



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

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No. AIBSNLEA/CHQ/Resolutions/2007-08

Dated 17-08-2007

To:

**Shri Kuldeep Goyal
Chairman-cum-Managing Director,
BSNL New Delhi-110001**

Subject :- Resolutions passed in Central Working Committee meeting held at Faridabad (Haryana) From 26th to 28th July, 2007.

Sir,

The Central Working committee of AIBSNLEA held at Faridabad (Haryana) from 26th to 28th July, 2007 noted with serious concern and resentment that despite our best efforts to get the pending grievances settled through discussion across the table over the last one and half year, the response from the BSNL management towards is not very encouraging. Most of the issues were even discussed in the meetings with CMD BSNL but still remain unresolved.

This Association issued notice for organizational actions programmes on 7th May, 2007 against non settlement of the pending grievances of executives in BSNL. After serving the notice, BSNL management held meetings on 18th, 30th May, 2007, 6th, 11th and 12th June, 2007 for which the records of discussion of meetings with AIBSNLEA were released. In the records of discussions, BSNL management appeals to the Association for reconsideration of withdrawal of the proposed agitational programme in the light of written assurance for settlement of the remaining issues. Similarly Chairman Telecom Commission and Secretary (Telecom) in the informal meeting held on 1st June, 2007 assured to discuss the issues in a separate meeting for early settlement. In view of the written commitment of the BSNL management and assurance given by Secy. DoT for his kind intervention, showing positive gestures, AIBSNLEA vide letter no AIBSNLEA/CHQ/TC/2007-08/244 dated 12-06-2007 postponed the organizational action programme.

AIBSNLEA was assured in writing that the majority of the issues raised in the charter of demands have already being discussed with the Director (HRD), Sr. DDG (Estt.), DDG(SR), DDG(Pers) and DDG (CS) and will be settled with a definite action plan and time schedules had been worked out and agreed for those issues which are seemingly in the exclusively domain of BSNL management. But still most of the issues of concern raised by the Association remain unresolved. Moreover, with the passage of time, the number of problems went on increasing.

In the above back ground, the Central Working Committee has resolved to request the BSNL management and DOT administration to take immediate necessary steps for the settlement of the pending grievances of our members (enclosed Annexure-I) in a time bound manner and granting a meeting to this Association so that our members do not think of resuming the organizational actions programmes.

With kind regards,

Yours Sincerely

**(Prahlad Rai)
General Secretary**

Copy to:- **(1) Shri D.S. Mathur Chairman (TC)&Secy DoT, New Delhi-110001
(2) Shri Niranjan Singh Director (HRD), BSNL New Delhi-110001**

PENDING GRIVENACES OF OUR MEMBERS

01. Implementation of Promotion Policy for BSNL Executives: BSNL issued order for implementation of the Executive Promotion Policy on 18.01.2007. However, this Executive Policy is totally different from what was offered in the terms and conditions of service for absorption of the Group B level officers, vide letter no. BSNL/11/SR/2003 dated the 2nd September, 2003 (enclosed Annexure-II).

(a) No parallel Post based promotion: The time bound/ post based Executives Promotion policy for group B level officers of BSNL, which has been implemented now, is not upto the assurances/ commitments given by BSNL to Group B officers before their absorption. The Group B officers were assured non-post based time bound promotion upto the level of SGJAG. Thereafter only the post based promotion would have to take place. But the post based promotions have been introduced.

(b) No recruitment of Management Trainees at STS level: In Executive Promotion policy, Management Trainees Recruitment at STS level has been introduced whereas earlier in DoT it was at JTS level only and in MTNL it is available at JTO/JAO level. There should not be any recruitment of Management Trainees at STS level. The Promotion policy of Group B officers that was offered did not provide for the same. However, the recruitment of management trainees may be done at the level of JTO/JAO as being done in MTNL.

(c) Weightage for past services rendered in DoT/DTS/DTO for promotion: In the BSNL Executive Promotion Policy no weightage for past services rendered in DoT/DTS/DTO has been given to the absorbed executives for promotion in BSNL. Now the seniors with long years of service are equated with the late entrants giving rise to serious and genuine heartburn. Full weightage for past services rendered in DoT/DTS/DTO has to be given to the absorbed Executives for promotion in BSNL.

(d) First upgradation to the next higher grade: The first up gradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4 to 6 years of service.

