-private policies of the consecutive governments, revival is facing serious hurdles.

In order to save BSNL from the present financial crisis and also to provide a better service to the people, we submit the following for your kind considera-

tion and necessary action. Charter of Demands:

1) Filling up the posts of CMD/BSNL and Director(Finance) and DIR(HR) of BSNL Board, which are vacant for months.

2) Stop formation of subsidiary companies of BSNL. BSNL should be merged with BSNL.

3) Sufficient compensation for loss on landlines for rural / remote area service.

4) Procurement of equipment for development, expansion and better service with more focus on laying of optical fibre cables to strengthen the transmission network.

5) Transfer of Assets to BSNL from DoT.

6) Drop proposal for Merger of BSNL and MTNL.

7) Free allotment of spectrum to BSNL.

8) Provide financial assistance to BSNL to expand network.

9) BSNL should provide 4G services.

10) Refund of Rs. 6000 crore BWA spectrum charges to BSNL by the Govt. for the spectrum surrendered by BSNL and installation of more towers.

11) Fresh Recruitment of Staff.

12) BSNL service to be mandatory to Central Government, State Government and PSUs.

Yours faithfully,

No.	Name	Station	Designation	Signature

### District Conference and Seminar at Jaipur (Rajasthan Units)

On the occasion of district conference of NFTE (BSNL) Jaipur SSA (Rajasthan) a seminar was organized on the subject "Role of workers in development of BSNL". The seminar was presided over by Com. K.L.Shrama and addressed by Com. C.Singh-G.S, Shri N.K.Singh, PGMT-Jaipur, Shri G.P.Verma-Sr.G.M Finance-Jaipur, Com. R.G.Dixit-Circle Secretary Rajasthan. The subject was placed by Com. B.D.Sharma District Secretary, Jaipur, G.S. Explained the situation under which BSNL has lost a lot but he added that if all the workforce will come forward to face the challenge and work hard with available infrastructure and materials. The BSNL can again over come the crisis. The Seminar ended with National anthem song by the gathering.

Last in a delegates session Com. B.D. Sharma, Com. Rati Ram Meena, Com. S.K. Mishra were elected as President, District Secretary and treasurer respectively.

## NEWS - VIEWS

### Memorandum to Prime Minister

The draft is published at page 2 of the journal. Take out copies and make sincere and continuous efforts to get these signed by public etc. and despatch the same to PM.

### Selection of Director (Enterprise) and (Finance)

Shri N.K.Mehta, ED (IT) BSNL, has been selected as Director (Enterprise) Ms Yojana Das, GM (F) at BSNL HQR is selected for Director (F) post.

### Board Meeting on 9th Dec.

HR issues including revised R/R of JTO, JAO etc. could not get approval from BSNL Board due to objection of Govt. nominees. The Govt. DoT, want HR plan of BSNL.

### PLI Committee Meeting

The Committee met on 9th December and after deliberations the management side agreed to provide previous three years figures to staff side to evolve the formula. Com. Islam participated in the meeting. The Committee will meet again on 27th January 2015.

### Designation Committee meeting

The meeting took place on 10th December. Comrades C. Singh, GS and Mahabir Singh attended the meeting from union side. Agreement could not be reached on designation proposals. The Committee will meet again on 9th January 2015.

### Amendments to the union Constitution approved by Dy Registrar Trade unions

The amendments adopted in all India conference have been registered and same have been submitted to the "SR Cell" of BSNL HQR. The monthly subscription will be Rs. 25/- per month and its distributed will be as Below: CHQ=Rs.6.00, circle= Rs.9.00, District = Rs.10/- including Rs.4.00 of branch union per member.

### PF Interest

It is increased from 8.50% to 8.75%.

### ERP presentation

GS attended ERP presentation on 23 December.

### Superannuation benefits

Management on 22-12-2014 proposed for 3% superannuation contribution for D.R. staff pensionary benefits. Atleast a year will now be consumed for

evolving the rules for pensionary benefits to BSNL recruited staff.

### ERP implementation in six circles and proposal for consolidation of small SSAs with nearly GM headed SSA

The ERP implementation is being planned in six circles viz UP (E), UP (W), Odisha, Jharkhand, Chhattisgarh and MP.

\* Small SSAs will part of GM (headed) SSAs which will be called business area area.

\* HR, Finance, planning and procurement matter to be handled at Business Area/Circle.

\* TDM/TDEs of merged SSA will be responsible for network O and M, customer services and sales

\* Transfer liability of SSA cadre staff will remain unchanged even after consolidation of SSAs into Business area.

\* GM of Business Area will be overall responsible for the business

\* GM will be responsible for sales, marketing, customer services, network expansion, upgradation and Mtce etc. of entire business.

### District Conference at Moradabad

The Conference was held on 16th December under the chairmanship of Com Jabbar Khan, Vice president of CHQ. The Sr. GM, Dy. GMs attended the Conference. Comrade Islam and Saini, Circle Secy. addressed the open session.

Comrades Mukhram Tyagi, Firoz Khan and Prem Singh have been elected as president, Secy and Treasurer respectively for circulation.

### Change in DOB

Alteration in DOB can be only within 5 years of service after joining the Govt. Job.

### JAO II 2012

The Candidate who answered questions in Hindi after opting English and if question have not been evaluated they may prefer applications to CMD BSNL through proper channel immediately for remedial action.

### Issue of medicines

Unlisted can be issued as per approval rates by AHMS/G.B. Pant Hospital as per Ministry of health Letter No 2-2/2014/CGHS (HQ)/PPTY/CGHS(P) Dated 23-12-2014.

# Items for discussion in the 32nd Meeting of National Council submitted

**Letter No: National Council/204 Dated 08.12.2014 from Secy. (Staff Side) NC to BSNL**

I am submitting here with items for discussion in the 32nd meeting of the National Council. I request you to kindly arrange to hold the meeting of the National Council at the earliest. I wish to bring to your kind notice that it was decided in the last meeting of the National Council, that the next meeting would be held in December. I request you to kindly implement this decision.

## Items for discussion in the 32nd National Council meeting

**1) Restoration of the facility of relaxed standards in departmental competitive examinations - the case of Scheduled Caste/Tribe candidates, for the exams conducted / results declared between 22.07.1997 and 08.09.2000.**

The facility of relaxed standards in departmental competitive examinations had been extended to the employees belonging to Scheduled castes/Tribes, vide Department of Personnel O.M. No. 8/12/69-Estt. (SCT) dated 23.12.1970 (1970 O.M). This facility was withdrawn vide O.M. No.36012/23/96-Estt.(res.) dated 22.7.1997. However, this facility was again restored after the Eighty Second Amendment to the Constitution. Nevertheless, the Scheduled castes/Tribes candidates who appeared in the examinations, or whose result, were declared between 22.07.1997 and 8.9.2000, were deprived of this facility. Some of the candidates belonging to these categories filed an appeal in the Hon'ble Supreme Court of India, against the O.M of 1997 in question, vide appeal No's 6046-6047 of 2004. A Constitutional Bench of five judges, headed by Shri R.M Lodha Chief Justice, has ordered on 15-07-2014, that the O.M. No.36012/23/96- Estt. (res) dated 22.7.1997 as illegal. The respondents have been directed to modify the results. In respect of the BSNL employees also, who had appeared in Departmental Promotional exams/results declared, in the DoT, between 22.07.1997 and 08.09.2000, the benefit of the judgement of the Hon'ble Supreme Court, in the aforementioned case may be implemented.

**2) Pension to DOT absorbed employees vis-à-vis withdrawal of DOT orders contained in letter No.-1-45/2003-B, dt-15th June, 2006.**

At the time of corporatarisation of Telecom ser-

vices the Govt. of India took Cabinet decision for payment of Govt. pension to the DOT absorbed employees. It guaranteed pension distribution form the consolidated fund of India. Accordingly, Rule 37A of pension was framed will be from the CFI. The DOT in letter No.-16-27/200/dt-29-06-2001 also clarified and asserted that the payment of pension to the absorbed employees will be from the consolidated fund of India. The pension contribution to DOT/Govt. was to be paid by BSNL as per provisions of FR116 and FR117 as per instructions of DOT letter No.-7-1/2000/TA-1/7, 31-07-2002. The then Secretary DOT, Shri Nripendra Mishra, Vide Do letter No.-1-45/2003-B, dt-15-03-2005 again issued instructions and guidelines reguaranteeing the Govt. pension to absorbed employees and payment of contribution by BSNL as per FR116 and FR117. The above provision was changed vide DOT vide letter dated 15th June, 2006 linking and fixing ceiling of taxes received form BSNL/MTNL for payment of pension. This decision has been against all the past assurances and commitments of Govt. There is serious apprehensions and doubts amongst the employees that the Govt. is evading its responsibility for payment of pension. The representations and appeals to the DOT on the issue have not brought any result it may be stated that the insertion of 60% clause is being invoked every time by DOT to get assurances from BSNL whenever any financial improve-

**TELECOM**

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ment is extended to the employees. Very recently the DOT has communicated to DOE of MOF that the limit of 60% amount of pension expenditures is exceeding from year 2011 in pension expenditures. The clause, 60%, is seriously hampering the guarantee extended by GOI for payment of pension from CFI. The staff sides, therefore, demand that the Govt., DOT, should honour its commitments and assurances made in the past and withdraw the No.-1-45/2003-B, dt- 15-06-2006 and realize pension contribution also on actual pay akin to MTNL staff.

### **3) Reviewing of BSNLMRS.**

The Staff Side continues to get various complaints from field units, with regards to the inadequacies of the BSNLMRS. The most important complaint is that hospitals which offer good quality treatments are not coming forward to have tie-up with BSNL, since the rates of CGHS are very low. BSNL employees are getting reimbursement under BSNLMRS, as per CGHS rates. These rates are very low compared to the rates at which hospitals are offering treatment. The net result is that, our employees are being compelled to bear the remaining amount. In most of the cases, the CGHS rates are only 50% or even below, of the rates at which hospitals are offering treatment. Thus, the employees are getting burdened with the payment of huge amounts for undergoing medical treatment, despite the BSNLMRS being in vogue. It is also a fact that good quality hospitals are not prepared to have tie-up with BSNL, due to belated payment of bills by the latter. As a result, our employees are being compelled to undergo treatment in sub-standard hospitals. BSNL employees are experiencing extreme hardship in getting treatment under BSNLMRS. Hence, we strongly feel that time has come for reviewing BSNLMRS. Sometimes back, the option of implementing mediclaim scheme was also explored by a committee constituted for reviewing the BSNLMRS. We are of the opinion that such an option can once again be looked into. Hence, we suggest a Committee may be constituted for reviewing the BSNLMRS.

### **4) Presidential orders in respect of TSMs appointed as TM after 1st Sept, 2000 and Casual Labourers other than the TSMs regularized straight way as Regular Majdoors.**

Some Temporary status Majdoors after qualifying the requisite examination and completion of training have been appointed to the Cadre of Telecom Mechanic on or after 1st September, 2000. Such officials have been denied POS. Similarly, Casual labourers senior than the TSMs who have been regularized w.e.f.

01-10-2000 are denied PO as they were not awarded TSM status. The junior TSMs after regularization have been extended POs. This is neither fair nor justified. It is demanded that the above staff be considered for grant of PO and matter be taken up with the DOT.

### **5) Formation of Works Committees at the circle and All India levels.**

As per the demand of the Recognised Union, Works Committees are constituted at the SSA levels. However, the long pending demand of the union that Works Committees should be constituted at the circle and All India levels is yet to be implemented. There is an urgent need to improve the quality of BSNL's services, for which a close coordination between the Management and the employees is very essential at all levels. Works Committee is an ideal concept of involving the workers in providing services of good quality to the customers. It also provides ample opportunity for flow of information from the Management to the employees, which is very essential to create a sense of involvement and belongingness among the latter. In view of the foregoing, it is requested to form Works Committee at the circle and All India levels.

