



Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

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JULY, 2016

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Editor - Chandeswar Singh

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EDITORIAL

Tasks before NEC

The NEC will meet at Delhi from July 13th to 14th as per the notified agenda. The review on election result at gross root level and find way and means of organizational improvement will be the top priority. Strengthening our work at Branch/District level and improving paid membership by organized method should be materialized.

Protecting the company's viability, and Employees pension, job security against the 55(II) b, securing HRA on 78-2%, SC/ST concession on NEPP, Stagnation and fight against the decision of formation of Tower corporation, merger of MTNL to save employees from onslaught of the Govt. Policies, and the adverse effects on staff by the formation of business areas are some of our priority issues.

The Right of Bonus should be restored and bonus to be paid to our employees by resuming the discussion with the management.

Regarding wage revision, The government has appointed 3rd Pay Revision Committee (3rd PRC) headed by Retired Justice Satish Chandra to review and revise the existing structure of salary and emoluments of CPSE executives. The 3rd PRC will give its report in six months and the government decision on the recommendations of the Committee will effect from January 1, 2017.

This raised the hopes of our employees for the revision of wage, which is going to be last pay revision for majority employees absorbed. So it is necessary to revise the pension along with wage revision. It is pertinent to mention that the DOT Secretary assured that he will make Special reference to Wage revision committee

for the revision of pension and that assurance need to be insisted. Last time the 7th wage negotiation for the non-executives notified earlier before the 2nd PRC. But this time the 3rd PRC notified by the Govt of India, but no pressure from PSU unions for next round of wage negotiations. Our first task should be to demand DPE to issue guidelines for 8th Round of Talks. Second task is to pressure BSNL management to constitute proper Bilateral Wage negotiating Body-again underline Bilateral not mere Officers committee - CMD should constitute Bilateral committee of both Officers and Unions. Third task is both Recognised Unions should ensure that the Bilateral body is a broad representative body for most of our Non Executive Unions. Fourth task is that we should move every step with broader consensus.

The demand of Up-gradation of Pay Scales for Executives was accepted by the management. Denial of the same to Gr D/RM is unfair. We have to demand for upgradation of all our lower grade employees to group 'C' level.

The CG employees are in war path from 11th July 2016 for the improvement in 7th CPC recommendations. This also have a major impact on our demand and settlement of wage structure as mentioned in the Terms of reference of 3rd PRC.

The major Central Trade unions have given a call for fighting out the anti labour policies of the present Government, on 2nd September 2016. It is our duty to be part of the mainstream struggle. Let us meet at New Delhi to steer our course of action.

HQR EXTENDS IDU'L FITR GREETINGS

MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES

(Department of Public Enterprises)

RESOLUTION

New Delhi, the 9th June, 2016

No. W-08/0005/2016-DPE (WC).—Recognizing that in the prevailing business environment in the country and in the world, the Central Public Sector Enterprises (CPSEs) have to be commercially viable and competitive, and that the employees of the CPSEs have to be provided with suitable working conditions, emoluments and incentives to motivate them to strive for further growth, productivity and profitability of their enterprises, the Government of India has decided to review and revise the existing structure of salary and emoluments of the CPSE executives.

2.1 The competent authority has decided to appoint the 3rd Pay Revision Committee (3rd PRC) comprising of the following:

Chairman : Justice Satish Chandra (Retd)

Members :(i) Shri Jugal Mohapatra, Ex-IAS Officer, (ii) Prof. Manoj Panda, Director, Institute for Economic Growth, Delhi, (iii) Shri Shailendra Pal Singh, Ex Director (HR), NTPC Ltd.

Ex-Officio Member: Secretary, DPE, Government of India

Member Secretary: Jt. Secretary/Additional Secretary, DPE, Government of India

2.2 The terms of reference of the Committee are follows:

2.2.1 The Committee will review the structure of pay scales, allowances, perquisites, and other benefits for the following categories in CPSE taking into account the salary, emoluments, incentives and other benefits (including non-monetary benefits) available to them and suggest changes which may be desirable, feasible and affordable:

- (i) Board level functionaries
- (ii) Below board level executives
- (iii) Non-unionized supervisory staff

2.2.2 The Committee will make recommendations to enable CPSEs to become modern, professional, consumer friendly, commercially successful and competitive entities committed to

national development goals and dedicated to the service of the people.

2.2.3 The Committee will devise a comprehensive pay package for categories of employees of CPSEs mentioned at sub-para 2.2.1 above that is suitably linked to promoting efficiency, productivity and profitability of CPSEs through rationalization of structures, systems and processes in the CPSEs with a view to leverage latest technology, management skills, global best practices, while ensuring accountability, responsibility, discipline and transparency in the operations and processes of these organizations.

2.2.4 While devising a suitable pay and compensation structure for the executives and the non-unionized supervisors of the CPSEs, the Committee will take into account the existing pattern of scales based on Industrial Dearness Allowance (IDA) and Central Dearness Allowance (CDA) pattern, wherever applicable, the prevalent categorization of CPSEs into 'A', 'B', 'C' and 'D' Schedule, the status of Maharatna, Navratna, Miniratna bestowed on the CPSEs, the overall condition of the loss/ marginal profit making CPSEs, and those CPSEs, which by the very nature

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TELECOM

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News & Views

It is unfortunate that the BSNLEU leadership has alleged the leaders of NFTE Jamshedpur, that they were supporting the G.M. Jamshedpur. This is not the culture of NFTE and this union neither to favour any officer nor to fear from any one. BSNLEU do not get any benefit through this type of blame game. Further BSNLEU failed to settle the issue for years together, despite serving several hunger strike notices. Finding faults with other unions is in bad taste.

All the circle/District secretaries are requested to send the correct addresses of Branches and Districts to CHQ with telephone number and PINCODE for updating the old mailing list. Otherwise, it is very difficult to send letters/Magazine every month. Please Co-operate with CHQ to avoid inconvenience. Matter is urgent.

The Central Government Employees are at Warpath. They served Strike Notice to Government on June 9th 2016. Our CHQ support the indefinite strike of 33 Lakhs C G employees from 11/07/2016. We call our comrades to sup-

port and make success of the strike.

MOU signed with Canara Bank for extending various Loan Schemes to BSNL Employees. F.No.-1-9/BBF/STAFF LOAN/201-15, dt-01-06-2016 (i.e 23/03/2016 to 31/12/2016)

BSNLEU is trying for Broad Based unity of workers on one side and acting contrary to it. BY knocking the door of Hon'ble High court of A.P. against the Recognition letter issued by The Corporate office on 19/05/2016 after conducting successful election process, and to have the autonomous without getting majority support of workers.

This case is filed in spite of the Judgments of Hon'ble Madras High Court and J&K High Court that 50% of the votes should be calculated on the Total Votes and not on the polled votes. Already 6th membership verification was conducted in 2013 on the basis of the New Recognition Rules 2012.

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of their business, are not-for-profit companies (registered under Section 25 of the Companies Act, 1956, or under Section 8 of the Companies Act, 2013).

2.2.5 The committee will make recommendations as would equip the CPSEs to compete in the emerging domestic and global economic scenario taking into consideration the special role of public sector, the demands and expectations of the stakeholders including the Government, the need to observe financial prudence in the management of CPSEs due to resource constraints, economic conditions, and the requirements of social and economic development in the country.

2.2.6 The Committee will examine the concerns of the CPSEs including the general principles, financial parameters and conditions which should govern the desirability, feasibility and continuation/modification of the Productivity Linked Incentives Scheme and Performance Related Payments.

2.2.7 While finalizing its report, the Committee will also take into account the report of the 7th Central Pay Commission.

3. The Committee may devise its own procedures as may be considered necessary for fulfilling the task assigned to it. Ministries and Departments of the Government of India and the State Governments will furnish such relevant information and documents as may be required by the Committee and which they are in a position and at liberty to give, and extend the necessary cooperation and assistance to it.

4. The Committee will make its recommendations to the Government within a period of six months from the date of its constitution and have its headquarters in Delhi.

5. The decision of the Government on the recommendations of the Committee will take effect from 1.1.2017.

6. The Committee will be serviced by the Department of Public Enterprises.

(A Government of India Enterprise)

Salient features of Annual Report of DOT for the year 2015-16 (BSNL portion)

- The DOT has released the Annual report for the year 2015-2016 and it analyzed the performance of BSNL.
- * The financial period for april2015 to Dec 2015 was taken
 - * The mobile connections crossed more than 100 crores.
 - * Our country became the 2nd nation on use of mobile connectivity. And density 81.85%
 - * Private operator share 88.98%
 - * USOF levy received 70,120Cr Disbursed 21,337 Cr
 - * Expected license fee 30,402Cr for 2015-16 (License fee paid in 2014-15-- 14,203 Cr)

1.1 Achievement during Financial Year 2015-16 (up to December 31, 2015):

Sl. No	Item	Unit	MOU for the year 2015-16			
			Target	Status as on April 01,2015	Status as on December 31, 2015	Achievement
1	Total Telephone Connection	Lakh	-	937.56	977.66	40.10
1(a)	Wire-line	Lakh Connection	-	164.12	151.34	(-) 12.78
1(b)	WLL	Lakh Connection	-	19.85	14.56	(-) 5.29
1(c)	Mobile	Lakh Connection	50	753.59	811.77	58.18'
2	Total Switching Capacity Mobile	Lakh Lines	60	856.78	900.08	40.31
2	Broadband (DSL+FTTH+EVDO + WiMAX)	Lakh	25	99.06	98.45	(-) 0.64
3	Rural Telephone	Lakh	-	313.05	312.53	(-) 0.52
4	VPT	No.	-	577,097	5 77,097	-

Financial Performance: The details of profit/ loss figure for the year 2012-13, 2013-14, 2014-15 & 2015-16 (up to September 30, 2015) are given as under: (Figures in ` Crore)

Financial Year	2012-13	2013-14	2014-15	2015-16 (Up to September 30, 2015)
Total income	27,128	27,996	28,645	12,929
Total expenditure	35,012	35,016	37,292	16,734
Net profit	(-) 7,884	(-) 7,020	(-) 8,234	(-) 3,462

Total number of working employees as on December 31, 2015.

