



**BHARAT SANCHAR NIGAM LTD.**

BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/31-1/SR/2020

Dated: 11.06.2020

**Meeting with Director (HR) on 09.06.2020 by the representatives of Recognised Association:**

Following issues were discussed in the meeting of the Associations Representatives with Director (HR). PGM(PERS), Sr GM(Estt) Sr GM (SR) and GM(Restg) were also present in the meeting.

**a) Regular promotions to all Grades for all the eligible Executives instead of LA arrangement. There is no financial implications for promotion:**

Association explained that due to various court cases promotions are held up for years together and to overcome that, CPSU Hierarchy is approved by the Board on 28.05.2018. It is as per the terms and conditions mentioned in the Presidential orders issued to the Executives at the time of absorption in BSNL. The promotion orders issued in June, 2018 also under litigations and Hon CAT/Chandigarh declared the AO and DE promotions provisional and directed BSNL to review the promotions. Hence no other option left for BSNL to give promotions. They demanded implementation of CPSU Hierarchy w.e.f. 01.07.2018 to ensure parity and counting 2 years service for the future promotions.

After detailed discussion, it is decided that CMD and other new directors will be briefed about the policy, and urgent need for promotion. Clarification asked by DoT on this policy will be sent to DoT.

**b) DGM(Telecom/Finance) Adhoc to DGM(Telecom/Finance) Regular promotion. Relaxation in qualifying service for DGM(T) and DGM(F) promotion as the Executives are already working as DGM on LA basis:**

Association explained the operational requirement and the need for relaxation in qualifying service as a one time measure. It was informed that the number of DGM Posts will be finalized by Restg Cell within a month. Thereafter the proposal for relaxation will be considered.

For DGM(T) Adhoc to Regular promotion, PGM(PERS) will take legal opinion within two weeks.

**c) Merger of Project /Mtce Regions and TFs: It is informed that Management is purposely going slow due to Covid-19 operational compulsions.**

**d) Agenda meeting with Non recognised Associations:**

Assn representatives objected to agenda meeting for Non-recognised Associations, making Membership Verification and Recognition Rules irrelevant.

Management clarified that meetings are given to other non-recognised Associations also to provide them opportunity to express the grievances of their members and they are only informal meetings and not the agenda meetings. It will be taken as a feedback to the Management.

*Signature*  
11.06.2020  
AGM(SR)



**d) Hike in SAB contribution and payment of SAB contribution:**

- Assn representatives demanded hike in SAB contribution as assured by the Management earlier and payment of SAB contribution from August, 2019. The VRS optees retirement claim from Superannuation Fund also not settled so far.

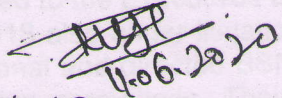
- On the issue of pending payment of SAB contribution, Management agreed to take up with concerned. Hike in SAB contribution will be examined by the Management.

**e) Pending Modification of Transfers in DGM(T) promotions – majority of them worked outside the Circle and come back 3 year back:**

Management informed the cases will be considered depending upon the circle specific compulsions.

**f) Reversion of 2001 Rect JTOs promoted as SDEs in LDCE 2007:**

After discussions, it is decided to have the Committee meeting this week itself.

  
Assistant General Manager(SR)

Copy to –

1. PPS To Dir(HR)
2. PGM(PERS), Sr GM(Estt), Sr GM (SR) and GM (Restg)
3. All participant