### **6) Settle the non-accrual of Stagnation Increment, as well as increment becoming due under NEPP.**

a) Vide clause No.6.2, the Wage Revision Agreement signed by the BSNL management on 7.5.2010 in case of non-executives, has assured to address the anomalies/aberrations arising out of the wage revision.

b) As per the clause 2.4.2 of the wage revision agreement, "Stagnation increment will be @3% of the revised basic pay and the non-executive will be allowed to draw maximum 3 stagnation increments, one increment after every two years upon reaching the maximum of the revised pay scales".

c) As per the clause 2.4.3 of the wage revision agreement, "On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs.10/- would be granted and pay fixed in the promoted pay scale".

d) Thus it is imperative to grant stagnation increment of 3% two years after reaching maximum of the pay scale and to grant 3% notional increment on promotion. But there are cases where the officials are losing both the stagnation increment and the promotion increment, even though they are eligible for both. A live case is given hereunder to illustrate this serious aberration:

Sri Mohammad Sarwar RM (HRMS No. 199303274) Hyderabad Telecom District (AP Circle) was appointed on 1.4.1993 and due for retirement on 31.1.2020. On 1.10.2000 his basic pay in NE-1 pay scale (4000-120-5800) was fixed at Rs. 4840. His date of increment was 1st January and on 1.1.2004 he was fixed at Rs. 5320. He was given NEPP-1 to NE-2 pay scale 4060-125-5935 and his pay in the NE-2 pay scale was fixed on the date of his next increment 1.1.2005, at Rs. 5560. On 1.1.2006, after drawal of annual increment, his basic pay was fixed at Rs. 5685/-. Due to wage revision, his basic pay was fixed at Rs. 13570/- in the revised NE-2 pay scale 7840-14700 on 1.1.2007(including increment on 1.1.2007). He reached maximum of the NE-2 pay scale Rs. 14700/- on 1.1.2010. He was due for one stagnation increment on 1.1.2012. With this stagnation increment his pay on 1.1.2012 should be Rs. 15150/-in the pay scale 7840-14700. But he was due for second NEPP in the next higher pay scale NE-3 (7900-14880) w.e.f 1.10.2011.

Accordingly he was given the said NEPP-2 promotion. He opted for pay fixation in the promoted NE-3 pay scale from the date of his next increment 1.1.2012. But on 1.1.2012 he was due for stagnation increment in the NE-2 pay scale and should be fixed at Rs. 15150/- and one notional increment on it should have been added on it on account of his promotion to NE-3 pay scale. By adding this notional increment on Rs. 15150, his basic pay in NE-3 should have been fixed at Rs. 15610/-. Since the maximum of the NE-3 pay scale was Rs. 14880/- only, he was fixed at Rs. 14880/- on 1.1.2012 instead of Rs. 15610/-. Thus he lost the benefit of stagnation increment (with which his basic pay should be Rs. 15150/-) and the benefit of notional increment of 3% on promotion. This is a serious aberration and as per the wage revision agreement, the management is duty bound to settle such aberrations. The only way to settle this aberration is to promote such officials to a higher pay scale which accommodates both stagnation increment and notional increment on promotion and in this case the official has to be given NEPP-2 promotion to NE-5 scale ((8700-16840)instead of NE-3 pay scale. The NEPP policy has to be modified accordingly with retrospective effect to settle such aberrations.

#### **7) Settle the aberration wherein there was reduction in basic pay on NEPP promotion.**

Some RMs got stagnation increment in NE-2 pay scale (7840-14700) and were fixed at Rs. 15150/-. Thereafter they were promoted to NE-3 pay scale (7900-14880) under NEPP and were fixed at Rs.14880/- by reducing their pay from 15150/- since

the maximum pay in NE-3 was Rs.14880/- only. Thus their pay was reduced in the name of promotion. A live case in this regard is detailed below to illustrate this aberration:

Smt Sk.Khajabee RM Krishna Telecom District, AP Circle (HRMS No. 198901946) was appointed on 7.3.1989 and due for retirement on 31.3.2018. She was given NEPP-1 promotion to NE-2 pay scale 4060-125-5925 on 1.10.2004 with date of option for pay fixation on DNI on 1.3.2005 and accordingly she was fixed at Rs. 5685/- on 1.3.2005. She was at Rs. 5810/- on 1.3.2006 and was fixed at Rs. 13460/- in the revised NE-2 pay scale (7840-14700) on 1.1.2007. She reached maximum of the NE-2 pay scale Rs. 14700/- on 1.3.2009 and was given stagnation increment and fixed at Rs. 15150/- in the NE-2 pay scale on 1.3.2011. On 1.10.2011 she was granted NEPP-2 promotion to NE-3 pay scale 7900-14880 and was fixed at Rs. 14880/- by reducing her pay from Rs. 15150/- since the maximum in NE-3 pay scale to which she was promoted was Rs. 14880/- only. Even if she has to be given option for pay fixation on DNI 1.3.2012, the same situation prevails since the maximum of NE-3 pay scale would not change. Thus in the name of promotion, her basic pay was reduced and it is a serious aberration and needs settlement as per the wage revision agreement signed by the management. The only solution is to promote such officials to a higher scale that will accommodate both the stagnation increment and notional increment due to them.

#### **8) Inclusion of women union representatives in the Complaints Committee for prevention of sexual harassment of women employees in work places.**

BSNL Corporate Office, vide letter No.6-1/2005-SG dated 15th July, 2005, had issued guidelines for the formation of Complaints Committee, for prevention of sexual harassment of women employees at work places. As per the guidelines, the Committee shall consist of not less than three members, and that the Committee should be headed by a woman. It is also stipulated that not less than 50% members of the Committee should be women. BSNL is having a huge number of women employees. Further, a sizeable section of the employees getting recruited in the cadres of TTAs and JTOs are women. This is apart from a good number of women employees getting appointed under Compassionate Ground, as well as women being engaged as contract workers. Hence, there is a strong case for strengthening whatever mechanism BSNL is having for prevention of sexual harassment of women employees at work places. Corporate Office

letter no.6-01/2010 SCT-SG/415 dated 21.10.2010, had admitted that cases of sexual harassment were increasing in BSNL. It may be noted that this admission had been made 5 years after the formation of the Complaints Committee. It only shows that whatever system that has been put in place has proved to be inadequate. In this regard, we wish to state that the Staff Side continues to receive complaints of sexual harassment in many circles. This also underscores the necessity to strengthen whatever mechanism that BSNL is having at present, to ensure safety to working women in BSNL. Under these circumstances, it is proposed that women union representatives should be included in the Complaints Committee. This ensures that the grievances of the affected women employees are effectively presented in the Committee, which in turn will make the present mechanism more effective.

**9) Provision of Rs.200 SIM to the BSNL staff posted in MTNL areas.**

As per the decision of the National Council, all the left out Non-Executives are provided with Rs.200 SIM, vide BSNL Ir. No. 06-01/2012-PHA(Pt.) dated 01.07.2014. However, the BSNL staffs posted in MTNL areas are not provided with this Rs.200/- SIM, on the plea that BSNL is not operating service in those areas and that BSNL has to pay to MTNL for providing Rs.200/- SIM to the BSNL employees posted in MTNL areas. Further, the Non-Executives cannot make calls to other networks from the Rs.200/- SIM. As a result of this, our staff are unable to contact the customers of other networks, who are having BSNL landline and Broadband connections. This is a case of discrimination that the BSNL Executives posted in MTNL areas are provided with service mobile connections and also they can make calls to other networks. In view of this, it is requested that the

(1) The Non-Executives posted in MTNL areas are also immediately be provided with Rs.200/- SIM.

(2) The Non-Executives be permitted to make off net calls from the Rs.200/- SIM.

**10) Laying of under sea OFC cable, linking the mainland to Andaman & Nicobar Islands.**

It is the long time demand of the Unions and Associations that Andaman and Nicobar Islands should be linked by laying an under water OFC cable. At present, the A&N Islands is connected to the Indian mainland through satellite bandwidth. This is a very costly affair. BSNL is paying a huge amount annually, to get the satellite bandwidth, as a result of which the financial condition of A&N circle is severely strained. Further, the quality of services, being offered through this sat-

ellite bandwidth, both voice and data are not satisfactory. Hence, the permanent solution for this problem is laying an under sea OFC cable. It is requested that BSNL may take up this with the government.

**11) Onetime special recruitment non-executive staff (TTA and Sr. TOA) in respect of Andaman and Nicobar circle.**

The Andaman and Nicobar circle was formed on 01-10-1994 after bifurcation of West Bengal circle. Sequel to bifurcation most of the Group 'C' and 'D' employees sought repatriation to the West Bengal. The new circle functioned with the deputationist drawn from Tamilnadu and West Bengal circles. After some time in year 1997 the circle recruited 8 Sr. TOAs and TTAs and now they all have been promoted to the Cadres of JTO and JAO. This has resulted in manning of vital sections by contract labourers. The performance of A and N circle in year 2013-14 has been excellent and has earned profit. The circle has secured 1st position in Enterprise and also achieved targets in basic and CMTS segments as fixed by corporate office. There are opportunities and prospects to increase the revenue further but the circle is handicapped on account of acute shortage of staff. Most of the officers who come on deputation for 2 years they don't take required interest in the expansion and development arena. Therefore, one time special recruitment to the Cadres of TTA and Sr. TOA be done in the larger interest of the PSU.

**12) Payment of HRA for a rural station on par with the city to which it is within 8 k.m. distance –extension beyond 26.2.2009.**

Based on the certificate issued by the Collector of the concerned district, the staff working in Poranki village with in 8 k.m. of Vijayawada in AP were granted extension of HRA on par with Vijayawada, for the period 1.5.2005 to 31.5.2008 and 1.6.2008 to 31.5.2011 vide DoT No. 5- 16(6)/2009-PAT dated 19.9.2013. But vide its order No. 11-20/2004-PAT(BSNL) dated 02.12.2013, the BSNL Corporate Office has restricted the period from 1.5.2005 to 26.2.2009 only. It was done on the plea that the said DoT order mentioned that revised HRA rates are to be implemented from 27.2.2009 as per the DPE guidelines and the Presidential order on wage revision issued by DoT. This means the Central Government pattern of extending HRA to a village on par with the city with in 8 km is not applicable from 27.2.2009 since from that date the HRA rates were granted based on DPE guidelines. Therefore it is requested that the principle of grant-

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# Minutes of the 31st meeting of the National Council held on 25th September, 2014 under the chairmanship of Director (HR), BSNL Board

No. BSNL 39-3/SR/2014 Dated, 8th December, 2014

The 31st National Council meeting was started at 10.00 AM on 25th September, 2014 in the Conference Hall, Bharat Sanchar Bhavan, New Delhi. At the outset, GM (SR) welcomed all the members of National Council and especially ED (Finance) who was attending the National Council meeting for the first time. He expressed regret for the delay in holding the meeting, which in fact is due to pre-occupation of Director (HR), who is holding the charge of CMD, BSNL as well. Making mention of the address of Hon'ble Prime Minister on 15th August, 2014 which envisages a new sense of vigor and enthusiasm enthused the Government departments and PSUs whereby a perceptible change in the contribution, efficiency, productivity, accountability, discipline etc. is expected from all the Government departments, he called for the due attention of all in this regard and sought co-operation from unions too. He emphasized that we have to be conscious of this fact and as such expectations from all of us are very high. He also spoke at length about the revival and survival of BSNL and the introductory address of Hon'ble MOC&IT in the HOCC meeting wherein in unequivocal terms, revival and survival of BSNL has been put on priority. However, it was also mentioned that contrary to this emphasis from Hon'ble MOC&IT, there are apprehensions expressed by the representatives of the unions and associations. He requested the Chairman of the committee to address and elaborate upon this issue and enlighten the members of the National Council as well as other staff members. To apprise ED (F) about the recent developments in the

## **Contd. from pre. page**

ing HRA on par with the city, to the staff of a village station within 8 km of the city be extended beyond 26.2.2009, as is being done in case of central government employees.

### **13) Utilisation of Vacant staff quarters.**

The staff quarter at many important cities are vacant. In absence of proper and appropriate care the belongings of the vacant quarters are being removed and taken away. There are willing personnel other organisation to take the quarters at the places on lease. It is, therefore, urged that such places/cities be identified on to provide the quarters on lease after their

process of election/representation of unions, he mentioned that recently we have framed recognition rules under which two major unions are recognised and as such approx. 80% employees are represented in this forum. He emphasized that this forum of National Council is available at national level to deliberate the issues and grievances of non-executive employees and similar arrangement is also available at Circle and SSA level. With availability of such elaborate machinery of staff-management dialogue, he raised the issue of justifiability of the formation of Joint Action Committee, Forum, Joint Forum of unions and association etc. by the Unions. He called upon the National Council to deliberate on this issue and to find a way out and to strengthen the existing machinery so that other such platforms are not necessitated. Finally, he applauded the role of scientists for successful launch of Mangalyan.

Thereafter the Council members expressed their sympathy with the bereaved families of departed souls in recent J&K tragedy and observed two minutes silence as a mark of respect to them.