Group	Number of employees	SC	ST	OBC	Ex-service	Women employoees
Executive	45,113	7,189	2,228	5,842	95	7,412
Non-Executive	1,69,147	31,285	8,711	14,973	241	24,866
Total	2,14,260	38,474	10,939	20,815	336	32,278

Number of differently-abled employees as on December 31, 2015 is 492*

LETTERS FROM BSNL MANAGEMENT

Order of the Tribunal in the matter of JAO examination - reg.

**No. 9-31/2015-SEA Dated:-07-06-2016 the Chief
General Manager BSNL (A Government of
India Enterprise) Kerala Telecom Circle Thiru-
vananthapuram.**

The undersigned is directed to refer to your office letter no. LC III/OA No. 72/2014/89 dated 26-05-2016 on the subject mentioned above and convey the approval of the competent authority to the proposal to appoint 34 applicants of JAO 2012 examination as JAO after obtaining undertaking from the candidates in compliance of Hon'ble CAT order dated 22.03.2016.

This issues in consultation with Legal branch of CO BSNL vide Dy. No. (F) 332/O/o Sr. GM (L) dated 02.06.2016.

Necessary action may be taken in the matter in compliance of Hon'ble CAT order under intimation to this office.

Revision of TTA (now Junior Engineer) Induction Training structure and syllabus - Approval regarding.

**No.2-2/2007-Trg 10th June 2016 to, CGM,
BHARAT, Jabalpur**

This has reference to this office letter no. 2-2/2007-Trg dated 19th May 2016 and your office letter no. TD-12/5/Coll-II, dated 30th May 2016 on the subject noted above.

2. In this regard, I have been directed to convey the approval of BSNL management as follows:

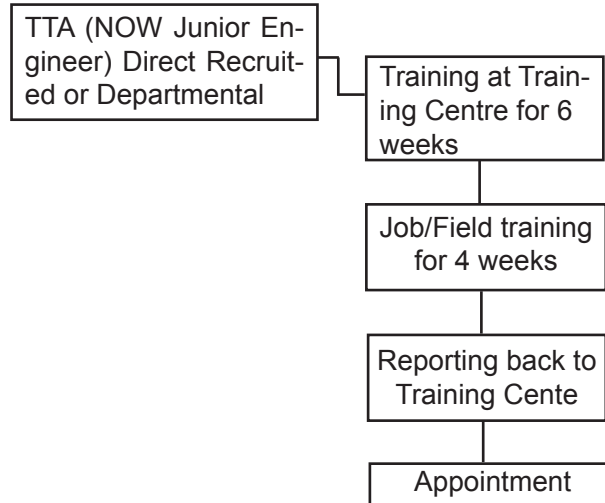
Existing Training Schedule : Duration of Induction training for TTA is **10 weeks (5 weeks basic and 5 weeks specialization)** at sestraining center. No job / field training.

Revised Training Schedule: *6 weeks training at Training Centers - for giving knowledge about BSNL set up & theoretical knowledge about the latest technologies used in BSNL including respective lab sessions. (As per BRBRAITT Lr. No.TD/12/5/Coll-II, dated 30th May 2016 regarding course modules)

*** 4 weeks Job/Field training** - to have hands on practice & gain of practical knowledge about working of the equipment.

The total duration of the induction training will remain same.

3. The structure of TTA (now Junior Engineer) induction training will hence forth be as below:



4. The following may be noted: a) Induction training will be for 6 + 4 weeks common to departmental as well as directly recruited candidates.

b) After successful completion of 6 weeks training in training centres, only qualified candidates will be given 4 week's job/field training in the various . business verticals.

c) After successful completion of 4 weeks job/field training, the candidate will report back to the training center along with field reports. Then based on the successful completion of total 10 weeks training, candidate will be appointed as Junior Engineer as per allotted Circle issued by Recruitment Branch of BSNL CO, New Delhi.

5. Detailed syllabus, training plan, administrative guide and hand-outs, etc. may be supplied to all the concerned training centers in time, for timely conduction of the training.

6. The revised training procedure for TTA (now Junior Engineer) as per TTA-RR- 2014 induction training will be issued separately.

**Non-recovery from pay of Officiating
JTO's pursuant to the letter no.3-
32/2013/Estt-IV dated 22.12.2015-reg .
No.3-8/20 10-Estt-IV Dated : 3rd June, 2016, All**

Heads of Telecom Circles, All Heads of Administrative Units, BSNL

I am directed to refer to this office letter no 3-32/2013/Estt-IV dated 22.12.2015 vide which clarifications were issued regarding Fixation of pay of officiating JTO's under FR 22(1)(a)(i).The above letter clarifying fixation of pay has been challenged before PCAT,New Delhi and CAT has given an interim order not to recover any amount from the applicants pursuant to the order dated 22.12.2015 till finalization of the case.

In view of the order of the CAT,it has been decided that recovery of any amount may not be made from the pay of officiating JTO's.

You are therefore requested to act accordingly till further orders from this office.

This issues with the approval of Competent Authority.

Conduction of Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Telecom Officer (Telecom) under 50% internal quota on-holding of the exam for Bihar Circle reg.

No.12-1/2016-Rectt. Dated: 03-06-2016 CGMT, BSNL Bihar Telecom Circle, Patna.

Ref: Please refer your letter No. CGMT/L-C/4-316/2016/19 dated 30-05-2016

Kindly refer to your above letter on aforesaid context vide which it was conveyed that Hon'ble CAT Patna Bench had dismissed the OA No. 0050/000325 of 2016 vide order dated 25.05.2016

Hence it has been decided by the competent authority to conduct the said LICE on 16-07-2016 simultaneously with the scheduled exam of LIC JAO 40% to optimize the resources etc. It is therefore requested to get the same notified as for usual practice/formalities for Bihar circle under intimation to this office please.

This is issued with approval of the competent authority please.

Revision of pension of Pre-2006 Pensioners-delinking of revised

pension from qualifying service of 33 years.

CPAO/IT&Tech/Revision (Pre-2006) /2016- 17/8 Vol-VI/58 13th June, 2016

Taking into consideration DP&PW OM No.38/37/08-P&PW (A) dated – 06.04.2016, instructions were issued for processing of cases of Pre-2006 pensioners by delinking of revised pension from qualifying service of 33 years vide this office OM.No.CPAO/IT&Tech/Revision (Pre-2006)/2016-17/11 dated-12th April 2016 and subsequent OM.No.CPAO/It & Tech/Revision (Pre-2006)/2016-17/19 dated 27th April,2016.

2. In this context, DP&PW has clarified the position vide their ID No.38/6/16-P&PW-(A) dated 13.05.2016 that in accordance with CCS Pension Rules, pension is admissible if the retiring/absorbed employee has completed a qualifying service of 10 years at the time of retirement/absorption. Therefore, all those pensioners who were drawing monthly pension after completion of 10 years qualifying service before 01.01.2006 are eligible for benefit in term of OM dated 01.09.2008 and 06.04.2016.

3. These orders are however, not applicable to those absorbee pensioners who had got 100% lump-sum in lieu of their monthly pension on absorption in PSUs etc. during 1973-1995 and are eligible for restoration of only 1/3rd of their pension in respect of such absorbee pensioners. However, the absorbee pensioners, who are receiving full monthly pension would continue to be covered by the OM dated 01.09.2008 and 06.04.2016 referred to above.

4. Further, all Pr.CCAs/CCAs/CAs/AGs and Administrators of UTs were advised to verify the list of PPO numbers for revision provided by CPAO in their PAOs login, from their records as to whether these PPO numbers are covered by DP&PW OM dated 06.04.2016. The other cases which were not available in the list provided by CPAO but covered under the OM dated:06.04.2016 were also to be revised. It is to ensure that cases of compulsory retirement pension and compassionate allowance under Rule-40 & 41 of CCS (Pension) Rules, 1972 are not to be revised as they are not covered by the OM dated 06.04.2016.