(e) Grant of designation and duties/responsibilities associated with the respective grade: On each up gradation to the next higher grade, the designation and the duties/responsibilities associated with the grade should also be allowed.

(f) Attendant condition for promotion: The attendant conditions decided in the promotion policy based on the grading is harsher than the marks based system. Now, Executives having out standing CRs will have no weightage. First Promotion from JTO to SDE is allowed on four average entries and one good entry, but for SDE to Sr. SDE, Sr. SDE to DE, DE to DGM and DGM to SG-JAG grades, the requirement is three good and two average entries which are harsher than the earlier marks based assessment. The grading / marks in CRs should be decided so that droppings are below 4%.

02. Relaxation in residency period from 12 years to 5 years to SDEs(Telecom) for granting the Sr. SDE grade on 01.10.2000: (a) 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 be 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, the issue needs to be settled favorably.

(b) In the BSNL Executive Promotion Policy, the first financial up gradation in IDA scale of individual executives would be due on completion of 4 to 6 years of service in the current IDA scale. Accordingly, the SDEs promoted in the years 1990, 1993 & 1994 DPCs and having more than 6 to 10 years service in *DoT/DTS/DTO* are equated with the late entrants in BSNL. To remove the disparity these SDEs should be given relaxation in residency period from 12 years to 5 years for placement in the Sr. SDE grade on 01.10.2000.

(c) Approximately, 6100 SDE(Telecom) are to be given one time relaxation from 12 years to 5 years for placements in the grade of Sr. SDE in BSNL (i.e. 300 against 1990 DPC, 640 from 1993 DPC and about 5160 from 1994 DPC). Since the above SDEs have already completed 6 to 10 years of service in DoT as on 01.10.2000 and they have crossed the initial pay scale of Sr. SDE i.e. Rs. 13,000/- on that day. Keeping this in view, the benefit of one time placement in the Sr. SDEs grade is to be provided. Negligible financial implication will cause to BSNL at the time of implementation of the above said policy.

03. Regularization of STS Group A officers promoted on ad-hoc basis and absorbed in BSNL: Secretary, DoT in the formal meeting with AIBSNLEA on 10.01.2007 directed BSNL management to regularize all STS Group A officers promoted on ad-hoc basis & absorbed in BSNL in all disciplines except in Telecom Engineering Wing where the Group A officers absorption process is yet to be completed. He also advised BSNL management that in Telecom Engineering wing, to regularize absorbed Group A officers case may be processed separately to DoT for approval. Till date BSNL management has not taken any action in the matter. This has caused serious frustration.

04. Absorption of Group A officers in BSNL: The absorption issue of Group A officers in BSNL is yet to be resolved. The issue should be immediately settled so that viability of BSNL is not affected adversely. Presently, ITS officers are not concentrating towards developmental and maintenance work. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL and its employees.

05. Payment of Pension to BSNL employees: The employees of BSNL are frustrated and feeling insecure over the DoT letter dated 15.06.2006 and concerned about the payment of their pension after their retirement. The above referred letter creates apprehension about payment of pension to the retired employees in case of BSNL suffering loss and thus unable to bear the additional amount as demanded by DoT. The parameters mentioned in the letter are variable and can not be linked to payment of pension under any circumstances. In view of above, the above said letter dated 15.06.2006 should be immediately withdrawn.

06. Grant of various perks for the Executives in BSNL: - BSNL has granted perks to executives w.e.f.01.01.2005 as demanded by our Association. The Group 'A' officers earlier drawing Rs. 800/- PM as Transport Allowance is increased upto Rs. 1400/- only instead of 1600/- has caused dissatisfaction because transport allowance beyond Rs. 800/- is taxable, hence the increase is about Rs. 400/- only. Whereas, our association has demanded based on petrol charges. Similarly other Perks suggest by the Association i.e. entertainment allowance, winter/summer dress, journals etc has also not been incorporated. The BSNL management should intervene and grant reasonable perks to its executives.

07. Promotion from TES Group 'B' to DEs on ad-hoc basis: BSNL Management has not started the process to fill up 2315 posts of DEs from giving promotion to eligible TES Group 'B' officers on the pretext of Hon'ble court judgments. In fact, there is no such Court judgment or interim order which prevents holding of DPC. It should be completed on top priority basis as there is already much delay in this matter.