2. ED (Finance) welcomed the Chairman and all the members, both from official side and staff side. She thanked for her invitation to be a part of this apex body which is responsible for interactive session between the management and the staff side. She also mentioned that we are entering into an era of greater responsibility and accountability and show higher standards of discipline as the public servants. She

repairs etc. The local administration should contact banks and other organizations for the purpose. This may help in generation of revenue to the PSU.

### **14) Social security and extension of other facilities to BSNL staff deployed in Naxal areas.**

There are states viz Chhattisgarh, Jharkhand, Andhra, Odisha which are affected with the naxal movement. The BSNL employees deployed in such areas are facing sufferings and hardships including risks of their lives. The state Govt. of Chhattisgarh has extended insurance cover of Rs. 20 lakhs to such staff who are working in naxal areas. The BSNL staff be also extended similar social coverage alongwith other facilities.



spoke about the natural disaster in J&K and the relentless efforts made by BSNL employees for restoration of services. She said that the finances of the company are not in good condition, but this should not dishearten us. Our staff strength is our force and we can overcome the same. It is a matter of satisfaction that our revenues have marginally increased and our expenses are static. She asked for the cooperation of staff side for restoring the company to its past glory and hoped that decision taken in the National Council will be practical and beneficial to employees as well as for the company.

3. Director (HR), BSNL greeted the National council members. He appreciated the voluntary offer made by the unions & associations of BSNL employees for contribution of one day salary for victims of recent J&K floods. He suggested that everyone who is concerned about the growth of the company should make efforts to build and maintain the company's image. He also said that efforts should be made to motivate the employees to increase the revenue so that losses perceptible during the current financial year 2014-15 will be substantially minimized. There is need for brand image of the company and the unions/ associations can substantially contribute in this regard. He also spoke about company's losses and mentioned that the same cannot be wiped in a year, but efforts are to be made to minimize the same. Government is equally concerned for revival and survival of BSNL and MTNL and this was reflected in the address by the Hon'ble Minister. He welcomed the staff side suggestion for creation of Multi Tasking Staff and stated that National Council will evolve many more such suggestions/thoughts for better & optimum utilization of available human resources in the coming meetings/deliberations. At the end of Director (HR)'s address to the august house, staff side mentioned that BSNL employees working in J&K circle are badly affected by recent flood and requested for refundable salary advance equivalent to 3 months salary to all the employees working in J&K Circle. After detailed deliberation it was agreed to pay recoverable advance to the tune of 1 months' salary to those employees of BSNL posted in J&K who apply for the same.

4. After welcoming the Chairman and members of the National Council; Leader Staff side assured the council that staff side will fully cooperate with the management for revival of the company but shortage of materials and equipments in the field units are the major impediments in this regard. He mentioned that despite 80% representation of the employees in this Council, their issues are not resolved. This has com-

elled them to form Joint Action Committee and other forums. Then he drew the attention of the chairman to the instructions issued to field units on 18.09.2014 regarding dharna/demonstration and strikes and expressed his discontentment over issue of these instructions. He requested that letter dt. 18.09.2014 may be reviewed. He complained that management is not consulting the recognized unions on important policy matters affecting the employees, viz. consultant's recommendation, merger of BSNL and MTNL and cautioned that this approach of management will harm the peaceful atmosphere of worker management relations in BSNL. He expressed his dissatisfaction over non-settlement of the long pending issues raised in the last National Council meetings specifically stagnation, Wage erosion of TTAs, PLI & terminal/retirement benefits to BSNL recruited employees, Recruitment Rules of JTOs & JAOs, non-settlement of medical claims for long periods and non-payment of PLI. He also mentioned that while executing NOFN project the Company should not incur any loss. Finally, he requested for restoration of LTC for non-executives in BSNL.

5. Thereafter Secretary, Staff side welcomed the Chairman and others members present in the meeting. He expressed his happiness that BSNL was able to restore its services in J&K much ahead of private operators and 80% of our Towers have been restored within no time, He congratulated the officers and employees of J&K and the CMD, BSNL under whose leadership this has been made possible. He also expressed dissatisfaction on the instructions dt. 18.09.2014 issued by SR Cell and requested for withdrawal of the same. On the formation of JAC, he mentioned that all the unions and associations have come under one umbrella to sort out the issues of the employees and the management is getting an opportunity to interact with all the unions and associations. On the 30-point charter, he mentioned that after the meeting of Director (HR) on 27.6.2014, no progress has been made. He also demanded that since the PLI Committee is yet to finalize its recommendations, in the mean time one month salary may be paid to non-executives as ad-hoc PLI. Lastly he requested that immediate action may be taken for resolving the agitation by executive association viz. SNEA in Kerala Circle.

6. In response to remarks of Leader & Secretary Staff Side, GM (SR) explained that National Council is the ultimate forum for settlement of issues/problems of employees established under the established/notified BSNL Rules. Therefore instead of raising the demands/issues through various Joint Forum, efforts

should be made for resolving the issues in the National Council as any agreement or policy affecting the non-executives can be formulated through negotiation with representatives of recognized unions only which are given representation in National Council. Regarding the letter dt. 18.09.2014, it was informed by GM (SR) that it is reiteration of standing instructions already issued in past, however if the staff side has any objection/apprehension about anything contained in letter dt. 18.09.2014 or it has been mis-interpreted by the field units, then it can be reviewed. After detailed discussion on the issue, It was finally agreed to keep the letter dt. 18.09.2014 in abeyance till it is reviewed.

As regards PLI & LTC, management side replied that since the company is not in position to bear any extra financial burden during this financial year, it is not possible to restore LTC or make any payment on account of PLI in the current financial year. As far as wage erosion of TTAs is concerned, the management side replied that the Committee formed in this regard has suggested that the salary of TTAs, who joined between 1.1.2007 and 7.5.2010, may be fixed by giving one advance increment at the time of joining in 'BSNL. The same shall be submitted to the Management Committee of BSNL Board for consideration and approval. The Staff side insisted for loss of salary as on 7.5.2010 should be compensated.

7. Thereafter, agenda items submitted by the staff side were taken up for discussion, as per details given in the succeeding paragraphs.

#### **7.1 Restructure the pay scales of Non-Executives, to make them compatible to revision of wages based on 78.2% IDA merger.**

Staff side members stated that a large number of non-executive employees are not getting the benefit of 78.2% IDA merger, since their pay scales are not compatible for the same. As a result these employees are facing the serious problem of stagnation, therefore, the pay-scales of the Non-Executives may be restructured, so that non-executives employee benefited from 78.2% IDA merger order.

The management side informed that the committee constituted to examine the issue related to stagnation of the Non-executive employees after implementation of benefit of merger of 50% IDA effectively amounting to 78.2% for the purpose of fitment, is of the opinion that the provisions of grant of stagnation increment already available is sufficient to deal with the situation and any change in the existing provision of stagnation of pay is not warranted.

Further, the revisions of pay scales in CPSEs are to be carried out within the framework as specified under the guidelines issued by DPE from time to time which includes signing an agreement with the duly recognized Staff Union.

Accordingly, revised IDA Scales w.e.f. 1/1/2007 have been implemented for Non-executives in BSNL after signing an agreement with the recognized staff union on 7.5.2010.

While finalizing these pay scales, it was not averred that these revised pay scales are specific to the pay revision by applying the fitment benefit based on 68.8% IDA and not on 78.2% IDA.

It was further mentioned in the agreement dated 7.5.2010 under para 1.2 that the validity of this agreement would be co-terminus with the period of wage revision of executive employees of BSNL. The periodicity of pay revision of Executives is 1 ( ) years as per DPE guidelines:

In case the request for re-structuring of the existing pay scales of Non-executives is considered, it would invariably mean a new Pay revision altogether which will not be in accordance with the DPE guidelines.

In view of the above, the management side concluded that the request of the Staff Side cannot be considered.

#### **7.2 Difficulties being faced due to the introduction of ERP.**

Staff side members mentioned that due to the inept introduction of ERP, both the employees and customers of BSNL are facing hardships. It is reported that due to the wrong creation of templates, Bills are not being paid and payment of various types are being delayed. In support of its arguments, the staff side highlighted certain issues and their possible solutions. During the discussions staff side also suggested that end user training may be given to non-executives also.

In response, the Management side made available a brief to the Staff side covering all the issues raised by the Staff side. After elaborate discussions on the issue it was agreed that staff side will submit details of the cases where problems are being faced by them directly to CIT Cell or through SR Cell. It was agreed that necessary remedial action will be taken to resolve ERP related problems.

#### **7.3 Applicability of Rule 55(11)(C) of BSNL CDA Rule, 2006 vis-a-vis other provisions of the Rule i.e., 55(1),55(11)(b) etc:-**

Referring to BSNL HQR letter No.-250-13/2011-Pers-III, dated 19.12.2011, the Staff side members mentioned that the Corporate office clarified that BSNL directly recruited employees shall be governed by Rule 55(11)(C) of BSNL CDA Rule, 2006 for voluntary retirement. It is further clarified that BSNL absorbees shall be covered under sub Rule II-A under Rule 37A of Pension Rules. Thus, if one provision is not applicable how the other rules can be made applicable in respect of absorbed employees. Finally, the staff side demanded that clarification on the provisions of BSNL CDA Rule, 2006 which are not applicable in respect of absorbed employees may be issued.

Management replied that this issue had already been examined and on 03.04.2008 position was clarified to Secretary General, NFTE BSNL & copy of the same can be collected from restructuring cell. Staff side further raised their apprehension on pension protection to DoT absorbed under the CCS Pension rules, After in depth discussions it was agreed that staff side will submit their doubts objections and the same will be examined.

#### **7.4 Non-allotment of funds for the payment of GPF advance.**

Staff side members stated that employees are facing hardships due to non-payment of GPF advance as sufficient funds are not being allotted to the circles, by the Corporate Office. In fact, the employees seek advance only from their contributions.

On this item, ED (Finance) informed the council that in order to resolve this issue, DoT has proposed that if agreed by BSNL, the GPF advance can be directly paid by concerned CCA Cells DoT. She said that if the staff side members are agreeable to this proposal then the matter may be examined further. But staff side members expressed their reservations/objections to the proposal and suggested that existing practice may be continued. It was finally agreed that efforts will be made to expedite the reimbursement of GPF advance payment from DoT at the earliest so the delay in payment of GPF advanced could be minimised.

#### **7.5 Including brothers and sisters as dependents for claiming medical reimbursement under BSNLMRS.**

Staff side demanded that employees should be allowed to give option for inclusion of dependent brothers and sisters for BSNLMRS as per Medical Attendance Rules, G.I.M.H. with the condition that the present ceiling laid down for the number of family members is not exceeded.

Management side replied that BSNLMRS provides better facilities to its employees which are not otherwise available under the CGHS scheme and it is not reasonable to have all the provisions of CGHS to be followed in BSNLMRS. Further it was informed that the present demand of staff side will only put extra financial burden & it may cause reduction in benefits of the BSNLMRS available at present. Therefore, it was not agreed to accede to this demand of the staff side.

#### **7.6 Modification in clause (IV) of provision 13 of Section (D) of Transfer Policy issued vide BSNL HQR letter No.-6-112007-Restg dt. 7th May, 2008:-**

Staff side stated that non-executives employees posted in rural areas are not brought back to their choice of place even after long time. They demanded that management should frame definite and clear cut provision for posting and repatriation of employees from urban to rural and vice versa to prevent favouritism and nepotism.

Management side replied that there is no need to modify the transfer policy, however, the matter will be re-examined and if required instructions will be issued for identifying popular and unpopular stations within circles by the concerned CGMs so that employees posted in hard/difficult stations may be posted and repatriated after serving for fixed period.

#### **7.7 Payment of Medical Allowance for employees.**

Staff side mentioned that retired employees find it extremely difficult to go to the offices and submit their medical claims, far reimbursement, therefore, payment of Medical Allowance, without voucher, may be restored at least for the retired employees.

Management side replied that without voucher medical allowance scheme is withdrawn/ stopped due the deteriorating financial conditions of the company during past few years and this step has helped in reducing the financial burden of the company. However on persistent demand of staff side it was agreed to re-examine this issue by the Admn. Branch of Corporate Office.

#### **7.8 Remove discrimination in immunity from transfer between the office-bearers of Non-Executive Unions and Executive Associations.**

The Staff side stated that under the orders of the DoT, the office-bearers of the Recognised Unions of the Non-Executives are eligible for immunity from transfer only during the first year of their tenure. The availability of this facility to them for the subsequent year depends upon the goodwill that prevails between

the union and the local officer as well as administrative convenience. Whereas, as per the Recognition Rules of the Executives' Association, notified by BSNL on 06.01.2014, the facility of immunity from transfer is made eligible for the entire period of recognition i.e. for 3 years. The period of immunity from transfer for the Non-Executives that is in vogue was determined during the period of the P&T. Now a new recognition rule has been implemented for the Non-Executives, according to which the period of recognition is 3 years. As such, it goes without saying that the period of immunity from transfer should also be equivalent to the period of recognition.