Renewal of Corporate Tie-up with Oriental Bank of commerce for extending various Loan schemes to BSNL Employees

F.No 1-9/BBF/STAFF LOAN/2015&16 dated 13-6-2016 to All Head of Circles

MOU with OBC for extending various loans to BSNL employees has been renewed between BSNL and OBC on 10.06.2016 effective from 06.04-2016 to 05-06-2017. The general terms and conditions are given in Schedule-1

A copy of the agreement has been placed on our internet site www.intranet.bsnl.co.in under head Director(Fin and sub-head Budget & Finance Control.

Grant of Special casual leave on requests, to members of National Executive committee of NFTE-BSNL for attending their National Executive committee meeting from 13th July, 2016 to 14th July, 2016 at New Delhi-reg.

BSNL/39-2/SR/2016 Dated: 15-06-2016 All Chief General managers, BSNL, GM (Personnel), BSNL. C.O

Ref: General Secretary, NFTE-BSNL letter No. TF-4/1 dated 30.05.2016

Approval of the competent authority is hereby conveyed for grant of Special Casual Leave on request, to members of National Executive Committee of NFTE-BSNL for attending their National Executive Committee meeting from 13th July, 2016 to 14th July, 2016 at New Delhi.

2. The above approval is subject to the condition that the amount of Special Casual leave to an employees shall not exceed 20 days in a year.

Central Civil Services (Leave Travel Concession) Rules, 1988 — Relaxation to travel by private airlines to visit J&K.

No.31011/7/2014-Estt.(A-IV) Ministry of Personnel, Public Grievances and Pensions Department of Personnel and Training Dated: 28th November, 2014

The undersigned is directed to refer to this

Ministry's O.M. No.31011/3/2014- Estt.(A-1V) dated 26th September, 2014. It has been decided that the Government servants while availing Leave Travel Concession (LTC) to Jammu and Kashmir (J&K) under the special dispensation scheme allowed by the aforesaid O.M. may also travel by private airlines subject to the following conditions:- (i) Officers entitled to travel by air may also travel by private airlines from their headquarters; (ii) Officers not entitled to travel by air may be permitted to travel by private airlines between Delhi /Amritsar and any place in J&K.

2. Air travel by private airlines is to be performed in Economy Class only an at LTC- 80 fare of Air India or less.

3. Air Tickets to be purchased directly from the airlines (Booking counters, website of airlines) or by utilizing the service of Authorized Travel Agents viz. 'M/s Balmer Lawrie & Company', 'M/s Ashok Travels & Tours' and 'IRCTC' (to the extent IRCTC is authorized as per DoPT's O.M. No.31011/6/2002-Estt.(A) dated 02.12.2009) while undertaking LTC journey. Booking of tickets through other agencies is not permitted.

4. All other conditions prescribed in this Ministry's O.M. No. 31011/3/2014-Estt.(AIV) dated 26.09.2014 would continue to apply.

5. The order will remain in force for a period of one year from the date of issue of this order.

Grant of facilities to the recognised representative Unions of non-executive employees in BSNL-regarding

No. BSNL/39-7/SR/2013 Dated :15th June, 2016

Ref: This office letter No. BSNL/5-1/SR/2015/ Vol.II(ii) dated 19th May, 2016

In continuation of this office letter no. BSNL/5-1/SR/2015/Vol.II (ii) dated 19th May, 2016 regarding extension of trade Union facilities to the recognised unions after the 7th membership verification, the facility of 'office accommodation is also extended to both the recognised representative unions, i.e. BSNL Employees Union and NFTE-BSNL for the period of their recognition commencing from 19th May, 2016 to 18th May 2019.

2. In this connection, it is clarified that the of-

office accommodation, if any, already in possession of these recognised representative unions will be deemed to have been allotted to the concerned union(s) as per the outcome of 7th membership verification.

Calculation of Retirement Benefits on separation from BSNL Service -"Full & Final" process regarding.

No. GM/ERP-GZB/ALTTC/Admin/Corr./93 Dated 15.06.2016

For calculation of retirement benefits on separation (e.g. superannuation, Voluntary retirement, Resignation, Death etc.) from BSNL Service for Absorbed & BSNL Recruited employees "Full & Final" process has been developed in ERP-SAP and is now available in Production (PRD) Server for use. Records in SAP like Date of Appointment, Date of start of service for pension, Separation action with proper date & reason, Leave (EL/HPL) at Credit, Leave availed, Pay & Allowances should be maintained properly to get correct calculation of retirement benefits. In addition to above some information like no. of days of encashed leave on LTC prior to 01.09.2008, Leave balance as on 01.10.2000, percentage opted for commutation of pension etc. are to be provided while running the "Full & Final" process in ERP-SAP.

"Full & Final" Process can be executed after run of separation action for individual employee at a time. Role & Authorization (R&A) for this process has been assigned to all SSA Pay Administrator§ & Circle Pay Administrators. For Pension Calculation sheet and various pension related forms, below mentioned steps to be followed.

A. "Full & Final" Simulation Run

"Full and final" Simulation can be run using T-Code "ZHRTC_FF" and by selecting "Full & Final Simulation" tab. Calculation sheet will be displayed and can be downloaded in excel sheet. Print of forms can be taken by selecting "Print" Tab available on the screen.

B. "Full & Final" Live Run

Full and final Live can be run using J-Code "ZHRTC_FF" and by selecting "Full & Final Live Run" tab. Calculation sheet will be displayed and

can be downloaded in excel sheet, Print of forms either can be taken by selecting "Print" Tab available on the screen or using T-Code "ZHRTC_PRINT_FF".

Here it would be pertinent to mention that calculation of retirement benefits are based on Gross Qualifying Service, Non Qualifying Service & Net Qualifying Service, Pay & Allowances drawn, Leave Quota credited & availed & other relevant activities during entire service period. In SAP it might be possible that each & every important activities of entire service period, particularly for pre go live period which can affect the entitlement of retiring benefits, are not updated. Hence it is advised that a parallel manual calculation for entitlement of retiring benefits should be done invariably and in case of any difference either record in SAP should be corrected so as to get correct calculation of retirement benefits through T-Code: ZHRTC_FF or payment should be made as per manual calculation.

For payment of Leave Encasement to absorbed & BSNL Recruited employees and payment of gratuity to BSNL Recruited employees, relevant wage types are to be maintained in relevant infotypes (IT) manually (as per T-Code: ZHRTC_FF or Manual Calculation) as these will not be updated automatically.

Employees can themselves see the calculation of retirement benefits due on separation from BSNL Service through "Employee Claim" menu in ESS by clicking on link "Employee Retirement Benefits Simulation" and can also take the print-outs of various forms.

The process manual for the "Full & Final" process has been uploaded on ERP help desk Portal website -[http://10.197.216.213/--Module--- HCM ...PROCESS WISE MANUALS](http://10.197.216.213/--Module---HCM...PROCESS_WISE_MANUALS) at serial no .33 ("Full & Final" Process).

It is therefore requested to instruct the Payroll teams to execute the "full & Final" process for separated employees from June:2016 'onwards. In case of any issue in the process, PIS issue may be raised on ERP help Desk and assigned to Payroll Core team for resolution please.

Limited Internal Competitive Examination (LICE) for promotion to

the grade of Junior Accounts Officer (JAO) under 10% Quota to be held on 28/8/2016 -Notification of Exam reg.

No. 9-2/2016-Rectt. Dated; 03/06/2016 All Chief General Managers, Telecom Circles" BSNL, Chief General Managers, Kolkata Telephones/ Chennai Telephones, BSNL Chief General Managers, Mtce, NTR, BSNL, New Delhi.

Starting date of Online Registration:10/07/2016

Closing date of Online Registration: 31/07/2016

Date of LICE for promotion to JAO: 28/08/2016

I am directed to state that it has been decided to hold the Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Accounts Officer (JAO) under 10% quota as per the provision in the Recruitment Rule of Junior Accounts Officer (JAG) circulated vide BSNL Corporate Office Letter No. 36-2/2001-SEA dated 31/08/2001 and amendments thereto issued from time to time in order to fill up the vacancies in the post of JAO (Annexure-A).

