

Meeting of CMD, BSNL with the representatives of Forum of BSNL Unions/Associations & other Unions on 17.4.2015 at 1600 hrs in pursuance of Chief Labour Commissioner(C)'s suggestion

Sl. No.	Charter of Demands of Forum of BSNL Unions/Association – Notice dtd.12.3.15 and other unions	BSNL Reply/Comments
1.	<p>Immediate procurement of adequate equipments, for the much delayed expansion of BSNL's networks, with focus on state-of-the-art technology. Govt. should enable BSNL to get the necessary finance for this procurement.</p>	<p>For the procurement of GSM equipment, BSNL has issued APO to add 15 million GSM lines in its network under phase VII GSM expansion project. Out of 15 million GSM lines 9.703 million GSM lines has already been rolled out and remaining is under roll out. Under Phase VII GSM Expansion project,                      BSNL is providing state of art equipment, BSNL is enhancing its data carrying capabilities in its network to provide faster data speeds to its valued customers, It ensures efficient utilization of spectrum in its GSM network.</p> <p>2.0 During this financial year at BSNL CO, the procurement planning and Tendering for procurement of Transmission Equipment for Core Network and OF Cable is being done. The details are as under:</p> <p>2.1 To improve the Transmission Network in Eastern Telecom Region, particularly in NE Region being a difficult Hilly Area, a MOU was signed with PGCIL for leasing the Bandwidth. To operationalize the said MOU, BSNL Corporate Office has invited Tender for procurement of DWDM Equipment for which Technical Evaluation is under finalization and Financial Bids are likely to be opened by 3rd week of January, 2015. In addition CGM (NETF) is executing OFC laying works for End Links in each state capital of NE-Region including Guwahati/ Kolkata so that Bandwidth is extended from PGCIL PoP to BSNL Exchanges. Total 81 numbers of 10 Gbps Links will be connected; this will improve the long distance connectivity of NE-Region.</p> <p>2.2 The states in <b>NE-I</b> (Meghalaya, Mizoram, and Tripura) &amp; <b>NE-II</b> (Arunachal Pradesh, Nagaland, Manipur) including <b>Assam</b> will be benefited by above arrangement with redundancy. In Assam, 25 Number of Districts out of 27 have been inter-connected and commissioned recently on OFC under <b>USOF Supported OFC Project</b>.</p> <p>3.0 For prompt OFC fault booking and monitoring, BSNL Transnet Package is being implemented in all the Regions and Territorial Circles. The "Regions <b>STR, WTR and NTR</b> have completed the activities related to Transnet Package Implementation and are using the system for OFC fault booking</p>

and monitoring. Transnet Implementation activities are in progress in other Circles also.

3.1 Territorial Circles/Regions are pursued for monitoring as well as improvement in **OFC fault restoration** time by critically analyzing SSA wise faults reports by CNO Cell. Reliability for most of the SSAs has started to gradually rise to about **95%** except for hilly areas and difficult terrains/ disturbed areas. The Transmission Systems in rings have shown close to 99%. Further, bandwidth is being hired from PGCIL wherever justified. Approximately **950 Kms** of Optical Fiber has been hired from Oil India Ltd. Also the agreement with Railtel for fibre swapping arrangement has been **renewed** for another 3 years to have redundancy. Such arrangements are being made on case by case basis with due diligence.

3.2 4000 Kms of Optical Fiber Cable is being taken from BBNL on loan basis for urgent requirement of maintenance and development for Telecom Regions and Project Circles including non-NOFN Circles. Consignee details have been intimated to BBNL for supply of OF Cable.

3.3 Tender for procurement of 24,000 Kms Optical Fiber Cable is under process.

4.0 Tender has been invited for procurement of Telecom equipments like 13432 numbers of STM-1 CPEs, 2963 numbers of MADM-16 and 2897 numbers of STM-1 ADM-2897 which is scheduled to open on 14.01.2015. This will enable more capacity availability for Lease Line including 3G Data Connectivity from Node B (BTSs).