Management side replied that the unions of non-executives and associations of executives are governed by different set of rules. The unions operate under Trade Union Act and have facility of raising disputes under Industrial Dispute Act. They can negotiate settlement with the management, whereas associations of executives do not have such legal support arrangement, therefore, there is difference between facilities granted to non-executives' union & executives' association. After comprehensive discussion it was agreed to re-look at the demand of the staff side.

#### **7.9 LIC premiums deducted from salary**

Staff side members stated that the monthly LIC premium to be paid by the employees was fixed as per wage revision in the year 2002 which was valid upto 31st December, 2006. Since the wages of BSNL staff have been revised from 1st January, 2007 as such there is necessity to revise the premiums so that the employees may get more benefits.

In response, the Management side replied that the matter has already been taken up with LIC of India and LIC had intimated that the ratio of bifurcation of the contribution under savings fund and life cover, on the basis of the revised rate offered by LIC, will be changed from the existing ratio of 70:30 to 54.17 : 45.83 resulting in a comparatively less amount in the savings fund and hence the plan of increasing the contribution towards GSLI Scheme was dropped. The insurance company has shown its inability to enhance the insurance amount on the existing rates.

After exhaustive discussions on the item, it was finally agreed that Management & staff side collectively shall renegotiate the issue of increase in LIC premium with the insurance company

#### **7.10 Restoration of granting one extra increment to BCR Gr.III employees one year prior to retirement**

Staff side mentioned that TE section of BSNL C.O. vide its order No.27-8/2003- TE dated 29.11.2013 has withdrawn the one extra increment granted to the BCR Gr.III employees one year prior to retirement. They contested that even after the introduction of restructured cadres, Group 'C' and 'D' employees continued to get promotions on completion of 16 and 26 years and it is also a fact that at the time of introduction of restructured cadres also no decision was taken by DoT that OTBP and 8CR would cease to exist. It is only much later, after introduction of restructured cadres, that BSNL started maintaining that there was no OTBP/BCR after the introduction of restructured cadres. This statement of the Management is untenable. In para 5.1 of order No. 27-712008- TE-II dated 23.03.2010 it is stated that OTBP/BCR/Grade IV/ACP policy will cease to exist from the date of notification of NEPP. If there is no OTBP/BCR after the introduction of restructured cadres, what is the necessity for the Management to say that OTBP/BCR etc. will cease to exist after introduction of NEPP. Further, in the said para, option is also given to an official to continue in OTBP/BCR etc., if he does not want to opt for NEPP. Hence, the statement of the Management that there is no OTBP/BCR after introduction of restructured cadres is totally wrong and unacceptable. One increment was given only to those officials who did not opt for NEPP. Since they were allowed to continue in OTBP/BCR, granting of one increment to them is fully justified and there is no ground for the Management to withdraw the same. Withdrawal of the one increment has resulted in recovery from salary. Since DoT had already issued order that this one increment would be counted for pension, withdrawal of the same has resulted in reduction of pension also. Therefore it is demanded that one extra increment to BCR Gr. III employees one year prior to retirement may be restored.

The Management side replied that as per the agreement reached in the 2nd meeting of National Council held on 28.05.2003, BSNL Board approved grant of one extra increment in BCR Grade-III one year prior to retirement, without the benefit of FR 22(C), to such Group 'C' officials who are in BCR Grade-III and are unable to get Grade-IV promotion. The approval of the BSNL Board was conveyed vide letter No. 27-8/2003- TE-II(i) dated 18.11.2003. It was also decided in the 2nd meeting of the National Council that OTBP/BCR, as it existed on that date, would continue as general promotion policy for the Non-Executives of BSNL till the next wage revision and that wherever feasible, the ACP will be replaced by OTBP/BCR scheme. Further, a Promotion committee comprising

of representatives from officials as well as Staff side was constituted to make recommendations on the Non-Executives Promotion Policy. The Committee inter-alia recommended that "all Non-Executive employees will automatically and uniformly be covered by this promotion policy as a general measure. However, an individual non-executive employee may opt to remain out of the purview of this scheme to continue in his erstwhile time bound promotion scheme". Accordingly, the Non-Executive Promotion Policy (NEPP) was issued vide letter No. 27-7/2008- TE-II dated 23.03.2010. In the NEPP, it was clearly stated that:

"5.1 All the Non-Executive employees will automatically and uniformly be covered by this promotion policy. Existing OTBP/BCR/ACP policy will cease to exist from the date of notification of this Non-Executive Promotion Policy, as a general measure. An individual non-executive employee may, however, opt to remain out of the purview of this scheme to continue in his erstwhile time bound promotion scheme. Such option to remain out of the purview of this policy will have to be exercised within one month from the date the circle authority/SSA Head asks for such option at the time of implementation of the policy with reference to the first review date. If option is not exercised within the stipulated time period, it would be construed as if the concerned Non-Executive has opted for this NEPP and accordingly he/she will be governed by the provision of NEPP...."

"5.2 Para 5.2 of the NEPP dated 23.03.2010 further clarifies that: "The promotion of such person who opts continue in his/her erstwhile time bound promotion scheme viz., OTBP/BCR/Grade-IV/ACP etc. will be governed by the provisions of such schemes as existed on 01.10.2000 i.e. the date of which BSNL was formed, unless any change is specially ordered or agreed to by the BSNL Management after issue of this Policy. All the concessions given by the BSNL to Non-Executives in relation of OTBP/BCR/Grade-IV/ACP etc. after 01.10.2000 stands withdrawn with immediate effect. However, the cases settled prior to the issue of this order, need not be reopened unless the employee himself opts for this NEPP."

The NEPP was issued after deliberate discussion with the then recognized Union of Non-Executives. While issuing the NEPP, the Management took due care of the interests of Non-Executives and they were given enough opportunity to think over the pros and cons of the situation before opting for their erstwhile promotional policies viz., OTBP/BCR etc. Even the settled cases upto 23.03.2010 were not to be reopened.

The pay scales of Non-Executives were finalized after taking all the aspects of erstwhile promotion policies.

Though it was clearly stated in the letter dated 23.03.2010 that "all the concessions given by BSNL to Non-Executives in relation to OTBP/BCR/Grade-IV/ACP etc. after 01.10.2000 stand withdrawn with immediate effect", on a reference received from Odisha Circle in the year 2009 this office clarified that "the extra increment in BCR Grade-III granted vide BSNL CO letter No. 27-8/2003- TE-II dated 18.11.2003 is to be granted only to the officials working in the cadres, which are covered under OTBP/BCR scheme". It was further clarified that "Since OTBP/BCR scheme are applicable for the officials working in the Pre-Restructured Cadre and there is no OTBP/BCR scheme in the Restructured Cadre (RC), the officials who have opted for the Restructured Cadre, are not eligible for the benefit of one extra increment".

Later, vide this office letters No. 13-2/2010- TE dated 04.03.2011 and 04.05.2011 it was clarified to all the Circles that if an official opt for his erstwhile promotion policy viz. OTBP/BCR/ Grade-IV, he shall not be granted extra increment one year prior to his retirement, as all the concessions given by BSNL on or after 01.10.2000 has been withdrawn vide NEPP order dated 23.03.2010. Again, on a reference from Kerala Circle, this office vide letter No. 27-8/2013-TE dated 29.11.2013 re-iterated the above position about the grant of one extra increment. It is therefore wrong to say that BSNL has withdrawn the one extra increment granted to the BCR Gr-III employees one year prior to retirement vide order No. 27-8/2003- TE dated 29.11.2013.

The Staff side, having been party to all these developments should not, at this stage raise the issue of continuance of one extra increment to BCR Gr.III officials one year prior of their retirement, particularly when they have, themselves agreed in the 2nd meeting of the National council that OTBP/BCR, as it existed on that date, would continue as general promotion policy for the Non-Executive of BSNL till the next wage revision.

As such, it is not feasible to re-consider the aspect of granting one extra increment to such persons who have opted to continue their OTBP/BCR promotion policies. Finally the management side concluded that if necessary the Staff Side may discuss the issue separately with the Establishment branch.

#### **7.11 Framing of By-Laws for councils.**

Staff side mentioned that no By-laws or Conduct

of Business Rules are introduced for Councils formed in BSNL. Though Corporate Office has issued some letters connected with certain aspects of the functioning of councils but, no complete set of rules governing the functioning of the councils are put in place. The councils in BSNL are based on the "JCM set up" that is functioning in the Central Government departments. Staff side demanded that based on the JCM constitution, a set of By-Laws, or conduct of business rules can be finalised, in consultation with the Staff Side.

After prolonged discussions, it was agreed that the Management side will prepare a draft based on the constitution of the JCM and the same would be discussed with the Staff side.

#### **7.12 Undue delay in giving clearance by QA circle to the Telecom Factory.**

Staff side stated that they have received complaints/feedback that the QA circle is creating unnecessary delay in granting clearance to the Telecom Factories. They requested that necessary action may be taken to ensure that the QA circle unnecessarily does not delay giving clearances.

Management side replied that there is no undue delay in giving clearance by QA Circle. The delay is only due to non-conforming to QA standards by Telecom Factories.

#### **7.13 Second Restructuring of Cadres.**

Staff side suggested that a Joint committee comprising the Official and staff side may be setup to study and find the arrival of new jobs executed by the traditional cadres like TM, Sr.TOA, TTA etc. after Corporatization of DOT in the BSNL and the committee may recommend suitable training to be imparted to fit the cadres into the Techno commercial marketing job nature of a corporate entity like BSNL.

In response, the Management side informed the Council that BSNL has recently engaged M/s Deloitte Touche Tohamstu India Pvt. Ltd. - Consultancy firm for Comprehensive Review of BSNL and preparation of Financial Revival Plan. It is accepted that the skill set of the non-executives are to be enhanced to meet out the current needs of techno commercial marketing job nature of the Company, setting up of any committee at this stage will be pre-mature. The demand of the Union will be considered at appropriate time.

#### **7.14 Upgradation of towns and cities, based on population, for the purpose of payment of HRA.**

Staff side stated that HRA re-categorisation of many towns like Ahmadabad, Vellore, Nellore, etc., has become due on the basis of reports of the Di-

rectorate of census operations. They requested that these cases may be taken up with the appropriate authorities for early settlement.

Management side replied that the classification of cities for the purpose of HRA as provided by DoE and further extended by OPE would be admissible to CPS-Es. Therefore, unless the classification of a particular city/ town is up-graded by DoE and further extended by OPE, BSNL has no role to play in the up-gradation process of towns and cities for the purpose of HRA.

On the request of Staff side it was agreed that in future their representation for re-categorisation of cities for HRA purpose will be forwarded to DoT for consideration.

#### **7.15 Restructuring of Industrial cadres.**

Staff side mentioned that in the 26th National Council meeting, Chairman decided that whatever recommendations of the committee on restructuring of Industrial cadre can be implemented, will be implemented without and further delay so as to finally close the issue. They requested that the decision given by the Chairman may be implemented.

Management side informed that after getting inputs from Telecom. Factories, TF Cell of BSNL CO prepared a proposal to upgrade various Industrial grades in Telecom. Factories and sent the same to Estt. Cell for further necessary action. The proposal was examined by Estt. and was not agreed to. Thereafter the case is again being reprocessed by TF Cell with fresh justification.

#### **7.16 Creation of Multi Tasking Staff**

Staff side submitted that Central Government departments have upgraded all the Gr. D/ RMs to Group C by creating a Multi Tasking Staff Posts, similarly BSNL should form a cadre like MTS in NE5 scale and solve many issues that are affecting the RM/Gr. D staff. They suggested that suitable training may be given to them before their absorption to such a cadre.

Official side replied that management is aware of the need of capacity enhancement of non-executives including RMs and creation of Multi Tasking Cadres. However, as stated earlier, a consultant has been engaged to recommend the ways for financial growth and revival of BSNL. Once the roadmap to financial growth and revival of the Company is in place, the capacity assessment and area for improvement in respect of Group 'D'/RM cadres may be undertaken to understand the training needs of these personnel so that the huge workforce can be utilized more gainfully.