2. The Circle-wise vacancy position, as conveyed by the Cadre controlling authority vide their letter No. 4-16/2014-SEA dated 08/02/2016, is as follows :-

Sl. No.	Name of the Circle	Vacancy Position			
		OC	SC	ST	Total
1	Andaman & Nicobar	0	0	0	0
2.	Andhra Pradesh	28	6	3	37
3.	Assam	4	1	2	7
4.	Bihar	8	0	1	9

5.	Chhattisgarh	6	1	0	1
6.	Gujarat	27	5	2	34
7.	Jammu & Kashmir	1	0	1	4
8.	Jharkhand	3	0	0	3
9.	Karnataka	12	2	2	16
10.	Kerala	9	2	1	12
11.	Madhya Pradesh	17	3	1	21
12.	Maharashtra	53	10	4	67
13.	North East -I	1	1	1	4
14.	North East -II	1	2	0	3
15.	Haryana	8	1	0	9
16.	Himachal Pradesh	4	1	0	5
17.	Punjab	18	3	1	22
18.	Odisha	0	0	0	0
19.	Rajasthan	11	3	1	18
20.	Tamilnadu	4	1	1	6
21.	Uttar Pradesh (East)	19	3	2	24
22.	Uttar Pradesh (West)	14	3	1	18
23.	Uttaranchal	2	1	0	3
24.	West Bengal	20	3	2	25
25.	Chennai TD	5	1	1	7
26.	KolkataTD .	2	1	0	4
27.	NTR Delhi	3	0	0	3
	Total	284	55	26	365

3. The examination will be conducted through Online mode and as per revised Scheme and syllabus of examination circulated by SEA Section, BSNL CO. Vide letter No. 4-22/2013-SEA dated 27/02/2014 read with corrigendum dated 28/02/2014.. The details of Papers and Time Table of the examination will lie as under :-

Paper No.	Part	Maximum Marks/No. of Questions	Day & Date	Time
Paper I	Part-A - Advanced Financial and Management Accounting	240 Marks (60 Question of 4 marks each)	28.8.2016 (Sunday)	10.30 hrs to
	Part-B- Business & Economic Laws	160 Marks (40 Questions of 4 marks each)		12.00 hrs
	Total	400 Marks		
Paper II	Part-A - Telecom Revenue	200 Marks (50 Question of 4 marks each)		14.00 hrs to
	Part-B- Service Rules, Budget & Banking	200 Marks (50 Questions of 4 marks each)		16.00 hrs
	Total	400 Marks		

Syllabus for each Part has been detailed in Annexure-B.

4. As already informed vide BSNL CO letter No. 4-22/2013-SEA dated 28/02/2014, the examination will be of multiple choice objective type and 'as such each question will have 4 multiple choices for answer. Only one answer which is the most appropriate has to be selected by the candidate and click the relevant option accordingly. In case of wrong answer, 25% marks of that question will be deducted and as such the candidates are advised not to resort to arbitrary selection of answer. Minimum qualifying marks prescribed is 30% in each part, 30% in each paper and 37% in aggregate in respect of 'OC' candidates and 23% in each part, 23% in each paper and 30% in aggregate in respect of SC/ST' candidates.

5. The eligibility for appearing in the above mentioned Limited Internal Competitive Examination shall be as per existing Recruitment Rules of JAO issued by SEA section of BSNL CO vide their letter No, 36-2/2001-SEA dated' 31/08/2001 and amendments thereto issued from time to time. However, in case of any doubt with regard to eligibility, Syllabus and the Scheme of the examination, the Circles may take up the matter suitably with the SEA Section of the BSNL CO. for necessary clarification.

6. The LICE will be held in 23 BSNL Territorial Circles at their respective headquarters. The details of the Territorial Circles where the LICE will be conducted are given at Annexure-C.

7. The examination will be conducted strictly in accordance with provisions of Standard Operating Procedure (SOP) for conducting Computer based Online examination in BSNL.

8. Officials, who are eligible in accordance with the eligible conditions, as referred in the Recruitment Rules and who desire to appear in the examination should submit application on-line. Candidates applying for LICE for promotion to the post of Junior Accounts Officer (JAO) are required to apply online for which link shall be provided through BSNL web site www.internalexam.bsnl.co.in. Applications will be considered only through the online registration process which is to start from 10-07-2016 and will be closed on 31-07-2016. Therefore, candidates are advised to visit BSNL Internet site (www.intranet.bsnl.co.in) for any updates regarding the LICE. All candidates applying for LICE for JAO are required to

read all the instructions provided on web Site www.internalexam.bsnl.co.in before filling the online application form. Candidates will have to provide valid Email ID and Mobile Number at the time of online Registration. After submitting the application on-line, the applicant may take a print out of application form and keep it with him/her for record.

9. The prescribed examination fee Rs.500 / -(Rupees Five Hundred only) for the OC /OBC candidates and Rs. 250/- (Rupees Two Hundred Fifty only) for the SC/ST candidates shall be paid through online mode i.e. Internet Banking, Credit Card, Debit Card only.

The amount of the fee shall not be accepted in any other form. Fee once paid shall NOT be refunded under any circumstances nor can be held in reserve for any other examination or selection. Hence the candidates are requested to ensure their eligibility for the said LICE before applying for the same.

10. Registration forms complete in every respect must be submitted Online on or before 31-07-2016. Candidates are advised to complete their registration process well before last date to avoid last day. Registration process will not be allowed after last date and all incomplete registrations will be treated as rejected. Candidates will have to download their Admit Card from the BSNL website www.internalexam.bsnl.co.in at least before 7 days from the date of the Online Test by using their user name & password. It will not be sent either by post or by e-mail. BSNL shall not be responsible for server crash. Problems or delays occurring on last day of registration.

11. The applicants would be admitted to the examination on the basis of the information furnished by them in their registration form. They are, therefore, advised to ensure that they fulfil all eligibility conditions before applying. In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfil any of the eligibility conditions, the candidature of such applicants would be cancelled and no correspondence in this regard would be entertained.

12. Issuance of an admit card for the examination will NOT confer any right for promotion/appointment. Promotion/appointment will be solely

subject to fulfillment of all eligibility conditions.

13. No electronic gadget or mobile phone will be permitted to be taken inside the examination premises by the candidates.

14. THIS LETTER MAY PLEASE BE GIVEN WIDE PUBLICITY.

15. The receipt of this letter may please be acknowledged.

Recruitment for the Posts of Junior Engineer (JE), (Esrtwhile TTA), in BSNL from External Candidates

No. 7-1/2016-Recdt. (RECRUITMENT BRANCH)

STARTING OF ONLINE REGISTRATION OF APPLICATION: 10-7-2016, LAST DATE OF ONLINE REGISTRATION : 1-8-2016 , DATE 'OF ON LINE TEST : 25-09-2016

Bharat Sanchar Nigam Ltd. (BSNL) .will conduct ONLINE, EXMINATION for filling up total about 2700 posts of JUNIOR ENGINEER (JE). (erstwhile TTA). All candidates' fulfilling the prescribed eligibility conditions and possessing qualification as detailed in Annexure-A herewith .will be eligible to apply for the above said post.

The detailed number of vacancies in the cadre of Junior Engineer (JE), are as under :-

Sl. No.	Name of the Circle	OC	OBC	SC	ST	PWD	Total
1	Andaman & Nicobar	9	3	0	0	1	12
2	Andhra Pradesh	38	21	12	5	2	76
3	Assam	64	31	8	13	3	116
4	Bihar	20	9	5	0	2	34
5	Chennai Telephones	49	20	11	0	3	80
6	Chhattisgarh	9	1	2	5	1	17
7	Gujarat	105	56	14	31	6	206
8	Haryana	87	43	30	0	5	160
9	Himachal Pradesh	39	19	10	5	3	73
10	Jammu & Kashmir	48	15	7	9	2	79
11	Jharkhand	11	2	2	4	1	19
12	Karnataka	61	32	19	8	4	120
13	Kerala	50	36	13	1	3	100
14	Kolkata Telephones	66	0	10	4	5	80
15	Madhya Pradesh	39	12	12	15	3	78
16	Maharashtra	113	60	34	17	7	224
17	NorthEast-I	79	2	13	38	7	132
18	North East -II.	18	9	5	2	1	34
19	NTR	9	4	0	2	1	15
20	Odisha	23	5	6	9	2	43
21	Punjab	200	84	116	0	12	400
22	Rajasthan	56	20	14	10	5	100
23	Tamil Nadu	105	53	38	2	6	198
24	Uttar Pradesh (East)	43	21	16	0	2	80
25	Uttar Pradesh (West)	40	22	17	1	2	80
26	Uttaranchal	21	3	5	0	2	29
27	West Bengal	58	25	26	6	4	115
	Total	1460	608	445	187	95	2700

Note: The vacancies indicated above are tentative in nature and may subject to change.

Contd. on page 17

LETTERS TO BSNL MANAGEMENT

Council(Negotiating machinery) formation of business conduct rules.

TF- 2/1 Date : 16 -06-2016, The General Manager, (SR) B.S.N .L. C.O. NEW DELHI .

After the 7th Membership verification, two recognized Non executive unions are going to be participate in council at three levels Viz-National, Circle and SSA.

It is experienced in last tenure that, Local Councils were not took place at more than 100 SSAs due to non submission of agenda by the secretary, Staff side . The Circle Councils, 'also not held in Circles like Chhattisgarh, Jharkhand STR and some other Circles also.

In this situation , the very purpose of negotiating machinery is defeated.

In this connection it may be stated that the management must evolve some mechanism to ensure the council meetings at all levels to be held regularly . We have all ready submitted the notes on business rules vide our Lr NoTF-2/1 dated 01/08/2014. The process was initiated by the SR cell but till this time it has not come out.

We' there fore request you to kindly look into the matter and arrange to bring the business conduct rule for councils well in before it will start functioning.

Relaxation of age limit for appearing in JAG LICE under 40% quota and declaration of year wise vacancy at par with JTO(T) -Regarding.

TF- 14/2(c) Dated:-16-06-2016, Director(F) BSNL, New Delhi.

We wish to draw your kind attention towards the following few points related to JAO, LICE 40% quota for favourable decision.

