

Brief of pending HR issues which needs immediate settlement

1. Implementation of standard IDA pay scales E-2 and E-3 for JTO/JAO and SDE/AO equivalent and Pay parity to the executives recruited after 1.1.2007.
2. Superannuation benefits to Direct Recruited executives as per DPE guidelines: 30% Superannuation benefits to the direct recruits: BSNL should contribute 12% of Basic + DA as Superannuation Benefits in respect of Direct Recruits and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.10.2000.
3. Implementation of CPSU Promotion Policy in BSNL: Time bound functional promotions up to NFSG grade as per absorption terms and conditions. No MT and DGM recruitment from outside.
 - First time bound promotion after 4 years service in all the cases.
 - Time bound promotion from E-5 to E-6 to the DGMs promoted from Grp."B" Executives.
 - Date of effect of Implementation of revised upgraded IDA Pay Scales for the Executives w.e.f. 1.10.2000 on notional basis.
 - Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors and antedating of pay.
 - Amendment in BSNL MSRRs of EE (Civil/Electrical/Arch).
4. Immediate implementation of digital signature by all circles with respect to EPF cases settlement of BSNL recruited employees, resolution of all EPF Anomalies, and EPF contribution during training period.
5. Promotions through LDCE in SDE cadre:
 - (a) LDCE from JTO to SDE(T): Immediate conduction of LDCE for promotion from JTO (T) to SDE (T) for the vacancy available till date. The syllabus of LDCE has already been notified.
 - (b) LDCE from JTO (TF) to SDEs (TF) on regular basis.
6. To provide additional increment to all the executives promoted through 2012 SDE (T) LDCE, to compensate loss of notional increment due to delayed result on the part of BSNL.
7. Special recruitment of JTO/JAO for hard tenure Circles.
8. Implementation of Transfer Policy in its true spirit in all disciplines and consideration of Rule-8 cases by circles, spouse cases as per the prevalent guidelines.
9. E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs: The BSNL Management Committee has cleared the proposal of E1+5 Increments

benefit to JTO (SRD), JAOs 2013 batch and PAs which is pending for BSNL Board approval. Also settlement of Pay Anomaly cases of Departmental JTOs outsider quota.

10. Conduction of various CPCs on a regular basis:

- i. JTO to SDE (T) CPC against seniority cum fitness quota: Conduction of DPC for Seniority and fitness quota as per DoPT guidelines for the years 2009-10, 2010-11 and 2011-12 to fill up about 6000 posts.
- ii. DPC from SDE(T)/DE(Adhoc) to DE Regular: Immediate CPC to fill up the left out about 500 DEs Posts.
- iii. Immediate conduction of CPC form DE to DGM (Engg.) on Adhoc/Regular basis.
- iv. Immediate CPC from JAO to AO to fill up about 1800 AOs posts.
- v. CPC from AO to CAO Regular to fill up about.
- vi. CPC from DGM (F)-Adhoc to DGM(F) - Regular.
- vii. Allowing option to departmental JAOs who joined after 07.05.2010: The pay anomaly case of departmental JAOs was processed by PAT Cell. A committee formed headed by PGM (SR), Sr. GM (Pers.), GM (Estt.), GM (EF) and GM (FP) and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOs at par with direct recruit JTOs/JAOs and accordingly implemented. But allowing option to Departmental JAOs who joined after 07.05.2010 in the executives cadre is yet to be considered.
- viii. CPCs from JTO (E) to SDE (E) and from SDE(C/E) to EE(C/E).
- ix. Promotion from Assistants to Section officers and Personal Assistant to Private Secretaries, SO to AGM and AGM to DGM in the erstwhile CSS and CSSS.
- x. Post based promotions for P.A/P.S, Common Recruitment Rules & Nomenclature and Introduction of Promotion Policy for Stenos (Dying cadre).

11. Inordinate delay in settlement of disciplinary cases: We have been requesting BSNL Management for the settlement of long pending disciplinary cases. Many cases are pending more than 7-8 years and no decision is given, causing undue harassment to the executives on promotions and retirement. As per CVC guidelines all the disciplinary cases needs early settlement.

12. Restructuring of AD (OL) Cadre: The committee constituted under the Chairmanship of Shri Harsh Wardhan Addl. GM (CP&M), BSNL C.O. has submitted the report to the competent authority to revise the pay scale of Rajbhasha Adhikari at par SDE/AO scale. Shortly case will be put up to the competent authority for approval. We have demanded to restructure the cadre by change of designation as AD(OL) and to ensure promotions up-to DD (O/L) STS grade.

13. Early finalization of New SDE RR-2014 & JTO RRs-2014 (without degradation of Scale & Qualification) and in line with the suggestions submitted by associations.

14. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 01.01.2007 for BSNL Pensioners.