#### **7.17 Enhancing Life assured benefit in the LIC**

## leave Encashment

Staff side mentioned that BSNL has obtained a master policy from LIC by paying RS.4852 crore to settle its Leave encashment dues to the employees. Unfortunately, the staff side was not supplied any such copy of BSNL Employees Leave Encashment Rules 2010 on which' basis that LIC scheme operates. Moreover, the' life assured benefit is very meager just Rs.1000, whereas some PSUs having Leave Encashment scheme with LIC are having 5 lakhs, 10 lakhs etc. Tripartite agreement is the practice in PSUs. It is urged to renegotiate the policy and premium portion for the Life cover with LIC taking staff side into confidence to enhance the risk I death cover benefit to the level not less than 1 lakh.

Management side replied that the Leave Encashment Scheme with LIC of India was framed in 2010 on agreed terms and conditions between BSNL and LIC of India. The life insurance cover of Rs.1000 is provided by LIC on premium of One Rupee and Fifty Paisa per annum including service tax. The same is paid by BSNL and not recovered from employees.

On request of staff side it was agreed to provide a copy of the 2010 Scheme to staff side and it was agreed that in future negotiation with LIC, recognized unions' representatives will be included as member/ party to the agreement.

### **7.18 Non-availability of Rajbhasha Adhikari Posts on uniform basis: -The posts of Rajbhasha Adhikari are not available in the circles.**

Staff side stated that in Eastern UP circle where

staffs including clerks are more in number has only 6 posts. Contrary to this, the western UP has 10 and Uttarakhand 6. The bigger circles be sanctioned more posts. Apart from above there is necessity for change in R/R of Rajbhasha Adhikari.

Management side replied that a committee was constituted to look into these issues which had submitted its report. The report is being examined by Personnel Branch of BSNLCO in consultation with Estt branch.

### **7.19 Dispensing with the Negative Marking system in the departmental examinations:-**

Staff side members requested that negative marking system in TM, TTA, JTO/JAO examinations may be dispensed with.

In response, the Management side replied that negative marking restricts cheating and guess work by the candidates during the exam. In the scheme of exam, wherever such system is adopted, minimum qualifying marks are also kept at low level i.e., around 30-40%. In every objective type exam, negative marking is an essential part to judge the capability of the candidates and therefore cannot be dispensed with.

8. While concluding the meeting, it was agreed to hold the next meeting of National Council in the last week of December, 2014.

9. The meeting ended with a vote of thanks to the Chair.

List of Members who in the 31st meeting of National Council September. 2014

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## RAJYA SABHA

### UNSTARRED QUESTION NO-680

ANSWERED ON-28.11.2014

#### Remedial steps to make BSNL profit making

### 680 . DR. V. MAITREYAN

(a) the remedial steps taken by Government to make BSNL profit oriented and to match with other major private telecom players;

(b) whether BSNL has offered VRS proposal to employees to have cost cutting and to bring down its mounting losses;

(c) if so, the details thereof and the decision taken by Government in this regard;

(d) the total value of immovable properties and

fixed assets of BSNL; and

(e) the total expenditure incurred by BSNL for per day operation?

#### ANSWER

THE MINISTER OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI RAVI SHANKAR PRASAD)

(a) Bharat Sanchar Nigam Limited (BSNL) is in financial distress and facing declining revenues from loss of market share, increasing expenditure and in-

ability to invest in expansion of communications network. Government is taking various remedial steps to support BSNL to compete with other major private telecom services providers.

Government has taken several measures to support BSNL. These measures include:

(i) Waiver of Government loan to BSNL involving an amount of Rs.1411 crores

(ii) Financial support of Rs.6724.51 Crores to BSNL on surrender of Broadband Wireless Access (BWA) spectrum.

BSNL has also taken various steps/initiatives to improve its performance and infrastructure by initiating new projects, reduction of costs, and initiatives to create new revenue opportunities there by increasing revenue/profitability. The details of initiatives being taken by BSNL are as follows:

- Replacement of BSNL's current wireline Exchanges by Next Generation Network (NGN) thereby improving delivery of various services to customers,

- Aggressive push on Data usage by covering 1732 remaining exchanges with Broadband and Converting Public Switched Telephone Network (PSTN) Exchanges with IMS (Voice and Data) with Variety of Value Added Services (VAS) like prepaid, Video on Demand (VOD) etc.

- Augmentation of Fiber to the Home (FTTH) network to 172 cities.

- Focus on customer care, service delivery, service assurance, revenue management and asset management.

- Sales & Marketing set up is being strengthened by having exclusive channel management team consisting of around 4500 sales representatives.

- Augmentation of mobile network through Ph VII expansion entailing installation of 15 million lines including 14263 Base Transceiver Stations (BTSs) for 2G services and 10502 new Node Bs for 3G services in the network to enhance the coverage and improve the quality of service. Out of this 8.93 million lines have already been rolled out to provide better mobile services and expand its market share.

(b) & (c) No sir. Proposal was received from BSNL for Voluntary Retirement Scheme (VRS) for its employees.

Group of Ministers (GoM) constituted for revival and revitalization of BSNL and MTNL opined that the

response to VRS was uncertain and might not result in paring of the workforce to the extent desired to enable sustainable revival of BSNL. Instead, it was recommended that annual financial support to BSNL and MTNL be provided by Government to reduce staff costs for next 10 years for certain staff who are above 50 years of age. No final decision has been taken on the recommendations of GoM.

(d) The total value of immovable properties and fixed assets of BSNL as per audited books of accounts of BSNL for the financial year 2013-14, is Rs.54499.45 crores.

(e) The expenditure incurred by BSNL for per day operations is not captured in the books of BSNL. However, total expenditure as per audited books of accounts of BSNL for the financial year 2013-14 is Rs. 34,929.60 crores.

## **RAJYA SABHA**

### **UNSTARRED QUESTION NO-672**

**ANSWERED ON-28.1.2014**

#### **Merger of MTNL with BSNL**

#### **672 . SHRI PANKAJ BORA**

- (a) whether Government proposes to merge MTNL with BSNL as a restructuring proces of the Government elecom sector;
- (b) if so, whether this merger can revive the debt los of the Department; and
- (c) if so, the details of the merger plan and economic benefits thereof?

#### **ANSWER**

(a) to (c) Government is in the proces of revival and revitalization of Bharat Sanchar Nigam Limited (BSNL) and Mahanagar Telephone Nigam Limited (MTNL) through various short erm, medium term and long term measures.

The long-term measures, including merger of BSNL and MTNL, would atempt o positon these PSUs to emerge as market leaders in the converged telecommunication market. For an in-depth study on the implications of merger of the two PSUs, four groups have ben constiuted to study issues of human resources integration, system integration, corporate integration and financial integration. Issues concerning the financial debt positon of MTNL would be adressed by the group on financial integration.



## LETTERS FROM BSNL MANAGEMENT

### **Compassionate Ground appointment- Change of procedure-doubts regarding.**

**No. 273-18/20 13/CGA/E-IV Dated: 15-12-2014**

Some doubts have been raised by various circles- with regard to changed procedure issued vide this office letter no. 273-18/2013/CGA/P-IV dated 01/10/2014 which are clarified as under:

**Query :** 1) Whether those CGA cases with 55 weightage points & above which have been considered once & rejected by corporate office need to be included in the list to be considered by the circle HPC, so as to complete 3 considerations. **Clarification:** As per Clause No '8' of letter No. 273-18/2013/CGA/P-IV dated 01/10/2014, all the cases which have already been considered and decided by HPC of BSNL, CO as per scheme/procedure existing at that point of time need not be reopened.

**Query :** 2) From which year onwards the CGA cases need to be included. **Clarification:** All the CGA cases scoring 55 points or more than 55 points and not considered by BSNL CO, HPC till 30.09.14, shall be considered as per the new procedure laid down in BSNL, CO letter No. 273-18/2013/CGA/P-IV dated 01/10/2014.

**Query :** 3) Whether the cases at present under litigation, are also to be reconsidered by next circle HPC If directed by Hon'ble CAT/Court. **Clarification:** CGA cases can be reviewed/ reconsidered as per new procedure vide letter No. 273-18/2013/CGA/P-IV dated 01/10/2014, only when

(A) Specifically directed by Hon'ble CAT/Court.

(B) Some parameter/fact that may impact the penalty conditions of tile family and not brought to the notice of BSNL, CO HPC at the time of consideration by the HPC, can be reviewed/ reconsidered as per new procedure dated 01/10/2014.

**Query :** 4) If reconsideration orders has been issued by any court in such CGA case which has been rejected by BSNL Corporate Office, in which circumstances the case will be reconsidered either at the time of death or in current circumstances of family.

**Clarification:** It is understood that weightage point system issued by this office on 27/06/07 has to be applied considering various parameters at the time of death only.

### **Benefits Available Under BSNL GSLI Scheme, 2005.**

**No. 500-57/2011/ GSLI/ CA II/BSNL/Vol.II Dated:  
10th Dec. 2014 to Chief General Manager, All  
Circles BSNL**

Kindly find enclosed a copy of letter no. P&GS/ LCC dated 04.12.2014 vide which it has been informed by LIC that as per Insurance Regulatory Development Authority (IRDA) instructions, all old group products including GSLI Scheme have been withdrawn and the members who have joined upto 31.07.2014 are covered under the existing BSNL GSLI Scheme 2005. **The members who have joined BSNL 01.08.2014 onwards are not covered under the existing BSNL GSLI Scheme 2005. It has also been intimated by LIC that till date no new GSLI product has been launched.**

In view of the above, it is requested to kindly not to recover the GSLI subscription from new entrants who have joined BSNL after 31.07.2014, till further instructions in this regard.

This is issued with the approval of GM(CA), CO, BSNL.

### **Transfer requests of BSNL Executives/ Non-Executives canvassing outside influence-regarding.**

**No.400-57 / 2012-Pers. I(Pt.) Dated: Dec. 16, 2014  
to All Heads of Telecom Circles & Administrative  
Units of BSNL**

It has been observed that some BSNL Executive/ Non-Executives are bringing external influence including political references to bear upon superior authorities pressurizing for meeting their transfer and other service matters. This act is invasion of Rule 22 of BSNL CDA Rules, 2006, which inter-alia states:-

"No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interest in respects of matters pertaining to his service in the Company".

2. All the employees, therefore be advised to refrain from using extra departmental channels to meet their transfer and other service matters, else it will be seen violation of BSNL Conduct Rules and disciplinary action under the rules shall be initiated.

3. This has approval of the Competent Authority.

### **To stop printing and distributing the bills to BSNL employees for their residential service landline/broadband**

## **connections - reg.**

### **No. 64-133/BB/Tariff/14-15 dated 17.12.2014 to The CGMT, All Telecom Circles/Metro Districts**

1. Presently all the landline/broadband customers including BSNL employees (for their residential service landline/broad band connection) are receiving monthly bills in physical form at their doorstep.

2. Since there is a cost involved in printing and distributing the bills to the customers, most of the operators are promoting the customers to be a 'GREEN CUSTOMER' by opting 'Stop Paper Bill' and enrolling for 'E-Bill'. This not only saves the cost in printing and distributing the bills but also promotes the 'GREEN' initiative.

3. Hence to be a part of this 'GREEN' initiative, it has been decided to stop printing and distributing the physical bills to BSNL employees for their residential

service landline/broadband connection (for both serving & retired BSNL employees). Only 'E-bill' may be sent to them on their registered mail IDs.

4. All the circles are therefore requested to start the drive & positively register the e-mail IDs of the BSNL employees in CDR system (if not registered already) latest by 10-01-2015.

5. For the bills generated from 01-02-2015 onwards from CDR system, physical bills shall not be printed and distributed to BSNL employees for their residential service landline/broadband connection. Soft copy of the bill shall be sent on their registered e-mail IDs only. Further circle shall also keep in mind the saving in printing cost.

6. Above shall also be brought to notice of all concerned by circles.

7. This has the approval of Director (CFA).

## **LETTERS TO BSNL MANAGEMENT**

### **Note for non-applicability of Rule 55(11) (b) of BSNL CDA Rule 2006 in respect of absorbed employees.**

**TF-13/8 Dated 8.12.2014 to, GM (Restg) BSNL**

Kindly refer to item 3 of National Council which was discussed on 25-09-2014. In course of discussions it was stated by official side that the Rule 55(11) (b) is evolved in the analogy of FR 56(J). In this regard the following points are appended below for consideration.

(1) When one provision of Rule 55 ie 55(11)(C) is not applicable for absorbed employees how the second provision ie 55(ii) (b) can be made applicable in respect of such category of staff.

