



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/CMD/2012-13

Dated: 10.09.2012

To,

Shri R.K. Upadhyay
Chairman-cum-Managing Director
Bharat Sanchar Nigam Limited
New Delhi -110001

Subject: Resolutions passed in the Central Working Committee meeting of AIBSNLEA held at Ahmedabad from 23rd to 24th August, 2012.

Respected sir,

The Central Working committee Meeting of AIBSNLEA held at Ahmedabad (Gujarat) from 23rd to 24th August'2012 requested for early settlement of the pending grievances of the Executives.

The CWC expressed its dissatisfaction for poor quality of service and slow expansion of Telecom services on GSM Telephone connections, Landline/Broadband service etc. due to non-procurement of adequate equipment/stores. CWC demanded immediate repatriation of non-optee ITS Officers and strongly opposed the disinvestment of BSNL, VRS, Payment to USO fund/license fee, Withdrawal of ADC and AMC/outsourcing in BSNL etc.

The following important resolutions on service matters and viability of BSNL were adopted in CWC unanimously:

1. (a) **Filling up of vacant STS, JAG, SAG and HAG level posts in BSNL on regular basis:-** As per BSNLMS RRs the regularisation of adhoc STS, JAG & SAG level Executives should be completed at the earliest. The vacant JAG/SAG/HAG posts of all disciplines should immediately be filled up by holding DPCs.
- (b) **Modification in BSNL MSRRs for Civil/Electrical/Arch. Engineering wing executives:-** BSNLMS RRs need immediate modification to allow the existing JTOs/SDEs (C/E/Arch) and other services Executives having diploma/undergraduate qualification for the promotion to the grade of AGM/EE/Architect as per the DOP&T instructions and CPWD RRs keeping them enblock junior to the degree holders whose seniority has been decided as per DoT RRs-1994. .

2. **Immediate repatriation of non-optee ITS Group 'A' officers in BSNL and ending deputation in BSNL immediately:** It seems that at present DoT Administration, BSNL/MTNL Managements along with ITSA are making continuous efforts for permanent deputation of ITS Officers in BSNL/MTNL which will be strongly opposed by BSNL/MTNL Unions/Associations.

CWC unanimously resolved and strongly demand to end the deemed deputation/deputation or Foreign Service in BSNL any further. In case, ITS Officers don't exercise option for BSNL, the absorbed executives of numbering about 300 of Group 'A' level (JAG/SAG/HAG), 2000 regular STS level and 50,000 Group 'B' level will own the responsibility of BSNL's Telecom Operations & Maintenance and its growth effectively without any interruption. The existing executives should immediately be promoted to STS/JAG/SAG/HAG level executives posts in BSNL for the future requirement." CWC decided that BSNL should immediate repatriate all non-optee ITS Group 'A' officers from BSNL and end deputation.

3. **Membership verification of majority Executive Association:** We are for single Association and the process of verification should start just after absorption of ITS officers in BSNL.
4. **Periodic IDA Pension Revision of BSNL Pensioners:** BSNL Pension revision order was issued on 15.03.2011. But DoT is not issuing order for periodic IDA Pension Revision of BSNL Pensioners hence uncertainty prevails for periodic pension revision in the year 2017 & 2027. DoT should issue order for periodic IDA Pension Revision for BSNL Pensioners.
5. **Payment of pension contribution of the IDA pay scales:** BSNL Management to take up the matter with DoP&T/DoT strongly for modification in payment of pension contribution from highest of IDA pay scale to the actual basic pay from BSNL.
6. **The single Rule for recasting of TES Gr. B officers seniority list should be implemented in BSNL:** Due to various court cases in different Hon'ble Courts regarding TES Gr. B officers seniority list, BSNL is not in a position to hold DPCs of various cadres. AIBSNLEA demands that BSNL should adopt single Rule for recasting of TES Gr. B officers seniority list in order to avoid such discrepancies.
7. **Confirmation of JAOs recruited as external JAOs from Postal Department:** Due to pending court case the regularization process is delayed. However, efforts should be made to get early hearing of court case for regularisation.
8. **Delegations of disciplinary power of CGM to looking after CGMs:** There are several vigilance cases pending for disposal at Circle level but since the status of CGMs are of 'Look After' in some Circles and they don't have statutory powers to decide the pending disciplinary cases, That's why such **disciplinary/vigilance** cases are badly suffering in wait of disposal. Many affected officials are on the verge of retirement. If the cases are not settled well in time the concerned officials will suffer a lot & their interest will be harmed. Therefore, it is resolved to request to delegate powers to looking after CGMs to decide pending vigilance / disciplinary cases at the earliest to avoid delay and suffering of executives.
9. **Executives are being harassed and terrorized by Contract labors in Kolakata Telephone Circle and WB Telecom Circle :** In view of the above, CWC requested to CMD, BSNL for his kind intervention in the matter to sanction extra fund for timely payment of salary to Job Contract labor and Security guards to ensure their timely salary