1) The upper age, limit may kindly be relaxed from 53 years to 55 years as it has been given for JTO(T) and JAO 10% quota as this may be the last chance for the absorbed employees of BSNL.

2) The year wise vacancy may be notified to enable these officials to have chance in earlier year vacancy.

3) The candidates passed in screening test in 2006 may also be allowed to appear in JAG, LICE of 40% quota. .

We believe that the above noted points may kindly be taken into kind consideration, so that Some more officials may get chance to appear in the JAG examinations

Discrimination in T.U Facilities to Non- executive recognized Unions- reg.

TF-1/1(e) dated- 16 -06-2016, To, Director (HR) B.S.N.L . NEW DELHI.

Ref :-BSNL Lr NO : BSNL/31-2/SR/2009 Dated 6th Jan-2014 .

Kindly refer the letter under reference regarding the facilities provided to the Executive Associations in Para 10 Clause 4 & 6 where in it has been stated

" 4) One user ID/Password for accessing union/association section of intranet 'shall be given at respective levels ."

"6) The office bearers of the recognized association at all three levels would be entitled for a mobile service connection, the usage limits of which would be decided by CS cell in consultation with SR cell . If technically feasible the office bearers at circle/SSA level would be put into a CUG group."

We feel this is discrimination with recognized union of Non executive employees, therefore we re quest you to extend the similar facilities to recognized non executive unions also in name of justice .

Posting of tainted officer as SSA head.

TF-09 Dated- 17-36-2016 Director(HR) BSNL. New Delhi.

It has been brought to our notice that, the G.M. TD Solon while he was working as DGM at Solon was involved in a case of forgery in OFC laying between Rajgarh to Badu sahib under Solan SSA in the year 2009-10.

The JTO and SDE concerned with the work, were suspended and enquiry was initiated. The

similar case was under enquiry against Shri. Gurubakshi Singh, DGM Solon, who is now posted at Solon after getting promotion as G.M. he Still is doing all unethical work by sanctioning TA Bills of one of the Union representative for Council Meetings for the month of July and September 2010, where the meetings were not took place and similar instances of his misdeeds being reported.

It will not be out of place to mention that posting of such a tainted officer as SSA head is neither fair nor as per the CVC guidelines in the matter we therefore request you to kindly look into the issue and arrange to apply remedial measures.

Promotion of waiting Group "D" officials qualified and trained for the cadre of TM on their options -Reg

TF- TF-12/1 (a) Dated 17-06-2016 Sr.Gm.(Estt) BSNL. New Delhi.

Ref: BSNL LR No250-69/2001-PersIII dated 23/10/2015.

We enclose here with the list of 8 Group D officials who are working in CGMT office, Tamilnadu, and they are qualified and trained for the cadre of Telecom Mechanic (Now Telecom Technician) waiting for the promotion.

These officials have opted to be absorbed against the vacancies of Telecom Mechanics in Chennai Telephones District in light of the Guide lines issued by the Corporate Office. Their options are pending at Chennai Telecom district.

We request you to kindly intervene to settle the issue, so that the waiting officials may get promotion as TM (Now Telecom Technician). In Chennai Telephones.

Facility to BSNL recruited employees for accumulation of Earned leave and its Encasement - reg.

TF - 23/5 Date: 1-6-2016 To Director (HR) BSNL, New Delhi

It is stated that the DoT absorbed employees are governed by RLR and are entitled to accumulate leave upto 300 days. Such employees are also entitled for encashment of their leave for 300 days, contrary to above the BSNL recruits are neither entitled for accumulation nor for its encashment. You will very kindly appreciate that it is discrimination which is neither desirable nor can be accepted also.

You will please recollect that on our pleadings in the past you have firmly held out such discrimination won't continue in any matter.

We, there fore, implore upon you to please take appropriate action so that facility of accumulation of leave and its encashment is extended to BSNL D/R staff. We shall feel obliged in case discrimination is vacated at the earliest.

Declaration of JTO LICE result held on 22nd May, 2016 - regarding.

TF-14/2(b) 12 -06-2016 To, Director (HR) B.S.N.L. NEW DELHI.

We are in receipt of several representations for declaration of result of JTO LICE held on 22nd May, 2016. It is reported that due to pendency of Court cases delay is taking place in declaration of result.

We may impress upon you that these are candidates who fulfill the prescribed eligibility conditions and the result of such candidates can be declared without any difficulty. Some candidates have been permitted provisionally for LICE but their results can also be declared by relaxing the eligibility conditions prescribed in the R/R to end the stalemate. Management is competent in this respect.

We, therefore, request you to use your offices so that the result is declared which will be for betterment of PSU and employees both.

Recoveries due to mistaken payment to staff -Reg

TF-016/Recovery-Hardships Dated:- 22-02-2016 To, Director (HR) BSNL, New Delhi.

Kind reference is invited to our letter No.-TF-015, dt-18th December, 2015 on the subject. Till date union has not been replied by corporate office what to say of alleviating the sufferings of the employees. In course of discussions under item 6.13 of NC it was agreed to consider extreme hardship cases. The employees may not be harassed due to fault of the administration. The up gradation of RM to Line Man Scale were put into recovery of huge amount from their retirement benefits caused further hardships to Staff. Kindly draw your attention on the DOP&T order no :-F.No.18/03/2015/Estt(pay-1) Dated 2nd march 2016 in this regard(copy is Enclosed for your ready reference.)

Kindly, therefore, get the matter considered on overriding priority basis.

TF/DPE/36/01 dated: 14/6/2016 to, The Secretary Department of Public Enterprises, Public Enterprises Bhavan, 305, Block 14, CGO Complex, Lodi Road, New Delhi 110003

We appreciate and thank you for your good efforts for the Resolution of setting up of 3rd PRC for the Executives of PSUs.

This letter is to request you to recall the earlier decisions regarding issuing guidelines for Bilateral Negotiations with the Unionised workers. The 7th Round guidelines were issued well before the Resolution of 2nd PRC.

Unfortunately guidelines for 8th Round is yet to be issued, even after issuance of 3rd PRC Resolution and even after 10 years periodicity. The earlier guidelines issued regarding periodicity that is may be even less than 10 years are also not taken care of. This causes heartburns amongst the Unionized Workers.

Kindly address the issue at the earliest so that all the concerned ministries will give their nod to the respective PSUs to constitute Bilateral wage Negotiating Committee.

Grant of HRA to employees on 78.2% IDA-reg

TF-10/4 dated 15/06/2016 To Director(HR) Director(F) BSNL, New Delhi.

Ref:-1) Item(5) of NC meeting held on 10th may,2016, 2) Our letter TF-10/4 dated 17/03/2016.

Kindly recall our meeting with you in your office chamber in 3rd week of may 2016, where in we have requested for the grant of HRA to our employees on 78.2% of IDA. You were kind enough to review the matter.

The financial health of Company is improving and we feel that the employees should be awarded by way of granting HRA based on 78.2% IDA.

We, therefore implore upon you to kindly arrange payment of HRA based on 78.2% of IDA for which we will remain obliged.

Special compensatory (Remote locality) allowances to Non Executive Employees working in A&N Telecom Circle.- reg.

TF-02 Dated:-20.06.2016 Sr. GM (Estt) BSNL, Corporate Office, New Delhi

Please find here with letter addressed to General secretary NFTE-BSNL, and GM (Estt), Corporate Office by CGM BSNL, A&N telecom circle on the above subject which is self explanatory.

You are kindly requested for favorable action in this regard and remove injustice to Non-Executive employees working in A&N Telecom Circle.

Non functioning of CUG SIM of worth Rs 200/- distributed among NTR staff, New Delhi.

TF-016 Dated 17.06.2016 to, GM(A) BSNL, Corporate Office, New Delhi

We have received several complaint regarding non functioning of SIM of Rs. 200/- procured from Noida and Faridabad SSA and distributed to BSNL Staff working under NTR, New Delhi.

In this connection we urge upon You to kindly look into the matter and arrange a dialogue with the SSA concern to remove the technical difficulties if any. So that the SIMs may become serviceable.

It is also observed the SIM given to BSNL Staff in Corporate office is working without any trouble and also they are having facility of one paise per sec call, when they go out of their service area (out of New Delhi) The same facility may be extended to NTR officials also.

Circle working committee of Karnataka

Circle working committee meeting of Karnataka Circle held on 23rd June 2016 under the president ship of Com. Krishnamohan Circle President.

Com. K.S Sheshadri Secretary Chq. Circle Secretary Com. A C Krishna Reddy, Circle Treasurer Com. Hiriyanra Acs. Com. Ranganna, Special Invitee and all the District Secretaries and Circle Office barears are attended and addressed the meeting and in the meeting a resolution was passes to oppose and for withdraw the proposed business area. If business area not with-drawn by the Management. Karnataka Circle will go on warpath.