(2) There is special provision in respect of absorbed staff to the effect that even in respect of dismissal/removal from service the DOT will review before final decision is taken by BSNL. In this situation how BSNL management can exercise absolute authority to retire the staff under Rule 55(11)(b).

(3) There is no mention in the relevant Pension Rule applicable to the employees about retirement on the basis of CDA 55(11) (b). The pension on CR is not defined also in Pension Rule 37A.

(4) FR 56(J) differentiate between executives & non-executives. While age of 50 years is for Group 'A' and 'B' officers but for later it is 55. Such difference is not available in Rule 55(11)(b) as such it is not akin to FR56(J) as contended by the management side. Kindly, therefore, get the matter clarified.

### **Retention of SSA Head at Bharatpur in Rajasthan circle -Regarding.**

**TF-36/2 Dated:-13-11-2014 to Director (HR) BSNL, New Delhi.**

Shri R. Govind Singhal, Dy. GMT is holding the charge of SSA in absence of a regular GM and has completed four years of stay. He is reportedly not only involved in corrupt practices and malpractices but deeply concerned with the union politics.

Some time back we have forwarded a letter issued by him to our District Secy and discussed also. We strongly feel no any sane officer will write such letter. Retention of such officer as SSA Head is questionable and needs, we feel consideration.

Kindly, therefore, get the matter resolved.

### **Non-functioning of circle/local councils at Punjab -intervention regarding.**

**TF-2/1 Dated:-18-11-2014 to Sr. GM (SR), BSNL New Delhi.**

Kindly refer to our letters No.- TF-2/1, dt-22-10-2014 on the subject. We have mentioned the circles where neither circle nor local councils are functioning resulting non-redressal of staff grievances.

We are bringing to your kind notice a concrete example to acquaint how the functioning of local council is stalled at Hoshiarpur in the said circle. Shri Onkar Singh Rana, Retd DOT employees is Distt Secy of the union and Leader of staff Side. An objection has been

**Contd. on page 24**

## बीएसएनएल को स्वायत्ता नहीं

बीएसएनएल की स्थापना 1 अक्टूबर 2000 को इस उद्देश्य से किया गया था यह निजी कम्पनियों से मुकाबला करेगा जिससे कि जनता को सहनीय मूल्यों पर दूरसंचार सेवा उपलब्ध हो सके।

निगम ने सही दिशा में कार्य प्रारंभ किया जिसके परिणामस्वरूप मोबाइल सेवा टैरिफ में काफी गिरावट हुई। पब्लिक को निजी कम्पनियों के लूट से छुटकारा भी मिला। अल्पसमय में कम्पनी ने अधिक लाभ तथा रिजर्व फंड एकत्रित कर लिया। परन्तु यह दुःखद है कि राजनेता तथा डीओटी, मालिक, को यह रास नहीं आया तथा कम्पनी से धनराशि की उगाही प्रारंभ कर दी। निजी कम्पनियों को लाभान्वित करने के लिए नीतियों तथा रियायतों में परिवर्तन किया गया जिसके फलस्वरूप आज कम्पनी आर्थिक संकट से जूझ रही है।

छः माह पूर्व संसद तथा इसके बाहर सरकार द्वारा पवित्र तथा सुंदर घोषणाएं की गई कि बीएसएनएल को संकट से उबारने हेतु आर्थिक पैकेज दिया जाएगा। परन्तु स्थिति यथावत है। शायद यह केवल पब्लिक को दिखावा मात्र था। वास्तविकता तो यह है कि वर्तमान में डीओटी शीघ्रता से निगम में कार्यरत कर्मचारियों में असंतोष उत्पन्न करने में प्रयासरत है।

डीओटी तथा बीएसएनएल के मध्य हस्ताक्षरित एमओयू में उल्लेख है कि इसे कार्य करने की स्वायत्ता एवं आजादी होगी। कार्यरत कर्मचारियों से सम्बंधित नियम बनाने की भी स्वतंत्रता होगी। परन्तु डीओटी सेवा फंक्शननिंग तथा कार्मिक मुद्दों पर कठिनाईयों तथा अवरोध उत्पन्न कर रहे हैं। इस हस्तक्षेप से कार्मिक मुद्दों का समाधान नहीं हो रहा है।

बीएसएनएल बोर्ड में पदेन निदेशक के साथ-साथ डीओटी के भी प्रतिनिधि होते हैं। बोर्ड के अनुमोदन हेतु अनेक कार्मिक मुद्दे लम्बित हैं। मान्यता प्राप्त संघों से चर्चा तथा प्रबंधन समिति की अनुशंसा के पश्चात जेटीओ भर्ती नियम बोर्ड को अनुमोदन हेतु द्वितीय बार भेजा गया। बोर्ड की बैठक 9 दिसम्बर को सम्पन्न हुई। परन्तु इसका अनुमोदन नहीं हुआ। डीओटी के प्रतिनिधियों ने निगम के "कार्मिक योजना" की मांग किया। यहीं दशा "जेएओ" भर्ती नियम की भी हुई जिसमें अब 5 वर्ष की सेवा शर्त का प्रावधान किया गया है। अधिक समय से ई-1 वेतन का अनुमोदन भी बोर्ड में लम्बित हैं।

पता चला है कि डीओटी के प्रतिनिधियों ने बैठक में प्रतिक्रिया व्यक्त करते हुए कहा है कि प्रबंधन संघों के दबाव में कार्य कर रहा है। यह हास्यासपद है क्योंकि मुद्दों पर नेशनल कौंसिल में चर्चा होती है। "जहाँ पर कोई दबाव किसी पक्ष द्वारा नहीं किया जाता है। बीएसएनएल कर्मचारी डीओटी के मन्सूबों को समझते हैं। कर्मचारियों का असंतोष स्वाभाविक है यदि समस्या का समाधान नहीं होता है। डीओटी द्वारा ही समाधान में कठिनाईयों तथा अवरोध उत्पन्न किए जा रहे हैं।

समय की मांग है कि डीओटी निगम को कार्य करने दें तथा अवरोध उत्पन्न नहीं करें। बीएसएनएल पब्लिक का उपक्रम तथा दौलत है उससे प्रशासनिक मंत्रालय "रखैल" जैसा व्यवहार नहीं करें तथा कम्पनी को कार्य करने की आजादी दी जाय। डीओटी को हस्ताक्षरित "मैमोरैंडम ऑफ अंडरस्टैंडिंग" का सम्मान तथा आदर करना चाहिए।

### नेशनल कौंसिल की 32वीं बैठक का एजेंडा

(1) 22.7.1997 से 8.9.2000 तक की विभागीय परीक्षाओं में एससी/एसटी कर्मचारियों को शिथिलताओं की सुविधा:- उच्चतम न्यायालय के संवैधानिक बेंच ने 15.7.2004 को डीओपी के ओएक संख्या 36012/23/96-ईस्ट (रेस) दिनांक 22.7.1997 को गैर-कानूनी करार दिया है। यह बीएसएनएल कर्मचारियों पर भी लागू किया है। अतः इसका लाभ वर्ष 22.7.1997 से 8.9.2000 में की विभागीय परीक्षाओं में सम्मिलित एससी/एसटी कर्मचारियों को दिया जाय।

(2) बीएसएनएल में सम्मिलित कर्मचारियों को पेंशन भुगतान तथा डीओटी के पत्र संख्या 1-45/2003-बी दिनांक 15.6.2006 की वापसी:- डीओटी ने पत्र संख्या 16-27 .2001 दिनांक 29.6.2001 द्वारा स्पष्ट किया था कि बीएसएनएल में सम्मिलित कर्मचारियों के पेंशन का भुगतान कन्सालिडेटेड फंड से होगा। इसको पत्र संख्या 1-45/2003-बी दिनांक 15.3.2005 में पुनः स्पष्ट किया गया था। पत्र संख्या 7-1/2000/टीए-1/7 दिनांक 31.7.2002 में निर्देश था कि बीएसएनएल पेंशन योगदान का भुगतान एफआर 116 तथा 117 के अंतर्गत करेगा। परन्तु डीओटी दिनांक 15.6.2006 के द्वारा आदेशों में परिवर्तन करके

**क्रिसमस और नववर्ष 2015 की हार्दिक शुभकामनाएं**

60:40 का अनुपात जारी किया तथा बीएसएनएल-एमटीएनएल की प्राप्त टैक्स राशियों से जोड़ दिया। या पूर्व के आदेशों तथा आशवासनों के विरुद्ध है। डीओटी ने वित्त विभाग को सूचित किया है कि वर्ष 2011 से पेंशन खर्च 60 प्रतिशत की सीमा से अधिक हो गया है। निर्धारित सीमा से कर्मचारियों में शंकाएं उत्पन्न हैं क्योंकि 78.2% आईडीए का लाभ अभी तक सेवानिवृत्ति कर्मचारियों को नहीं मिला है। अतः मांग है कि दिनांक 15.6.2006 की वापसी हो तथा एमटीएनएल की भांति वास्तविक वेतन पर पेंशन का योगदान लिया जाय।

(3) बीएसएनएलएमआरएस का पुनर्वालोकन :- बी एस एन एल मेडिकल रिम्बर्समेंट नीति के पुनर्वालोकन हेतु समिति का गठन किया जाय।

(4) नियमित टेम्पोरेरी स्टेटस मजदूरों का पीओ :- टेम्पोरेरी स्टेटस मजदूर जो परीक्षा उत्तीर्ण करके टीएम हो गए हैं उनका पी के जारी नहीं हुआ। कनिष्ठ टीएसएम को नियमित होने पर पीओ जारी हुआ है। परन्तु सीधे नियमित दैनिक मजदूर जो ज्येष्ठ उन्हें पीओ से वंचित किया गया है। कर्मचारी पक्ष की मांग है कि ऐसे कर्मचारियों को भी पीओ जारी किया जाय।

(5) सर्किल तथा ऑल इंडिया स्तरों पर भी वर्कस कमेटी का गठन

(6) नॉन-एक्जुअल स्टैगनेशन इन्क्रीमेंट तथा एनईपीपी में पात्र इन्क्रीमेंट दिया जाय। वर्तमान में कर्मचारी स्टैगनेशन इन्क्रीमेंट तथा प्रमोशन में नॉन-एक्जुअल इन्क्रीमेंट दोनों से वंचित हो रहे हैं।

(7) एनईपीपी में प्रोन्नति के परिणामस्वरूप मूल वेतन में कमी के मामले का समाधान किया जाय।

(8) सैक्सुअल हारासमेंट को रोकने के लिए शिकायत समिति में संघ के महिला कर्मचारी को सम्मिलित किया जाय।

(9) एमटीएनएल क्षेत्र में कार्यरत बीएसएनएल कर्मचारियों को रूपया 200/- का सिम दिया जाय। अन्य नेटवर्क में कॉल करने कर भी सुविधा दी जाय।

(10) अन्डमान-निकोबार के आईसलैंड को जोड़ने हेतु समुद्र के भीतर ओएफसी केबिल डालने का मामला सरकार से लिया जाय।

(11) अन्डमान-निकोबार हेतु सीनियर, टीओए टीटीए की भर्ती की जाय।

(12) शहर से 8 किलोमीटर के भीतर के ग्राम में कार्यरत कर्मचारी को शहर के समकक्ष मकान भत्ता दिया जाय।

(13) रिक्त स्टॉफ क्वार्टर्स का उपयोग हो।

(14) नक्सल एरिया में कार्यरत बीएसएनएल कर्मचारियों को सामाजिक सुरक्षा तथा अन्य सुविधाएं छत्तीसगढ़ सरकार की भांति दी जाय।

### नेशनल कौंसिल की 31वीं बैठक का आधिकारिक सांक्षिप्त कार्यवाही विवरण

बीएसएनएल/39-3/एसआर/2014 दिनांक 8.12.2014

नेशनल कौंसिल की बैठक 25 सितम्बर को सम्पन्न हुई थी। आरम्भ में जीएम (एसआर) ने ईडी (वित्त) सहित कौंसिल सदस्यों का स्वागत किया तथा प्रधानमंत्री की घोषणाओं से अवगत कराते हुए अपेक्षा किया कि केन्द्रीय विभाग तथा उपक्रमों के उत्पादन, अनुशासन तथा जवाबदेही में वृद्धि होगी। कौंसिलों की स्थापना कर्मचारियों की समस्याओं के समाधान हेतु है ऐसे में जेएसी आदि के गठन के औचित्य का प्रश्न उठाया। इसके पश्चात् पर दुःख व्यक्त किया तथा मौन रखकर श्रद्धांजलि अर्पित की।

