

**Records of the discussion of the meeting held on 2<sup>nd</sup> August, 2007 at 1500 hrs under the Chairmanship of Shri D.S.Mathur, Chairman, Telecom. Commission and Secretary (T) to discuss the various issues raised by All India Bharat Sanchar Nigam Limited Executive Association (AISNEA) and Sanchar Nigam Executive Association (SNEA).**

List of participants is enclosed.

At the very outset Shri Prahalad Rai, General Secretary, AIBSNLEA and Shri G.L.Jogi, General Secretary, SNEA expressed their gratitude for granting them time for the meeting. They mentioned that the minutes of the meeting held on 10<sup>th</sup> January, 2007 were not supplied to them and requested that the minutes of the present meeting may be made available to them.

Secretary (T) then asked both the Associations to put forth their issues.

**1. Promotion Policy of BSNL**

**(a) Service Weightage**

Both the Associations mentioned that the present promotion policy do not provide for weightage of past service rendered by them in Government and requested that weightage of past service rendered by them in Government before their absorption in BSNL may be given by suitably modifying the promotion policy. As per the present promotion policy all Executives whether seniors or juniors have been brought to one level.

**(b) Recruitment of Management Trainee at Senior Time Scale Level**

Both the Associations expressed their disagreement with the proposal of BSNL for filling up the vacancies to the extent of 50% by seniority cum fitness method, 25% by Limited Departmental Competitive Examination and remaining 25% by direct recruitment. They mentioned that the departmental executives within BSNL are highly qualified and they need to be groomed by providing them opportunity to grow within the organization. They suggested that

80% vacancies should be filled up by seniority cum fitness, 15% by Limited Departmental Competitive Examination and 5% by direct recruitment.

(c) Promotion with Status

Both the Associations mentioned that the designation should be changed with each financial up gradation as prevalent in other Public Sector Undertakings.

(d) Direct Recruit Junior Telecom Officers

Both the Associations mentioned that there is exodus of directly recruited JTOs/JAOs who are otherwise highly qualified and requested that all the directly recruited JTOs be given first financial upgradation after completion of five years of service instead of six years of service as at present.

**2. Filling up the vacant posts.**

The Associations mentioned that there are 4000 posts of Divisional Engineer, 400 posts of Chief Accounts Officer and 150 posts of Executive Engineer (both Civil and Electrical) are presently vacant. BSNL is reluctant to fill up the posts on the ground that absorption of Group 'A' Officers is not complete.

**3. Payment of Pension.**

Both the Associations mentioned that DoT letter dated 15.06.2006 may be withdrawn (this is regarding 60% limit of Government liability) .

**4. One time placement of SDEs in Senior SDEs Grade.**

Associations mentioned that SDEs who had completed five years service as SDE as on 01.10.2000 may be placed in Senior SDE's grade as was agreed by DoT at the time of absorption.

**5. Absorption of Group 'A' Officers**

Both the Associations requested to look into the matter as to why the Government Counsel has been seeking adjournments of cases from time and again.

**6. Pay Scale of Assistant Accounts Officers**

Both the Associations thanked Secretary (T) for taking up the matter with Ministry of Finance and resolving the issue.

**7. Addition of 5 years qualifying service to the absorbed employees seeking voluntary retirement**

Both the Associations sought extension of the benefit of five years for Group 'B' Officers of BSNL seeking voluntary retirement and having completed twenty years of qualifying service.

Secretary (T) mentioned that he has called for this meeting to hear the problems of the Associations in detail. He will separately discuss all the issues with the management of BSNL.


The meeting ended with the thanks to the Chair.

No.1-1/2006-SR  
Government of India  
Ministry of Communications and IT,  
Department of Telecommunications.  
Xxxx

Dated the 9<sup>th</sup> August, 2007.

Copy forwarded to:

1. PS to Secretary(T)
2. PPS/Sr.PPS to Member(S)/Member(F)/Member(T)/Addl. Secy(T)
3. JS(A)/JS(T)
4. DDG(SU)/DDG(Estt.)/DDG(TPF)/DDG(FEB)/DDG(Accounts)/DDG(Electrical)/DDG(Civil)/DDG(AS).
5. General Secretary, All India BSNL Executive Association.
6. General Secretary, Sanchar Nigam Executive Association.

  
(Dipak Banerjee)  
Under Secretary (Staff Relations)

## **ANNEXURE**

### **LIST OF PARTICIPANTS**

#### **Officers of Department of Telecom**

- |     |                      |                              |
|-----|----------------------|------------------------------|
| 1.  | Shri D.S. Mathur     | Chairman, TC & Secretary (T) |
| 2.  | Shri G.S. Grover     | Member (Services)            |
| 3.  | Shri K. Sridhara     | Member (Technology)          |
| 4.  | Ms. Manju Madhwan    | Member (Finance)             |
| 5.  | Shri R. Bandopadhyay | Addl. Secretary (T)          |
| 6.  | Shri M. Sahu         | Joint Secretary (T)          |
| 7.  | Shri Balram Sharma   | Joint Secretary (Admn)       |
| 8.  | Shri P.K. Saha       | DDG (SR)                     |
| 9.  | Shri A.K. Das        | DDG (Estt)                   |
| 10. | Shri S.S. Singh      | DDG (PG/SU)                  |
| 11. | Ms. K. Negi          | DDG (A/cs)                   |
| 12. | Shri A.S. Bhola      | DDG (FEB)                    |
| 13. | Shri H.P. Mishra     | DDG (WPF)                    |
| 14. | Shri R.K. Goyal      | Director (Staff)             |

#### **Representatives of Two BSNL Executives Association**

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|----|-----------------------|-----------------------------------|
| 1. | Shri G.L. Jogi        | General Secretary, SNEA(I)        |
| 2. | Shri A.A. Khan        | Asstt, General Secretary, SNEA(I) |
| 3. | Shri K. Satyanarayana | President, AIBSNLEA               |
| 4. | Shri Prahlad Rai      | General Secretary, AIBSNLEA       |
| 5. | Shri G.R. Sharma      | Finance Secretary, AIBSNLEA       |