**THE NATIONAL FEDERATION OF TELECOM EMPLOYEES(BSNL), NEW DELHI
BALANCE SHEET AS AT 31-12-2015**

LIABILITIES	As at 31-12-2015 Rs.	As at 31-12-2014 Rs.	As at 31-12-2015 Rs.	As at 31-12-2014 Rs.
Reserve Fund	17070165.05	15207077.52		649819.25
Balance as per last Balance Sheet				
Add: Excess of Income over Expenditure as per Income & Expenditure Account	1661887.95	1863087.53		586909.10
	18732053.00	17070165.05		
Current Liabilities & Provisions				
Sundry Creditors	20610.00	20,225.00		49689.00
				196083.13
				10301637.67
				5067333.00
				820828.00
				5000.00
Total	18752663.00	17090390.05	Total	18752663.00

Note:- Since the title of the Building has not been transferred to the Federation, it has not been recognized in the Balance Sheet

Compiled from: Books of Accounts produced to us

for S.N. Dhawan & Co.
Chartered Accountants
FRN No. 000050N



S.C. Arora
S.C. Arora
Partner
M. No.081379

Place: New Delhi
Dated: 31 MAY 2016

For the National Federation of Telecom Employees(BSNL)

Chandeshwar Singh
(Chandeshwar Singh)
General Secretary

(A. Rajaram)
Treasurer

THE NATIONAL FEDERATION OF TELECOM EMPLOYEES(BSNL), NEW DELHI
Income and Expenditure for the Year Ended 31-12-2015

Expenditure	Year Ended 31-12-2015 Rs.	Year Ended 31-12-2014 Rs.	Income	Year ended 31-12-2015 Rs.	Year ended 31-12-2014 Rs.
Accounts Compilation Charges	20610.00	20,225.00	Members Contribution	3332439.00	2889093.00
Bank Charges	150.00	-	Donation	21000.00	37100.00
Bonus to Employees	30000.00	27000.00	Books & Periodicals	15385.00	20370.00
Building Maintenance (DGB)	101155.00	22238.00	Interest on SB Account	20118.78	31553.92
Car Expenses	115145.00	57229.00	Rent	28345.00	28740.00
Conveyance	24235.00	15528.00	Miscellaneous Receipt	28300.00	58126.00
Gifts & Donation	-	5500.00	Interest on Fixed Deposits	1507611.89	1375855.66
National Executive Meeting Expenses	556805.00	448111.50	Gross (Tax Deducted at Source Rs.97,792.13)	-	-
Legal Expenses	49619.00	-		-	-
Organizational Expenses	251929.00	85000.00		-	-
Printing & Stationery	18638.50	79277.00		-	-
Postage Telegram & Telephone	78787.00	72018.00		-	-
Sumptuaries	57122.00	51771.00		-	-
Typewriter & Computer Maintenance	33813.00	30539.00		-	-
Travelling Expenses	261005.00	216163.00		-	-
Telecom Employees Magazine	436711.00	375718.00		-	-
PPF Contribution	11400.00	10260.00		-	-
Depreciation	102352.15	113709.79		-	-
Electricity & Water	111368.00	102388.00		-	-
Establishment Pay and Allowances	885257.70	768388.00		-	-
Miscellaneous Expenses	47437.24	6900.00		-	-
Tax Paid	97792.13	69787.76		-	-
Excess of Income over Expenditure transfer to reserve fund	1661887.95	1863087.53		-	-
Total	4953199.67	4440838.58	Total	4953199.67	4440838.58

Compiled from Books of Accounts produced to us
for S.N. Dhawan & Co.
Chartered Accountants
FRN No. 000050N



S.C. Arora
S.C. Arora
Partner
M. No.081379

Place: New Delhi
Dated: 31 MAY 2015

for the National Federation of Telecom Employees(BSNL)
(Chandeshwar Singh)
General Secretary

(A. Rajamouli)
Treasure

DEPRECIATION

(In rupees)

ASSETS	WDV AS AT 01-01-2015	ADDITIONS	DELETIONS 31-12-2015	AS AT 31-12-2015	DEPRECIATION FOR the year	WDV as at 31-12-2015	RATE OF DEPRECIATIONS
Car	587526.68	-	-	587526.68	88129.00	499397.68	15%
Television	3983.26	-	-	3983.26	398.32	3584.94	10%
Furniture	21541.23	-	-	21541.23	2154.12	19387.11	10%
Typewriter	2385.91	-	-	2385.91	357.88	2028.03	15%
Computer	531.59	-	-	531.59	318.95	212.64	60%
Fax Machine	998.58	-	-	998.58	149.78	848.80	15%
Air Conditioner	32852.00	39442.00	-	72294.00	10844.10	61449.90	15%
TOTAL	649819.25	39442.00	-	689261.25	102352.15	586909.10	
Previous Year Figures	724879.03	38650.00	-	763529.03	113709.79	649819.25	

Contd. from page 11

Applicability of Service Tax on utilization of vacant quarters by renting for use as residence-regarding

No :- 482-7/2015-BG Dated : 17.06.2016 to the CGMT, AP Circle, Hyderabad

Ref = Your office letter No. TA/BP/13-442/Vol. II/124 Dated 30.03.2016

Kindly refer to your office letter under reference wherein a clarification on applicability of Service Tax on utilization of vacant quarters by renting for use as residence has been sought.

In this regard matter has been examined by the Competent Authority and it is classified that Keeping in view the clause (m) of section 660 of Finance Act,1994(amended till date) service tax is not applicable when BSNL's vacant quarters are rented out for residential purpose only under scenarios (a) to (c) as detailed below:- a) When BSNL's vacant quarters are rented out to BSNL's working employees to whom the quarters are allotted at places other than their place of posting for use of their family members, b) When BSNL's vacant quarters are rented out to BSNL/DoT retired employees c) When BSNL's vacant quarters are rented out to Central/State Govt./CPSUs/ State PSUs and their employees etc.

This is issued with the approval of competent authority.

Mass meeting at Muzaffarpur on 21-6-2016

Com. C.Singh G.S, along with Com. S.K. Dubey circle secretary, Com. Sanjay Kumar Singh ACs and Com. Vikram Kumar Circle Treasurer attended a mass meeting organised on the occasion of District conference of Mazaffarpur SSA. The meeting was presided over by Com. Rajeshwar Prasad Singh and inaugurated by Com. Ram Bhajan Singh, one of the veteran Leader of NFTE, who is attaining the age of 85 years. He impressed upon the workers that only the NFTE can bring the past glory of the BSNL company so all should unite under the banner of NFTE. G.S in his speech explained ins and out of 7th membership verification and he appealed to the mass to built up a strong unity coordinating with all to achieve a better wage revision due from 1.1.2017.

राष्ट्रीय कार्यकारिणी का दायित्व

अधिसूचित एजेन्डा के साथ राष्ट्रीय कार्यकारिणी समिति की बैठक दिनांक 13 एवं 14 जुलाई को होगी। हम उच्च प्राथमिकता के आधार पर सजमीं पर संगठन को मजबूत करने की पहल सहित विगत चुनाव के संबंध में गहन विचार करेंगे। संगठित होकर सदस्यता वृद्धि करने सहित शाखा/जिला स्तर पर अपने कार्य मजबूत करने के तरीकों पर विचार करेंगे।

कम्पनी की आर्थिक जीवंतता, कर्मचारियों का पेंशन, नौकरी की सुरक्षा, नियम 55 II बी का विरोध, 78.2 प्रतिशत महंगाई भत्ते पर मकान किराये भत्ते का भुगतान एनईपीपी में एस सी/एस टी कर्मियों के लिए छूट स्टैगनेशन, टावर कम्पनी तथा एमटीएनएल के साथ विलयन, बिजनेस एरिया के गठन का कर्मचारियों पर प्रतिकूल प्रभाव आदि हमारे प्राथमिकता आधारित मुद्दे हैं।

बोनस के अधिकार की बहाली तथा प्रबंधन से वार्ता कर बोनस का भुगतान करना भी हमारे लक्ष्य में शामिल है।

वेतन पुननिरीक्षण, सरकार ने सेवानिवृत्त न्यायधीश श्री सतीश चंद्र जी की नेतृत्व में अधिकारी वर्ग के लाये तृतीय वेतन पुननिरीक्षण समिति का गठन कर दिया है। यह समिति छः माह में अपनी अनुशंसा सौंपेगी तथा इस पर सरकार द्वारा निर्णय के उपरान्त यह 1 जनवरी 2017 से लागू किया जायेगा।

इससे हमारे कर्मचारियों की आशाएं जागृत हो गई हैं क्योंकि बीएसएनएल में शामिल बहुसंख्या कर्मियों के लिए यह अंतिम वेतन पुननिरीक्षण होगी अतएवं वेतन पुननिर्धारण के साथ पेंशन की पुननिरीक्षण एवं पुननिरीक्षण होना आवश्यक है। याद दिलाना आवश्यक है कि सचिव, दूरसंचार ने आश्वासन दिया था कि वेतन पुननिरीक्षण के समय विशेष संदर्भ के द्वारा इस मुद्दे का उठाया जायेगा।

पिछले समय द्वितीय वेतन पुननिरीक्षण से पूर्व वेतन समझौता हेतु सातवें दौर की वार्ता बुलाई गई थी लेकिन इस बार तृतीय वेतन पुननिरीक्षण के पूर्व अगली वार्ता के लिए किसी भी लोक उपक्रम के श्रमिक संगठनों ने आवाज