ईडी (वित्त) से चैयरमैन तथा अन्य सदस्यों का स्वागत करते हुए कहा कि हम सभी अत्यधिक जिम्मेदारी तथा जवाबदेही के युग में प्रवेश कर रहे हैं। जम्मू-कश्मीर में सेवाओं के पुनर्स्थापन में कर्मचारियों के सहयोग की सराहना की तथा कहा कि कम्पनी में आर्थिक संकट है। परन्तु कर्मों शक्ति से इस पर नियंत्रण सम्भव है। रेवेन्यू में वृद्धि है। उन्होंने कर्मों पक्ष से सहयोग की अपील की।

निदेशक (कार्मिक), चैयरमैन कौंसिल कर्मचारियों के जम्मू का प्रतीक को एक दिन के वेतन के योगदान के निर्णय की सराहना करते हुए कहा कि सभी को कम्पनी की छवि में वृद्धि करने का प्रयास करना चाहिए। कम्पनी वित्तीय हानि में है जिसकी एक वर्ष में पूर्ति नहीं हो सकती है। परन्तु सभी को इस दिशा में कार्य करना चाहिए। सरकार भी इस दिशा में चिंतित है कि किस प्रकार बीएसएनएल-एमटीएनएल का पुनर्गठन हो। श्रम शक्ति का अधिकतम उपयोग आवश्यक है। चैयरमैन के भाषण के पश्चात कर्मचारी पक्ष ने जम्मू-कश्मीर स्टॉफ के लिए 3 माह के अग्रिम वेतन भुगतान की मांग की। चर्चा के उपरांत एक माह के अग्रिम वेतन भुगतान को स्वीकार किया गया।

चैयरमैन तथा सदस्यों का स्वागत करते हुए लीडर कर्मों पक्ष ने प्रबंधन को सहयोग हेतु आश्वास्त किया। परन्तु उन्होंने कहा कि आज सामग्रियों तथा उपकरणों का नितांत अभाव है। यह सत्य है कि आज 80% कर्मचारी कौंसिल के परिधि में हैं। समस्याओं के समाधान नहीं होने के कारण ही जेएसी का गठन किया गया है। उन्होंने धरना तथा प्रदर्शन के संदर्भ में 18.9.2014 के निर्गत पत्र पर चिंता व्यक्त करते हुए पुनर्वालोकन

की मांग की। उन्होंने शिकायत किया कि प्रबंधन नीति मुद्दों जैसे कि कन्सलटेंट रिपोर्ट, बीएसएनएल-एमटीएनएल मरजर आदि पर मान्यता प्राप्त संघों से विचार-विमर्श नहीं किया है। इससे सौहादपूर्ण वातावरण प्रभावित हो सकता है। पूर्व की नेशनल कौंसिल में उठाए गए मुद्दों स्टैगनेशन, टीटीएज का वेतन में कमी पीएलआई, सीघे भर्ती कर्मचारियों के पेंशन नियम, जेटी/जेएओ के भर्ती नियम, पीएलआई चिकित्सा दावों आदि का समाधान नहीं हुआ है। नोफेन प्रोजेक्ट में कम्पनी को हानि नहीं हो। इस दिशा में कार्यवाही की जाय अंत में उन्होंने एलटीसी के रिस्टोरेशन की मांग की।

सचिव, स्टॉफ साइड चैयरमैन तथा अन्यो का स्वागत करते हुए प्रसन्नता व्यक्त किया कि सीएमडी के नेतृत्व में अधिकारियों तथा कर्मचारियों ने अल्प समय में जम्मू-कश्मीर में सेवाओं को रिस्टोर किया। उन्होंने 18.9.2014 के "एसआर" सेल द्वारा निर्गत आदेश की वापसी की मांग की। निदेशक (कार्मिक) से बैठक के पश्चात् 30 सूत्रीय मांग पर कोई प्रगति नहीं हुई है। पीएलआई समिति ने अभी तक कोई सिफारिश नहीं की है। अतः तदर्थ भुगतान हो। केरल में "स्ने" द्वारा आंदोलन की शीघ्रता से समाधान हो।

चर्चा के उपरांत 18.9.2014 के आदेश को स्थगित करने की सहमति हुई। वित्तीय संकट का तर्क देकर, एलटीसी, पीएलआई भुगतान हेतु प्रबंधन तैयार नहीं हुआ। टीटीएज हेतु समिति ने 1.1.2007 से 7.5.2010 तक नियुक्त कर्मचारियों को एक अग्रिम इंकीमेंट का सुझाव दिया है। इस प्रबंधन समिति को भेजा जाएगा।

इसके उपरांत एजेंडा पर चर्चा प्रारंभ हुई।

**(7.1) 78.2 आईडीए मरजर के अनुरूप वेतनमानों का पुनर्गठन:** डीपीआई के दिशा-निर्देशनों के अनुसार मांग स्वीकार करना सम्भव नहीं है।

(7.2) ईआरपी लागू होने से कठिनाईयाँ चर्चा के पश्चात् सहमति हुई कि ईआरपी से उत्पन्न समस्याओं का समाधान किया जाएगा। कठिनाईयों को "एसआर सेल" अथवा "सीआईटी सेल" को भेजा गया।

(7.3) सीडीए रूल 55(ए) (सी) 2006 तथा अन्य प्रावधान 55(II)(बी) का लागू होना।

स्टॉफ साइड ने नियम 55 (II)(बी) की वापसी की मांग किया जिसमें लिखा है कि 55 वर्ष की आयु में कर्मचारियों के रिटायर करने का प्रबंधन को पूर्ण अधिकारी है। चर्चा के पश्चात् तय हुआ कि कर्मचारी पश्चात् शंकाओं/विरोधों को प्रबंधन को भेजेगा।

**(7.4) जीपीएफ अग्रिम हेतु फंड :** "डीओटी सेल" द्वारा भुगतान की सहमति नहीं हुई। भुगतान में शीघ्रता से करने का प्रयास होगा।

**(7.6) ट्रान्सफर पॉलिसी में संशोधन:** कर्मचारी पक्ष ने 2 वर्षों के पश्चात् ग्रामीण क्षेत्रों में कार्यरत कर्मचारियों की वापसी की मांग की। प्रबंधन पॉपुलर तथा अनुपालन स्थानों को चिन्हित करने का आदेश जारी रहेगा।

(7.7) कर्मचारियों को चिकित्सा भत्ते का भुगतान सेवानिवृत्ति कर्मचारियों हेतु विचार किया जाएगा।

**(7.8) संघों के पदाधिकारियों के ट्रान्सफर छूट में भेदभाव:** मान्यता अवधि तक छूट होनी चाहिए। प्रबंधन पुनः विचार करेगा।

**(7.9) वेतन से एलआईसी प्रीमियम की कटौती:** प्रीमियम में वृद्धि हो जिससे कि कर्मचारियों को अधिक लाभ मिले। एलआईसी इसके लिए तैयार नहीं है। बहुत चर्चा के उपरांत सहमति हुई कि प्रीमियम हेतु त्रिपक्षीय चर्चा से निगोसिएशन होगा।

**(7.10) अतिरिक्त बीसीआर-III को भुगतान का रिस्टोरेशन:-** रिस्टोरेशन सम्भव नहीं है।

**(7.11) कौंसिल के बाईलाज का बनना:** प्रबंधन पक्ष मसविदा तैयार करेगा।

**(7.12) टेलीकॉम फैक्टरी के उत्पादन में क्युए "द्वारा स्वीकृति में विलम्ब:-** कोई विलम्ब नहीं होता है। फैक्टरी को "क्युए" के मानकों को मनाना होगा।

**(7.13) वर्गों का दूसरा पुनर्गठन:** उचित समय पर इसका विचार होगा।

**(7.14) शहरों का अपग्रेडेशन:** इसमें बीएसएनएल हेडक्वार्टर की कोई भूमिका नहीं है। अपग्रेडेशन के मामलों को डीओटी भेज दिया जाएगा।

**(7.15) इन्डस्ट्रियल कैंडर का पुनर्गठन:** चैयरमैन के निर्णय का पालन हो।

**(7.16) मल्टी टॉस्क का सृजन:** कन्सलटेंट की रिपोर्ट के आधार पर कार्यवाही होगी।

**(7.17) एलआईसी छुट्टी नगदीकरण में जीवन लाभ में वृद्धि:** प्रबंधन एलआईसी से किए गए वर्ष 200 के समझौतों की प्रतिलिपि संघों को उपलब्ध करेगी। भविष्य में मान्यता प्राप्त संघ के प्रतिनिधि एलआईसी से निगोसिएशन में सम्मिलित किए जाएंगे।

**(7.18) समानता के आधार पर राजभाषा अधिकारियों पदों का अभाव:** सर्किलों में समानता के आधार पर पद नहीं है। भर्ती नियम में संशोधन आवश्यकता है। समिति का गठन हो चुका है।

(7.19) विभागीय परीक्षाओं में निगेटिव मार्किंग पर बंदी मांग स्वीकार नहीं किया गया।

### प्रबंधन से पत्र

बीएसएनएल 273-18/2013/सीजीए/ई IV दिनांक  
15.12.2014

पत्र संख्या 273-18/2013/सीजए/पीIV दिनांक 1.10.2014 के तारतम्य में निम्न स्पष्टीकरण आदेश जारी किया जाता है।

1) कॉर्पोरेट कार्यालय के एचपीसी द्वारा निर्मित मामलों को पुनः नहीं खोला जाय।

2) 30.9.2014 के सभी मामलों का निपटारण नवीन आदेश के अनुसार किया जाय।

3) अनुकम्पा नियुक्ति के मालों का पुनर्वालोकन अदालत के निर्देशानुसार किया जा सकता है।

ऐसे मामलों का पुनर्वालोकन सर्किल स्तर पर सम्भव है जिसमें नवीन वित्तीय बिंदुओं को संज्ञान में लाया गया है।

4) पुनर्वालोकन में 27.6.2007 के आदेशों को ध्यान में रखकर किया जाएगा।

### प्रबंधन को पत्र

सीडीए नियम 55(II)(बी) 2006 का लागू करना  
उचित नहीं

टीएम 13/8 दिनों 8.12.2014 जीएम (रिस्ट्रक्चरिंग) को

दिनांक 25.9.2014 की बैठक में बताया गया था कि सीडीए नियम 55(II)(बी) 2006 एफआर 56-जे के आधार पर बना है। इस संदर्भ में निम्न तर्क प्रस्तुत है।

★ नियम 55 का 55(II) सी सम्मिलित कर्मियों के लिए नहीं है तो 55(II) बी कैसे लागू होगा?

★ बीएसएनएल में सम्मिलित कर्मचारियों के लिए विशेष प्रावधान है कि नौकरी से डिस्मिस के पश्चात् भी उनकी पेंशन की पात्रता रहेगी। ऐसे में बीएसएनएल प्रबंधन सीडीए नियम 55(II) बी के अंतर्गत रिटायर करने का पूर्ण अधिकार कैसे ले सकता है।

★ सीडीए (II) बी के द्वारा रिटायर होने पर पेंशन नियम में कोई उल्लेख नहीं है। पेंशन नियम 37ए में सीआर रिटायरमेंट पर भी पेंशन का उल्लेख नहीं है।

★ एफआर 56 जे में ग्रुप 'ए' तथा 'बी' अधिकारियों के लिए सीआर रिटायरमेंट की व्यवस्थान 50 वर्ष की है जबकि

अन्यों के लिए 55 वर्ष। अतः सीडीए नियम 55 (II) बी 56 जे की भांति नहीं है।

### राज्य सभा

अनस्टार्ड प्रश्न 672, उत्तर 28.12.2014  
एमटीएनएल का बीएसएनएल के साथ विलय  
672 श्री पंकज बोरा

(ए) क्या एमटीएनएल का बीएसएनएल के साथ विलय का सरकार का प्रस्ताव है?