4.1 Tender for procurement of STM-1/4/16 Analyser, Ethernet traffic Analyser and DWDM Analyser is under finalisation for Technical Evaluation.

4.2 Tender for procurement of Telecom equipments like Optical Transport Network (OTN) is under process. OTN will improve the bandwidth expansion capabilities offered by DWDM technology with redundancy.

5.0 CGNAT equipment is being procured for deployment at two International Gateways, i.e. Mumbai and Chennai. This will ease out the requirement of IP addresses and also make the network IPV6 compliant. The tender has been finalised and the APO has been issued. PO shall be issued shortly after the formalities of PBG etc are completed by the vendor.

5.1 The Financial Bids of MPLS Edge Router have been evaluated and the report of CET is submitted. The tender is in the final stages of financial approval by MC of BSNL Board.

	<p>5.2 Up gradation of existing CISCO Routers has been done in order to provide more Channelized STM1, GE and 10G ports for commissioning of MPLS VPN circuits. There was no alternative for cards and NTUs that were declared irreparable due to burning or physical damaged i.e. RNP. PO for procurement of these RNP MLLN Card / Modem has been issued to M/s ITI.</p>
<p>2.</p>	<p>Compensation for BSNL's loss making rural land line services, as per the assurance given by the government at the time of formation of the company</p>
<p>3.</p>	<p>Financial assistance to BSNL to expand network as assured. Payment of Rs.1,250 crore in lieu of ADC</p>
<p>4.</p>	<p>Do not merge BSNL and MTNL, without fulfilling the demands of the Unions and Associations of BSNL</p>
<p>5.</p>	<p>Stop formation of a subsidiary tower company of BSNL. BSNL should be merged with BSNL</p>
<p>6.</p>	<p>Reject TRAI recommendation to surrender 1.2 MHz spectrum</p>
<p>Matter pertains to Govt./DoT</p> <p>Due to financial crunch, BSNL is not in a position to bear the capital expenditure from its own sources of collection/income. However, DoT has conveyed its approval to BSNL to obtain loan from the banks to the extent of Rs.7000 Cr. During the FY 2014-15 to meet the Capital Expenditure. Government has also issued letter of comfort. Moreover, any further concession, support or soft loan is welcome and it shall mitigate the financial problem of BSNL.</p> <p>Matter pertains to Govt./DoT</p> <p>Matter pertains to Govt./DoT</p>	<p>BSNL had already given its comments to DoT on similar recommendations earlier raised by TRAI. Some salient points are as under:</p> <p>i) It will have an adverse impact and far reaching consequences on BSNL business viability, if the TRAI recommendations are accepted by Government.</p> <p>ii) Changing of operating frequency will destabilize the rural communication apart from huge cost involved in maintaining the same coverage area. It goes without saying that the objectives of social obligation will be adversely affected.</p> <p>iii) BSNL has built its 2G GSM network around 900MHz. Any proposed reframing or asking BSNL to work on any other frequency (say 1800MHz Band) will create huge congest .on and will cause BSNL to make huge investment in re-engineering the RF network.</p> <p>iv) BSNL is the strategic telecom company of DoT which has to meet social obligations of telecom policy and security concerns of the country in an exemplary manner. Unlike the private service operators, BSNL has rolled out its services irrespective of its profitability in entire country including rural, hilly and remote areas.</p>