नहीं उठाई। लोक उपक्रम विभाग (डी.पी.ई.) से आठवें दौर की वेतन समझौता की मांगा हमारी प्राथमिकता होनी चाहिए। हमारी द्वितीय प्राथमिकता बीएसएनएल प्रबंधन पर दबाव बनाते हुए एक सापेक्ष द्वितीय वेतन समझौता समिति गठित करना। यह समिति नाम के लिए नहीं अपितु पूर्ण रूप से अधिकारी एवं कर्मचारी संगठन को शामिल करते हुए सशक्त समिति गठित होनी चाहिए। हमारी तीसरी प्राथमिकता सभी नॉन एक्जीक्यूटिव यूनियन के साथियों को शामिल करते हुए व्यापक समिति गठित करने का प्रयास दोनों मान्यता प्राप्त संगठनों द्वारा करने का प्रयास दोनों मान्यता प्राप्त संगठनों द्वारा करनी होगी एवं हमारी चौथी प्राथमिकता होगी हर कदम पर सभी संगठनों की व्यापक सहमति के साथ आगे बढ़ना।

एक्जीक्यूटिव कर्मियों की वेतन वृद्धि की मांग को प्रबंधन ने स्वीकृति दे दी है वहीं ग्रुप डी/आर.एम (सहायक तकनीकी सहायक) के वेतन उत्थान की मांग टुकरा दी है। हमें एक जुट, होकर उस समूह का ग्रुप सी की स्तर के वेतन मांग सुनिश्चित करनी होगी।

सभी केन्द्रीय सरकारी कर्मचारी 11 जुलाई 2016 से सातवें वेतन आयोग के सिफारिशों में सुधार के लिए जंगे मैदान में उतर रहे हैं। जैसा कि लोक उपक्रम के लिए आहूत तृतीय वेतन पुननिरीक्षण समिति के संदर्भ में वर्णित है, सातवें वेतन आयोग की सिफारिशों का प्रभाव तृतीय पी.आर.सी. पर भी होगा।

बहुसंख्यक केन्द्रीय श्रमिक संघों ने वर्तमान केंद्र सरकार के श्रमिक विरोधी नीतियों के खिलाफ व्यापक लड़ाई का शंखनाद किया है। हमारा कर्तव्य है कि हम श्रमिक समुदाय की मुख्यधारा के साथ चलें।

आइये दिल्ली में हम मिलकर आगे की रणनीति तय करेंगे।

**ईद-उल-फितर की
हार्दिक बधाई**

भारी उद्योग एवं लोक उद्यम मंत्रालय (लोक उद्यम विभाग)

संकल्प

नई दिल्ली, 9 जून, 2016

सं. डब्ल्यू .08/005/2016 डीपीई (डब्ल्यू सी):- यह महसूस करते हुए कि देश तथा वैश्विक व्यावसायिक माहौल में केन्द्रीय सरकारी लोक उद्यमों (सी.पी.एस.ई) को व्यावसायिक रूप से सक्षम एवं प्रतिस्पर्धी बनना होगा तथा केन्द्रीय सरकारी लोक उद्यमों के कर्मचारियों को कार्य करने की उपयुक्त परिस्थितियों, परिलब्धियों तथा प्रतिलाभ प्रदान किए जाने होंगे ताकि वे अपने उद्यमों में बेहतर विकास, उत्पादकता एवं लाभकारिता के दिशा में प्रेरित हों, इसलिए भारत सरकार ने केन्द्रीय सरकारी लोक उद्यम के कार्यपालकों के वर्तमान वेतन ढांचे को समीक्षा करने तथा संशोधन करने का निर्णय लिया है।

2.1 सद्व्यवस्थापक प्राधिकारी ने तृतीय वेतन संशोधन समिति (तीसरी पीआरसी) नियुक्त करने का निर्णय लिया है जिसमें निम्नलिखित शामिल हैं:

अध्यक्ष: न्यायमूर्ति सतीश चन्द्रा (सेवानिवृत्त)

सदस्य: i) श्री जुगल महापात्रा, पूर्व आई. ए. एस. अधिकारी, ii) प्रो. मनोज पाण्डा, निदेशक इन्स्टीच्यूट फार इकोनामिक ग्रोथ, दिल्ली, iii) श्री शैलेन्द्र पाल सिंह, पूर्व निदेशक (मानव संसाधन), एन. टी. पी. सी. लिमिटेड

पदेन सदस्य : सचिव, लोक उद्यम विभाग, भारत सरकार

सदस्य सचिव : संयुक्त सचिव/अपर सचिव, भारत सरकार

2.2 इन समिति के नियम एवं शर्तें निम्नलिखित हैं :

2.2.1 समिति केन्द्रीय सरकारी लोक उद्यमों में निम्नलिखित श्रेणियों को वर्तमान में दिए जाने वाले वेतन, परिलब्धियों, प्रतिलाभों तथा अन्य लाभों (गैर वित्तीय लाभों सहित) को ध्यान में रखते हुए वेतनमानों, भत्तों, अनुलब्धियों तथा अन्य लाभों के ढांचे की समीक्षा करेगी तथा इनमें परिवर्तनों का सुझाव देगी जो वांछनीय, व्यवहारिक एवं

वहनीय हों: i) निदेशक मण्डल (बोर्ड) स्तर के पदाधिकारी, ii) निदेशक मण्डल स्तर के नीचे के कार्यपालक, iii) असंघबद्ध पर्यवेक्षक स्तर के कर्मचारी

2.2.2 समिति ऐसी सिफारिशें करेगी जिससे केन्द्रीय सरकारी लोक उद्यम आधुनिक, व्यावसायिक, उपभोक्ता अनुकूल, व्यावसायिक रूप से सफल एवं प्रतिस्पर्धी संस्थान बन सकें जो राष्ट्रीय विकास के लक्ष्य के प्रति वचनबद्ध एवं जन सेवा के प्रति समर्पित हों।

2.2.3 समिति केन्द्रीय सरकारी लोक उद्यमों के उपर्युक्त पैरा 2.2.1 में उल्लिखित कर्मचारियों के श्रेणियों के लिए व्यापक वेतन पैकेज तैयार करेगी जो केन्द्रीय सरकारी लोक उद्यमों में ढांचों, प्रणालियों तथा प्रक्रियाओं को युक्तिसंगत बनाकर केन्द्रीय सरकारी लोक उद्यमों की विकास, उत्पादकता एवं लाभकारिता क्षमता से जुड़ी हों जिसमें इन संगठनों के प्रचालनों एवं प्रक्रियाओं में जवाबदेही, उत्तरादायित्व, अनुशासन एवं पारदर्शित सुनिश्चित करते हुए नवीनतम प्रौद्योगिकी, प्रबंधन कौशल, विश्व स्तर की सर्वोत्तम प्रक्रियाओं का समावेश किया गया हो।

2.2.4 केन्द्रीय सरकारी लोक उद्यमों के कार्यपालकों एवं असंघबद्ध पर्यवेक्षकों के लिए उपयुक्त वेतन एवं प्रतिपूर्ति ढांचे की कल्पना करते हुए समिति औद्योगिक महंगाई भत्ता (आई डी ए) एवं केन्द्रीय महंगाई भत्ता (सीडीए) पैटर्न पर आधारित वर्तमान वेतनमानों के पैटर्न, जहां लागू हों, केन्द्रीय सरकारी लोक उद्यमों के 'क', 'ख', 'ग', एवं 'घ' श्रेणी के वर्तमान वर्गीकरण, केन्द्रीय सरकारी लोक उद्यमों को दिए गए महारत्न, नवरत्न, मिनीरत्न दर्जे, घाटे/आंशिक लाभ में चल रहे केन्द्रीय सरकारी लोक उद्यमों की समग्र स्थिति तथा उन केन्द्रीय सरकारी लोक उद्यमों जो अपने व्यवसाय की विशेष प्रकृति के कारण लाभकारी कम्पनियां नहीं हैं (कम्पनी अधिनियम, 1956 की धारा 255, या कम्पनी

अधिनियम, 2013 की धारा 8 के अन्तर्गत पंजीकृत हैं), जैसे मुद्दों को ध्यान में रखेगी।

2.2.5 समिति ऐसे सिफारिशें करेगी जिससे केन्द्रीय सरकारी लोक उद्यम, लोक उद्यमों की विशेष भूमिका, सरकार सहित स्टेक होल्डरों की मांगों एवं आशाओं, संसाधनों की कमी के कारण केन्द्रीय सरकारी लोक उद्यमों के प्रबंधन में विवेकपूर्ण वित्तीय उपाय करने की जरूरत, आर्थिक परिस्थितियों तथा देश में सामाजिक एवं आर्थिक विकास की जरूरतों को देखते हुए उभरते घरेलू एवं वैश्विक आर्थिक परिदृश्यों का सामना कर सकें।

2.2.6 समिति सामान्य सिद्धान्त, वित्तीय पैरामीटर तथा शर्तों सहित केन्द्रीय सरकारी लोक उद्यमों के प्रयोजनों की जांच करेगी जो उत्पादकता से जुड़े प्रतिलाभ स्कीमों एवं कार्य-निष्पादन से जुड़े वेतन के अपेक्षाओं, व्यवहारिकता तथा निरन्तरता/सुधारों से नियंत्रित हो।