08. Regular Promotion to SDE Grades: - About 1000 SDE (Telecom) posts are lying vacant. The DPC process to fill up the vacant SDEs posts should immediately started. Similarly, the posts of executives in the equivalent grades of SDE (T) viz. Section Officer of CSS should also be filled up by regularizing the Ad-hoc SOs manning these posts. It is understood that the BSNL authorities are delaying the regularization process on the plea that the sanction particulars of

individual posts are not given by DoT. As a matter of fact, the posts of SOs are sanctioned by DoT as a result of cadre restructuring of the CSS in the ministries. The process should immediately be started to reach a conclusive decision.

09. DPC from AAO to AO :- The DPC for filling up of vacant AOs is to be completed on top priority. We request for an early action in the matter.

10. Non-integration of HR functions in BSNL: BSNL is still continuing with the HR activities as in DoT and is not bringing the entire HR activities under a common umbrella. Though the KPMG, the HR consultants engaged by BSNL had also recommended for integration, BSNL is yet to accept and implement this recommendation.

11. Fixation of AAOs pay scale under FR(22): IDA pay scale against upgraded CDA pay scale of Rs. 7500-11500 should be implemented and Point to Point fixation should be given to AAOs and the benefit of FR 22(1)(a)(i) should also be given on promotion from AAO to AO.

12. Removal of FR35 for officiating JTOs and one time conversion of JTO post from Outside quota to 35% quota :- As per the Recruitment Rules, officiating JTOs have fulfilled all the eligible conditions for JTO posts i.e. service condition, educational qualification, qualifying in the examination and JTO Phase-I Training. Invoking of FR35 for them is not correct. If completion of Phase-II Training is essential to get the JTO Pay scale, the candidates are ready to undergo the same. We would, therefore, request BSNL authorities to kindly remove FR35 and divert 3000 outside JTO posts to 35% quota on ONE TIME MEASURE so that officiating JTOs are given regular promotion.

13. Recruitment of JTO / JAO: - The Direct recruitment of the feeder cadre is JTO / JAO should be done annually as a matter of course, on the basis of vacant posts as on 31st March each year.

14. Revision of pay scale for Official Language Officers, AD (OL):- The case of the revision of pay scale of the Assistant Director (OL) in BSNL is pending. We have been pursuing the revision of the pay scale as some departments of Government of India have revised their pay scales to Rs. 7500-250-12000/- with effect from 1.1.96 notionally and with actual benefit with effect from 11.2.2003 after a decision to this effect was taken by the Government in respect of Official Language Officers (Hindi Translators and Assistant Directors).

15. Lateral advancement of JTOs (TFs) after 12 years of service/ ACP scheme after completion of 12 years to JTOs in telecom factories: - BSNL has not granted ACP/ Lateral Advancement to the JTOs of Telecom Factories after 12 years of service. They should also be granted the benefits as available to other Engineering cadres.

16. Up-gradation of steno Gr. III to Personnel Assistant as one time measure: - BSNL has declared Stenographer Grade III as wasting cadre. They should be granted up gradation of Steno Grade III to the level of Personnel Assistant as one time measure as all the Stenographers Grade III has completed the qualifying service in that grade.

17. Non-grant of stagnation increment on annual basis: - BSNL decided to grant one stagnation increment in every two years to those who has reached the maximum of the pay scale in which they are placed. This brings undue hardship to the Executives who have put in long years of service, It may be recalled that the group 'A' officers are also of the view that their should be one stagnation increment every year for them. There shall not be different yardsticks for the different DETs of the executives within the same organization.

18. Transparent Transfer Policy:-

BSNL has constituted a committee under the chairmanship of Shri S.B. Khare, DDG (Restructuring) BSNL to submit the recommendation on the issue. We have already given our views / suggestions to the chairman committee on the issue i.e.

(a) We request that a comprehensive tenure transfer policy must be framed for tenure circle like Assam, NE, Andaman etc. so that the officers coming from out side should not suffer beyond scheduled stay.

(b) The transfer should be made for neighboring Circle only before start of academic session with the option of the officer so that their children's education will not be effected and their family life is not disturbed. Those who are transferred to tenure places should be transferred back to their choice strictly after the completion of the fixed period.

(c) No transfer should be done after completion of 55 years of age. Option should be asked before transfer to any place.

(d) Those having less than 2 years of service in superannuation their request transfer should be considered.

(e) The stay period should be counted from all India Service Cadre only excluding the service rendered in Circle / Division cadres. The Committee is yet to submit its recommendations to BSNL Management for approval.