payment. Also, resolved that principal employer status should not be delegated below the rank of DGM.

10. **Implementation of CPSU Cadre hierarchy / Change of designations on each Time Bound upgradation and post based promotions:** On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should be allowed. But changes of designations on each Time Bound upgradation are yet to be decided.
11. **Finalisation of E1A, E2A, E9A and E9B IDA pay scales:** BSNL Board approved the in between pay scales E1A, E2A, E9A and E9B for JTO, SDE, CGM and ED and sent to DOT for approval. But DoT has rejected the proposal. Now BSNL should decide standard pay scales to all equivalent cadres.
12. **Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000:** BSNL management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e. JTO/SDE (Civil/Electrical/Arch./TF) Engineering wings, CSSs, PAs/PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. After implementation of this order no Executive has been benefited. Whereas, as per Dr. Shahi's committee recommendations the upgraded scales for the above executives' should have been implemented w.e.f 1.10.2000 on actual basis or notional basis.
13. **One time placement of SDE to Sr. SDE Grade:** As per DoT agreement and commitment of BSNL at the time of absorption of Group B officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would have been provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr. SDEs grade through Cadre Review Concept, on the backdrop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (as approved by Telecom Commission in 1994) for placement in the existing scheme, was approved by DoT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MoC&IT in the meeting held on 22.10.2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL board meeting. Now the majority of TES Group B officers have been absorbed in BSNL and the BSNL Executives' Promotion Policy is implemented with effect from 01.10.2000, but the assurance given to provide one time placement of SDE to Sr. SDE on 01.10.2000 has not been implemented. The issue needs to be settled favourably.
14. **Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:** Committee headed by PGM(FP) submitted its report on this issue and has not allowed stepping up of pay of seniors w.r.t. their juniors as per the provisions of EPP ignoring the Hon'ble CAT Ernakulam judgment against which the BSNL's appeal in the Hon'ble High Court Kerala at Ernakulam has been dismissed and now BSNL Management has decided to go for appeal in the Hon'ble Supreme Court. It is not justified and against the natural justice. It is resolved to request BSNL should implement Hon'ble CAT Ernakulam judgment to provide justice to seniors.
15. **Pay anomaly case of Departmental JAOs:** A committee has been formed headed by PGM(SR), Sr. GM(Pers.), GM(Estt.), GM(EF) and GM(FP) and the said committee has finalized the report and submitted to competent authority for approval. It seems that the committee has recommended five additional increment beneficate to Deptt. JTOs/JAOs

requesting at par with direct recruit JTOs/JAOs. The CWC requesting CMD to allow option to Departmental JAOs which is allowed as per rules.