7.	Prompt filling up posts of Director(Finance), Director(HR) and Director(CM)		Matter pertains to Govt./PESB
8.	Transfer all its assets including land to BSNL		Matter pertains to Govt./DoT
9.	Immediate refund of BWA spectrum charges of Rs.6,700 crores to BSNL for the surrendered spectrum		Matter pertains to Govt./DoT
10.	BSNL service should be made mandatory to Central Government, State Governments and PSUs		Matter pertains to Govt./DoT
11.	Allow Spectrum Liberalisation by BSNL, without payment of any additional charges.		The views of BSNL on Liberalisations/ trading of Spectrum have already been communicated to TRAI/DoT as below: i) Spectrum available with BSNL may be liberalised for deploying any services in any technology and liberalised spectrum in current licenses should be automatic and without any cost. ii) Further, Spectrum Trading may be permitted to BSNL to encourage spectrum consolidation and to improve spectrum efficiency.
12.	Reject anti-BSNL and anti-worker recommendations of M/s. Deloitte Committee		BSNL engaged a consultant to prepare financial revival and comprehensive HR plan. The consultant's recommendations on organizational restructuring are being examined.
13.	Allot spectrum free of cost to BSNL		Matter pertains to Govt./DoT
14.	BSNL should start 4G Service		Matter pertains to Govt./DoT
15.	No mandatory purchase of equipments from ITI		Matter pertains to Govt./DoT
16.	Grant of 78.2% IDA merger fixation for pre-2007 and post-2007 Pensioners		The issue relating to 78.2% merger for pre-2007 and post 2007 pensioners has been submitted to the Cabinet by DOT. No action is required at BSNL end.
17.	Pension Revision of BSNL Retirees		The matter relating to Pension revision of BSNL Pensioners pertains to DOT as Pension to the BSNL Pensioners is paid by the DoT. Accordingly, a decision in the matter is to be taken by the Administrative Ministry, i.e. DoT only. The matter has already been taken up with Secretary, DoT by the Forum. No action is to be taken by BSNL at this stage. The case will be taken up with DoT at the appropriate time when the actual cause of pension revision arises
18.	Pension Contribution on actual basic pay, instead of maximum of the pay scale for employees absorbed in BSNL, as is being done in the case of Central Govt. employees		BSNL was paying pension contribution on actual pay drawn by BSNL absorbed employees during Dec- 2011 to Sept- 2014 and pursued the matter with DOT. However, DOT is not accepting BSNL plea. CCA has constrained its office to issue PPO in respect of retiring employees of BSNL, as BSNL was not paying pension contribution on maximum pay. Hence after

		<p>taking the approval from CMD, BSNL, CA branch has issued following orders:</p> <p>1. In respect of BSNL absorbed employees: CA Section has issued Circular CA-269E dated 7.10.2014 vide which pension contribution will be calculated on the maximum of the pay scale w.e.f. 1<sup>st</sup> October, 2014. However, arrear payment for the intervening period of December, 2011 to September, 2014 is pending as matter is still under pursuance with DOT.</p> <p>2. In respect of BSNL absorbed employees those who are retiring within 6 months: CA section has issued Circular CA-269F dated 20.01.2015 vide which pension contribution must be calculated and settled on the maximum of the pay scale for BSNL employees those who are retiring within 6 months for avoiding delay in settlement of pension and issue of PPO to retired employees. It was also instructed that the circle where the employee retires has to settle the pension contribution for all the previous period irrespective of the period of working in the last circle.</p>
<p>19. BSNL</p>	<p>Implement cabinet decision on 30% superannuation benefits to BSNL direct recruited employees</p>	<p>The BSNL Board in its 160<sup>th</sup> meeting held on 20.2.2015, discussed the proposal which inter alia provides for seeking in principle approval from DoT for creating/formulating a Defined Contribution Superannuation Pension Scheme for all directly recruited employees of BSNL. The Scheme will be effective from the date of approval by the Administrative Ministry. Initially BSNL may contribute (Employer's contribution) @ 3% of Basic Pay plus DA per month towards the Pension Fund of the respective directly recruited employees of BSNL as per the guidelines issued by DPE from time to time.</p> <p>The Board discussed the proposal and desired that the proposal may first be submitted to remuneration Committee of the Board, thereafter the proposal be re-submitted in the meeting of the Board scheduled for March, 2015. Accordingly a Memo dated 13.3.15 for consideration of the Remuneration Committee has been sent to Legal Cell on 17.3.15. Meeting of the Remuneration Committee took place on 7.4.15. Final decision in the matter is yet to be taken by BSNL Board.</p>
<p>20. BSNL</p>	<p>Fresh Recruitment of Staff.</p>	<p>In general, there is no shortage of staff in BSNL. However, need based recruitment as per administrative/technical requirements will be continued in the future. Recently in 2013/2014, BSNL has recruited around 2100 TTAs.</p>