19. Improvement in the revised policy for service GSM, RSTC & Broadband to Executives:-

(a) It is understood that the memo for consideration by the Management Committee of BSNL has already been prepared and the MC is likely to take a positive decision on the issues e g allowing National Roaming & STD on GSM, enhancement of 200 free calls limit per month on RSTC, STD facility on RSTC to all STS level officers compulsorily & rent free Broadband service connection to all Executives .Request for an early decision.

(b) All the executives should be provided Handsets who have been sanctioned GSM service Telephone connection, as the JAG and above officers has been provided.

20. Review of policy guidelines for extension of confessional Telephone facility to retire/retiring employees of BSNL: - At present BSNL is not having policy guidelines for extension of confessional telephone facility to the retire/ retiring employees of BSNL, In this connection we explained that the financial implications calculated at the time of initial extension of the facility in the year 1994 remains same and as such there will be no additional financial burden.

21. SE Category Telephone Transfer: - That in case of transfer to other Circle / Station, Residential service connection holding by the officers may be converted to the SE – Category with a minimum 550 free calls per month, without rental charge.

22. Viability of BSNL:-

(a) **Delay in procurement of 45.5 million GSM lines equipment:** - AIBSNLEA actively participated in the trade union actions call given by the Joint Forum of BSNL/MTNL no executives/executives Unions/Associations to protest against delay in procurement of 45.5 million GSM lines equipment. On the written assurance given by Secretary DoT and the assurances given by Hon'ble MoC during discussions, Joint Forum postponed indefinite strike for 15 days. Joint Forum leaders are vigilant to the developments of tender process and will see that required GSM equipment (2G+3G) is procured by BSNL to meet out the customers demand. BSNL management should also ensure that the estimated GSM lines equipment is procured in phased manner. So, that Unions/Associations are not compelled to resort the trade union actions programme.

(b) **Disinvestment/privatization of BSNL:** We are opposing disinvestment in BSNL, since it will ultimately lead to privatization.

(c) No unbundling of BSNL's last line copper: BSNL must not be forced to unbundle its last line copper to benefit the Private Operators. BSNL cannot allow use of its last mile copper and maintain the same to help its competitors to run their business.

(d) No sharing of BSNL's infrastructure with Private Operators: We understand that DoT is drafting another National Telecom Policy in which BSNL is being asked to permit Private Operators to share its own infrastructure. We are opposed to this decision.

(e) Not-expansion of BSNL's GSM, Broad Band and ILD Services: BSNL should expand its GSM and Broad Band Services looking into tremendous public support and demand.

(f) Stopping AMC and outsourcing: BSNL Management's decision to out source CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.

(g). Non-Grant of Navratna status to BSNL: At the time of formation of BSNL, the then Minister of Communications Shri Ram Vilas Paswan had announced that in order to give more autonomy to BSNL, it would be granted Navratna status if not the Maharatna. But even after 6 years of this declaration, BSNL has been granted the Mini-Ratna status. In order to allow BSNL to have greater autonomy in decision making, BSNL must be granted the Navratna status without any further delay.

FITMENT METHOD

In respect of executives appointed by BSNL in CDA pay scales on or after 01.10.2000, the executives will be deemed to have been appointed in the corresponding IDA pay scale and accordingly their pay will be fixed at the minimum of the IDA pay scale corresponding to the CDA scales in which they were appointed. In respect of- the DOT/DTS/DTO Group B~ and A officers. (including CSS/CSSS officers), on absorption in BSNL w.e.f. 01.10.2000, the basic pay of the executives as on-01.10.2000 in the IDA pay scales would be fixed at the stage corresponding to the stage which they had reached under CDA pay scales on 30.09.2000 Le. pay fixation will be on point to point basis. In case of CDA scale Rs.12000-375-16500, pay is to be initially fixed at 2 stages above the minimum. In cases where the minimum benefit (Pay + DA taken together) on absorption in BSNL on 01.10.2000, falls short of Rs.2500/-per month, it will be enhanced to Rs.2500/- p.m.

PROMOTIONAL AVENUES

With a view to motivate Executives in BSNL for achieving excellence in performance and higher productivity, resulting into improved quality of service, customer satisfaction and greater revenues for the Company, Executives in BSNL will be allowed up gradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, beyond which it will be depend upon availability of post and their suitability and selection for promotion, which will be uniformly evaluated in. the various streams of discipline.