16. **Immediate withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr. AO/Sr. SDE cadres and pay fixation in Executive Promotion Policy:** BSNL CO reviewed the matter and ordered, on the issue of AAO/Sr. AO/Sr. SDE pay fixation treating DoT period promotion before 01.10.2004 as time bound promotion. CWC is requesting CMD to review the case and allow the orders issued by DoT as post based promotion policy.
17. **Promotion from JTOs Offg (TTAs) to JTOs Telecom on regular basis:** CWC has requested BSNL management to upgrade requisite number of TTAs posts to JTOs as one time measure to promote 1800 JTOs offg. on regular basis. CWC also requested to provide pay fixation under FR-22 (I) (a) (i) instead of FR-35 to officiating JTOs since they are discharging the duties of JTO.
18. **Sanction/creation of new posts of PPS in the field offices:** With the restructuring, there remain only two grades i.e. PA and PS. In the restructuring order it was specifically clarified that the Private Secretaries who were already promoted as Sr. Private Secretary shall continue to hold the designation in the field units till further orders. It was agreed by the then Director (HRD) that the posts of PPS in CDA pay scale of Rs. 10000-325-15200 will be created and attached with Heads of Circles. CWC requested that all CGMs/PGMs (HAG level) may be provided with PPS.
19. **Implementation of DPE OM dated 02.04.2009 and revision of Perks & Allowances:** As per the Govt. decision, the fitment benefit @ 30% on the basic pay + DA @ 78.2% instead of 68.8% as on 01.01.2007 should be provided to all BSNL employees and now as per the agreement with Forum of BSNL Unions/Associations, BSNL Management should implement the DPE order at the earliest. Similarly, the perks and allowances should also be revised in new IDA pay scales at the earliest.
20. **Two weeks of training to executives whose pay is upgraded and on every promotion under EPP:** As per the provisions of EPP, the two Weeks training was being conducted in all the RTTCs in Class Rooms. But later on it was changed to e-mode and online examination w.e.f. 01.04.2011 in view of saving expenditure of TA/DA and training Centers establishment cost etc considering the state of BSNL Finance. Even though saving is achieved in not conducting the classes, but the executives were asked to go to RTTCs to write the exams by incurring expenditure on TA/DA, which again a huge expenditure on BSNL.

Moreover, there is no such training provision exists in BSNL's non-executive promotion policy as well as no such training provision is envisaged in the BSNL MSRRs on Post based promotions to Group-'A' level executives. Also deputationist officers are getting uninterrupted functional promotions against BSNL's posts without undergone of any training course.

CWC requested to immediately withdraw the provision of Two weeks training from EPP to save the huge expenditure of BSNL and to provide justice to Group-'B' level executives in BSNL.

21. Rent free 3G mobile service and Broadband connections should be provided to all BSNL Executives.

22. Financial viability of BSNL:

- (a) **Suggestions submitted for the improvement of BSNL's financial position :-**

- To issue a moratorium on all foreign tours till BSNL starts to make profit.
- To withdraw company conveyance to all category and grant a fixed monthly allowance. Misuse of official vehicle for personal purposes is a usual practice among top executives in management.
- To fix responsibility wherever the projects and plans such as Wi-Max, GPONE, FTTH etc fail to fetch the revenue project.
- To fix responsibility for the losses arising out mismanagement / wrong implementation of the activities such as BCG, ERP, CDR etc.
- To create a feeling of serious action on accountability among both who takes decisions but severally fails to review the performance and also those who do not take the decisions but simply throws the case.
- Merging of Mtce. Region, Telecom Project Circles with Territorial Circles, Inspection Circle with QA Circle and NCES with Data NW Circle.
- Recording individual performance through some module again through Circle intranets to be monitored by respective controlling officers. Different type of formats (templates) can be developed for each type of job. To start with the jobs of operation areas may be taken followed by planning, Administration etc. Formats for DGMs, GMs & CGMs also can be developed where overall picture of their respective areas will be there along with the attempts made by them to pull up the under performers by extending the supports required by them. The module can be developed by IT cell of Corporate Office or by any other circle which will be implemented nationally. Grading of APAR will naturally be based on the assessment of whole year, which will be a meaningful exercise. This has not been implemented in all Circles as the same has been implemented in BSNL Corporate Office. It needs immediate implementation in all Circles.
- Revision of financial powers of executives
- Empower CGMs to procure the equipments required at least for one month,
- Transferring of assets to BSNL and vacant land from DoT.
- Scrapping of line materials lying idle, and dispose of the un-usable materials for which BSNL HQ should issued proper guidelines.
- Implementation of Single Window concept in its true spirit and provide connections immediately.
- Rent out the vacant accommodation.
- Strengthen the sales and marketing cell.
- Stop '0' rental schemes, disconnection to be done as per guidelines, strengthen the co-ordination between the GPEON cable laying team and OFC laying team so that both cables are laid together in one trench to avoid double expenditure and also to dispose of the obsolete and unused stores.
- Reduce the expenditure towards the electricity.