(बी) यदि हाँ तो क्या इससे विभाग के हानि का पुनर्धान होगा।

(सी) यदि हाँ तो विलय योजना तथा वित्तीय लाभों का ब्यौरा दें।

### उत्तर

(ए) से (सी) सरकार द्वारा अनेक उपायों (लघु, मध्यम तथा अधिकतम) से बीएसएनएल तथा एमटीएनएल के पुनर्धान हेतु प्रक्रिया में है। अधिकतम उपाय में विलय है जिससे कि वे दूरसंचार बाजार में अग्रणी नेतृत्व करें। दोनों निगमों के विलय से सम्बन्धित प्रभावित मुद्दों के अध्ययन हेतु चार समितियों का गठन किया गया है। कर्मचारियों के एकीकरण, सिस्टम विलय, कॉर्पोरेट विलय तथा वित्तीय विलय से संबंधित बिन्दुओं का अध्ययन हो। आर्थिक हानि से सम्बन्धित मामले विलय समिति के पास है।

### राज्य सभा प्रश्न 680 डाक्टर मैटरेयन

(ए) सरकार द्वारा बीएसएनएल को आर्थिक रूप से सुदृढ़ तथा अग्रणी निजी कम्पनी से प्रतियोगिता के लिए गए उपाय।

(बी) क्या बीएसएनएल हानि को कम करने के लिए बीआरएस का प्रस्ताव किया है।

(सी) यदि हाँ तो विस्तृत ब्यौरा तथा इसे दिशा में सरकार द्वारा निर्णय

(डी) बीएसएनएल के अचल तथा निर्धारित सम्पदा का मूल्य (ई) प्रतिदिन के ऑपरेशन में बीएसएनएल का खर्च।

### उत्तर

#### संचार मंत्री श्री रविशंकर प्रसाद का उत्तर

(ए) बीएसएनएल आर्थिक संकट में है। सरकार ने अनेक उपाय किए हैं जिससे कि निगम दूसरे निजी कम्पनियों से दूरसंचार सेवाएं देने में मुकाबला कर सके।

सरकार ने अनेक उपाय किए हैं जिनमें निम्न सम्मिलित हैं।

(1) रूपया 1411 करोड़ ऋण की माफी

(2) बीडब्ल्यूए स्पेक्ट्रम के वापसी के फलस्वरूप रूपया 6724.51 की आर्थिक सहायता इसके अतिरिक्त परफार्मेंस तथा इन्फ्रास्ट्रक्चर में सुधार हेतु तीन परियोजनाओं, मूल्यों में कमी तथा रेवेन्यू अर्जन के नए अवसर के उपाय किए गए हैं। ये उपाय निम्न हैं।

★ वर्तमान दूरभाष केन्द्र के स्थान पर नेक्सट जनरेशन इक्सचेन्ज (एनजीएन) जिससे कि ग्राहकों को बेहतर सेवा उपलब्ध हो।

★ डाटा यूसेज में तीव्रतम प्रयास। इसके लिए शेष दूरभाष केन्द्रों को ब्राडबैंड एवम् कनवर्टिंग पब्लिक स्विचड टेलीफोन नेटवर्क (पीएसटीएन) की परिधि में लाना।

★ 172 शहरों में फायबर टू होम (एमटीटीएच) ले जाना

★ ग्राहकों का ध्यान, सेवा देना, सेवा अश्वासन, रेवेन्यू प्रबंधन तथा सम्पदा प्रबंधन।

★ 45000 बिक्री तथा मार्केटिंग पर बल

★ नहीं, वीआरएस का प्रस्ताव बीएसएनएल से प्राप्त हुआ था।

★ जीओएम ने कहा था कि कर्मचारियों से सकारात्मक उत्तर नहीं मिलेगा। बीएसएनएल एमटीएनएल के ऐसे कर्मचारियों के लिए वेतन खर्चों में कमी करने हेतु सरकार द्वारा 10 वर्षों तक आर्थिक सहायता देने की सिफारिश थी जो कि 50 वर्ष की आयु से अधिक है।

इस पर अंतिम निर्णय नहीं लिया गया है।

(डी) कुल सम्पदा का मूल्य रूपया 54499.45 करोड़ है।

(ई) प्रतिदिन खर्च का ब्यौरा नहीं है। परन्तु 2013-14 का पूर्ण खर्च रूपया 34,929.60 करोड़ है।

### छः सर्किलों में छोटे एसएसएज को जीएम एसएसएज के साथ एकीकरण तथा ईआरपी का कार्यान्वयन

यूपी(पूर्व), यूपी (पश्चिम), ओडिसा, झारखंड, छत्तीसगढ़ तथा मध्य प्रदेश में ईआपी का कार्यान्वयन एवं छोटे एसएसएज का जीएम एसएसएज के साथ कन्सालिडेशन प्रस्तावित है।

★ छोटे एसएसएज जीएम के अगुवाई के एसएसए का भाग होगा। एकीकृत एसएसए विजिनेस एरिया/ सर्किल कहा जाएगा।

★ कार्मिक, वित्तीय, योजना तथा प्रोक्वोलेंट मामले बिजनेस एरिया द्वारा सम्पादित होगा।

★ छोटे एसएसएज नेटवर्क ओएम, कस्टमर सर्विस तथा सेल्स देखेंगे।

★ छोटे एसएसएज के कन्सालिडेशन के पश्चात भी एसएसएज कैंडर का ट्रांसफर पूर्व की भांति ही रहेगा तथा कोई परिवर्तन नहीं होगा।

★ बिजनेस एरिया का जीएम, पूर्णतः रूपेण बिजनेस का जिम्मेदार होगा।

★ जीएम सेल्स, मार्केटिंग, कस्टमर सर्विस, नेटवर्क विस्तार, अपग्रेडेशन, मॉनिटिंग आदि का जिम्मेदार होगा।

## सूचनाएं आदि

### सीधे भर्ती बीएसएनएल कर्मचारियों को सेवानिवृत्ति लाभ

दिनांक 22.12.2014 की बैठक में प्रबंधन ने 3% के योगदान का प्रस्ताव किया। अब नियम बनने में एक वर्ष का समय लगेगा।

### ईआरपी प्रस्तुतिकरण

संघों को 23 दिसंबर को ईआरपी का प्रेजेंटेशन दिया गया। महामंत्री ने भाग लिया।

### निदेशक, बीएसएनएल बोर्ड का चयन

श्री एन.के.मेहता जो कि वर्तमान में बीएसएनएल में इक्जीक्युटिव डायरेक्टर (आईटी) हैं निदेशक (इन्टरप्राइज) हेतु पब्लिक इन्टरप्राइज सेलेक्शन बोर्ड द्वारा चयनित हुए हैं।

मैडम योजना दास निदेशक (वित्त) के रूप में चयनित हैं।

### जेटीओ/जेएओ संशोधित भर्ती नियम)

सरकार, डीओटी, के प्रतिनिधियों ने "कार्मिक योजना" की दलील देकर संशोधित भर्ती नियम का अनुमोदन नहीं किया है। इससे स्पष्ट है कि बीएसएनएल को कार्य करने की स्वायत्ता नहीं है।

### छः पायलेट सर्किलों में ईआरपी कार्यान्वयन के साथ

#### पुनर्गठन का प्रस्ताव

छत्तीसगढ़, झारखंड, मध्य प्रदेश, ओडिसा, यूपी (पूर्व) तथा यूपी (पश्चिम) पायलेट सर्किलों में ईआरपी कार्यान्वयन के साथ एसएसएज के पुनर्गठन का प्रस्ताव है।

### पीएलआई कमेटी बैठक

पीएलआई समिति की बैठक 9 दिसम्बर को सम्पन्न हुई। बैठक में सहमति हुई कि प्रबंधन पक्ष तीन वर्षों का आंकड़ा प्रस्तुत करेगा जिससे कि लक्ष्य को निर्धारित किया जा सके। साथी इस्लाम बैठक में भाग लिया।

अगली बैठक 27 जनवरी, 2015 को होगी।

### **डिजिगनेशन समिति**

बैठक 10 दिसम्बर को हुई जिसमें साथी सी.सिंह, महामंत्री तथा साथी महाबीर सिंह सम्मिलित हुए। प्रस्तावों पर सहमति नहीं हो सकी। अगली बैठक 7 जनवरी, 2015 को निर्धारित हुई है।

### **संघ के संविधान संशोधन प्रस्ताव का पंजीकरण**

राष्ट्रीय अधिवेशन में पारित संशोधन का पंजीकरण डिप्युटी रजिस्ट्रार ट्रेड यूनियन द्वारा हो गया है। मासिक चंदा 25/- का वितरण निम्नवत होगा।

हेडक्वार्टर – रूपया 6.00, सर्किल- 9.00, जिला- रूपया 10 बांच सहित।

### **पीएफ इन्ट्रेस्ट**

रूपया 8.50 % से 8.75% होगा।

### **मुरादाबाद जिला कांफ्रेंस**

अधिवेशन दिनांक 16 दिसम्बर के साथी जब्बार खान, राष्ट्रीय अध्यक्ष की अध्यक्षता में सम्पन्न हुई। ज्येष्ठ जीएम, डिप्युटी जीएमएस आदि ने भाग लिया। साथी इस्लाम तथा सैनी, प्रांतीय मंत्री ने खुले अधिवेशन को सम्बोधित किया।

साथी मुखराम त्यागी, फिरोजखान एवं प्रेम सिंह क्रमशः अध्यक्ष, जिला मंत्री तथा खजांची निर्वाचित हुए हैं।

### **जयपुर जिला अधिवेशन**

अधिवेशन/गोष्ठी दिनांक 27 दिसम्बर को आयोजित हुई। महामंत्री अधिवेशन तथा गोष्ठी को सम्बोधित किया। साथी के.एल. शर्मा ने अध्यक्षता की। गाष्ठी विषय "बीएसएनएल के विकास में कर्मचारियों की भूमिका को जिला मंत्री, साथी बी.डी.शर्मा ने प्रस्तुत किया। महामंत्री के अतिरिक्त पीजीएम, सीनियर जीएम (वित्त) तथा प्रांतीय मंत्री, साथी दीक्षित ने भी अपने विचार व्यक्त किए।

### **बीएसएनएल बचाओ-राष्ट्र बचाओ**

बीएसएनएल प्रबल आर्थिक संकट से ग्रसित है। बी एस एन एल के सभी संघों तथा एसोशिएशनों के फोरम" ने माननीय प्रधानमंत्री को मेमोरेण्डम प्रेषित करने का निर्णय लिया है। प्रारूप अंग्रेजी में इस पत्रिका में पृष्ठ संख्या 2 पर प्रकाशित है।

संघ के प्रतिनिधियों तथा पदाधिकारियों से अनुरोध है कि प्रारूप की फोटोकॉपी कराके जन सम्पर्क करें तथा उनसे हस्ताक्षर कराके प्रधानमंत्री को भेजने का कष्ट करें। यह नितांत आवश्यक है।

### **जेएओ परीक्षा 2012**

ऐसे अभ्यर्थी जिन्होंने विकल्प, अंग्रेजी के स्थान पर परीक्षा में प्रश्नों के उत्तर हिन्दी में दिये हैं तथा प्रश्नों का मूल्यांकन इस आधार पर नहीं हुआ है तो वे तत्काल सीएमडी, बीएसएनएल को उचित माध्यम द्वारा प्रार्थना पत्र भेजे। संदर्भ बीएसएनएल 28.2.2012-रिक्ट/रिजल्ट दिनांक 23/12/2014।

### **जन्मतिथि में परिवर्तन**

सरकारी नौकरी में आने के 5 वर्षों के भीतर ही जन्मतिथि में परिवर्तन का प्रार्थनापत्र स्वीकार होगा। डीओपीटी में पत्र संख्या 19017/1/2014-ईस्ट (ए-IV) दिनांक 16.12.2014 में इस आशय का निर्देश जारी किया है।

### **चिकित्सा धन वापसी**

असूचीबद्ध इम्पलान्ट्स दवाईयों की सप्लाई एचएमएस/जे.बी.पंत हॉस्पिटल द्वारा अनुमोदित स्वास्थ्य मंत्रालय के पत्र सं. 202/2014/सीजीएचएस(एचक्यु)/पीपीटीवाई/सीजीएचएसम (पी) दिनांक 23.12.2014 के अनुसार होगा।

**Contd. from page 18:**

### **Letters To BSNL Management**

raised by BSNLEU that the retired DOT employee cannot be member of local council forgetting and ignoring the fact that Com. Namboodri is member of National Council. The letter dt-25-08-2014 of Distt. Secy, BSNLEU is enclosed for perusal and ready reference.

Kindly, therefore, take appropriate action for functioning of the local council and direct the field units not to stop meetings on such flimsy grounds.

### **Non-dressal of staff Grievances at Western UP circle -Request for intervention**

**TF-024 Dated:-15-11-2014 to Shri A.N. Rai, CMD, BSNL, New Delhi**

We are extremely constrained to mention that the administration in the circle is not alive to the staff grievances causing resentment amongst the employees. The circle union has already brought the factual position into the notice of CGM but indifferent attitude continues as before. In the situation union is being compelled to adopt the path of agitation.

We, therefore, request you to advise the CGMT, to settle the problems. We are deeply interested to avoid unpleasant situation