- Fix minimum price for all products, to provide USO broadband connections.
- Agenda of viability of BSNL should be replaced as Salary Assurance by which profit will be earned by BSNL.
- **Illogical interest and taxes being paid by BSNL:** Various illogical interests are being paid by BSNL to Govt. of India, which is directly affecting the viability of BSNL. BSNL should be exempted from paying building tax, paying excise duty on SIM cards, paying exorbitant electricity bills by applying the logic of low usage of power instead of electricity being charged on the basis of power plant capacity, VT0.Ms revised penalty charges and heavy charges being paid to municipality and panchayat for erecting towers whereas they are not charging anything from electricity companies.
- **Instructions to all Govt. Departments/Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL only to support BSNL:** BSNL is operating in a very stiff competitive environment with sharp reduction in tariffs in order to serve the people of the Country as a responsible PSU. BSNL is maintaining the rural network with very low tariff for serving the rural India. In addition to this reimbursement of ADC charges is also withdrawn which has adversely effected the financial position of BSNL. The fixed expenses of the company are also increasing year after year. It is observed that some of the Government Departments/Autonomous Bodies are inclined to switch over to private network for various reasons.

As we are aware that the Ministry of Finance has issued instructions to all the Government Departments/Autonomous Bodies for undertaking the air travel by Air India only for both domestic and international travel where the Government of India bears the costs of air passage to support the Air India. (F.No.19024/1/2009-E.IV, GOI, MOF [Department of Expenditure].

BSNL Management should strongly take up the matter with Govt. for providing telephone connections/ broadband/ Value Added Services etc., to all Government Departments/ Autonomous Bodies from BSNL only in order to support BSNL and to provide better and reliable communication facilities to the country at large.

- **Strengthening of Marketing and Sales units of BSNL:** Private Service Providers are approaching to BSNL customers door to door and offering various attractive plans and taking away its creamy layer customers. BSNL is not allowing to offer matching tariff to those creamy layer customers to stop churning. Proper monitoring of franchisees / retailers who should have all available brands of BSNL, is required. More and more retailers / outlets of BSNL are also required in the market. BSNL should create teams to bring enterprise business by way of door to door marketing and should concentrate to provide quality service.

Hence, it is clear that there is no threat on BSNL as BSNL has got good infrastructure and expertise manpower but the major problem is nothing but the senior managerial cadre (ITS) in BSNL should join BSNL ending the continuous deemed deputation status so that they can have sense of belongingness and commitment to BSNL. The committed workforce and leaders can only yield the better results.

In the above back ground, the CWC has resolved to request the BSNL Management and DoT administration to take immediate necessary steps for the settlement of the above pending grievances of our members in a time bound manner and granting a meeting to this Association.

With kind regards,

Yours sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to :

- Shri R. Chandershekhar, Chairman TC & Secy (T), DOT, New Delhi.
- Shri A.N. Rai, Director(EB/HR), BSNL CO , New Delhi
- Shri N.K. Gupta, Director (CFA), BSNL, New Delhi
- Shri R.K.Agarwal, Director (CM), BSNL, New Delhi
- Shri K.C.G.K. Pillai, ED (Fin), BSNL, New Delhi
- Shri N.K. Narang, PGM (SR), BSNL CO, New Delhi
- Shri A.K. Jain, Sr. GM (Pers), BSNL CO, New Delhi
- Shri R.K. Goyal, GM (Estt), BSNL CO, New Delhi