2.2.7 अपनी रिपोर्ट तैयार करते समय समिति 7वें केन्द्रीय वेतन आयोग की रिपोर्ट को भी ध्यान में रखेगी।

3. समिति अपनी स्वयं की कार्य-प्रणाली तैयार करेगी जो इसे सौंपे गए कार्य को पूरा करने के लिए आवश्यक समझी जाए। भारत सरकार के मंत्रालय एवं विभाग तथा राज्य सरकारें समिति के ऐसी संगत सूचना तथा दस्तावेज प्रस्तुत करेंगे जो समिति द्वारा मांगे जाएंगे तथा जो उसी देने की स्थिति में हो या देना उनके अधिकार में हो तथा वे समिति को आवश्यक सहयोग एवं सहायता देंगे।

4. समिति सरकार को अपनी सिफारिशों इसके गठन की तिथि से छह माह के भीतर देगी तथा इसका मुख्यालय दिल्ली में होगा।

5. समिति की सिफारिशों पर सरकार का निर्णय दिनांक 01.01.2017 से प्रभावी होगा।

6. समिति को सेवाएं लोक उद्यम विभाग द्वारा प्रदान की जाएंगी।

राजेश कुमार चौधरी, संयुक्त सचिव

समाचार-विचार

बीएसएनएलईयू नेताओं ने हमारे जमशेदपुर के नेताओं को महाप्रबंधक जमशेदपुर का पक्षधर होने का आरोप लगाया

है जो दुर्भाग्यपूर्ण है। ऐसा एनएफटीई के संस्कार में नहीं है। एनएफटीई ना तो किसी अधिकारी का पक्षधर है और ना ही किसी के डर से काम करता है। बीएसएनएलईयू ऐसी अनर्गत बातें फैलाकर कोई लाभ नहीं उठा सकती। पिछले वर्षों से कई बार भूख हड़ताल के नोटिस सहित कई कार्यवाई के बावजूद बीएसएनएलईयू कर्मचारियों की सुरक्षा करने में असफल रही है। अपने कमजोरी को दूसरे के सिर मढ़ने से कोई लाभ नहीं होता।

2) सभी परिमंडल सचिव व जिला सचिवों से अनुरोध है वे अपने शाखाओं का पता और पिन कोर्ड टेलीफोन नंबर के साथ भेंजे। जिससे सीएचक्यू की मेलिंग लिस्ट ठीक कर सकें जिससे टेलीकॉम लेटर न मिलने की शिकायतें कम कर सकें।

3) केंद्रीय कर्मचारियों ने जुलाई 2016 को हड़ताल का ऐलान किया है। सीएचक्यू 33 लाख केन्द्रीय कर्मचारियों को अपना समर्थन जाहिर करते हैं।

4) कैनरा बैंक के साथ बीएसएनएलसीओ ने एमओयू का एग्रीमेंट करके उनका कार्यकाल डी 23/3/2016 से 31/12/2016 तक बीएसएनएल पत्र सं. एफ.नं. 1/9/बीबीएफ/स्टाफ लोन/2014-15/दिनांक 1.6.2016 तहत बढ़ाई है।

5) एक तरफ कामगार संघटना की एकता की बात करते हैं और दूसरी तरफ उसके विरोध में काम करते हुये बीएसएनएलयू ने आंध्र प्रदेश में हाई कोर्ट की दस्तक लगायी है। उसमें एनएफटीई मान्यता प्राप्त होने के विरोध में याचिका दाखिल की है।

6) यह केस मद्रास और जम्मू-कश्मीर हाई कोर्ट 50 प्रतिशत वोट कुल वोट होना चाहिए। जैसा फैसला होने के बावजूद दाखिल की गई है।

प्रबंधन से पत्र

बीएसएनएल कर्मचारियों के लिए विभिन्न ऋण योजनान्तर्गत ओरियन्टल बैंक ऑफ कामर्स के साथ समझौते का नवीकरण

न. 1-9/बी.बी.एफ. लोन/2015-16 दिनांक 13.06.2016, सभी परिमंडलीय प्रमुख को

भारत संचार निगम लिमिटेड के कर्मचारियों को विभिन्न प्रकार की ऋण भुगतान हेतु बीएसएनएल एवं ओरियन्टल बैंक ऑफ कामर्स के बीच दिनांक 10.06.2016 एमओयू का नवीकरण किया गया है। जिसके अनुसार ये योजना 06.04.2016 से 05.04.2017 का जारी रहेगी।

अन्य सभी नियम पूर्वानुकूल रहेंगे। समझौते की एक प्रति इंटरनेट वेबसाइट www.internet.bsnl.in पर जारी है।

स्थानापन्न कनिष्ठ दूरसंचार अधिकारी (ऑफिशियेटिंग जेटीओ के वेतन कटौती पर रोक

बीएसएनएल के पत्रांक 3-32/2013/ इ एस टी टी - IV दिनांक 22.12.2015 के आलोक किये गये वेतन निर्धारण के फल स्वरूप होने वाले वेतन कटौती पर माननीय कैट के अन्तरिम आदेश के मद्देनजर बीएसएनएल मुख्यालय ने अपने पत्रांक 3.8.2010 इएसटीटी-IV दिनांक 3.06.2016 द्वारा मामले में कैट के अन्तिम फैसला आने तक रोक लगा दी है।

पूर्ण आदेश अंग्रेजी में इसी अंक में प्रकाशित है।

बिहार परिमण्डल में जे.टी.ओ की सीमित विभागीय परीक्षा 17 जुलाई 2016 को होगी

बीएसएनएल मुख्यालय ने पत्रांक 12-1/2016 रिकूट दिनांक 03.06.2016 के द्वारा मुख्य महाप्रबंधक बिहार पटना को जे.टी.ओ परीक्षा दिनांक 17.07.2016 को आहूत करने का निदेश जारी किया है।

बीएसएनएल से सेवानिवृत्त कर्मियों का सेवानिवृत्ति की गणना - "फुल एंड फाइनल" क्रमोन्नति के संबंध में।

बीएसएनएल मुख्यालय के पत्रांक जीएफ/ईआरपी-जे जेड बी/ एएलटीटीसी/एडमिन/कोर/93 दिनांक 15.06.2016 द्वारा सभी परिमण्डलीय मुख्य प्रबंधक को सेवानिवृत्ति कर्मचारियों के देय लाभ की गणना की आन-लाइन पद्धति प्रत्यारोपण किया है जिसे फुल एंड फाइनल प्रोसेसिंग नामित किया है। आशा है इस पद्धति के लागू होने पर सेवानिवृत्ति होने पर आने वाले दिक्कतों से कर्मचारियों को राहत मिलेगी। पत्र पूर्णरूपेण अंग्रेजी में इसी अंक में प्रकाशित है।

जे.ए.ओ विभागीय परीक्षा के सम्बंधित प्राधिकरण का आदेश (मुख्य महाप्रबंधक, केरल परिमण्डल को)

न. 9-31/2015 एस.ई.ए. दिनांक 08.06.2016

आपके कार्यालय पत्रांक एल.सी III/ओ.ए. न. 72/2014/89 दिनांक 26.05.2016 एवं उपयुक्त विषय के संबंध में सक्षम पदाधिकारी के द्वारा मुद्दे यह सूचित करने का आदेश हुआ है कि माननीय कैट के दिनांक 22.03.2016 के निर्णय के आलोक में 2012 में के जे.ए.ओ. परीक्षा में शामिल 34 उम्मीदवारों को उनसे अन्डरटेकिंग लेकर जे.ए.ओ. पद पर नियुक्ति दें।

यह निदेश विधिक प्रशाखा के पत्रांक न. डी वाई न. (एफ.) 332/0/0 सीनियर जी एम (एल.) दिनांक 02.06.2012 के आलोक में निर्गत किया जा रहा है।

इस मामले में आवश्यक कार्यवाई करते हुए माननीय कैट का सूचित करें तथा इस कार्यालय को भी अवगत करायें।

मामले को उच्च प्राथमिकता दी जाय।

मान्यता प्राप्त प्रतिनिधि संघों को सहूलियत देने के सम्बंध में।

**बीएसएनएल/39-7/ एस.आर./2013 दि. 15 जून 2016
सभी मुख्य महाप्रबंधक, बीएसएनएल एवं महाप्रबंधक
(पर्सनल) बीएसएनएल निगमित कार्यलय।**

**संदर्भ - पत्रांक बीएसएनएल/5-1/एस.आर./2015/
वोल-II (ii) दिनांक 19 मई 2016**

पत्र संख्या - बीएसएनएल/5-1/एस.आर./2015/वोल ii (ii) दिनांक 19.5.2016 द्वारा जारी मान्यता प्राप्त संघ को देय सहूलियत जो सातवी सदस्यता जांच के उपरान्त जारी किया गया है, से व्यापत यह निदेश है कि बीएसएनएल इम्पलाइज यूनियन एवं एनएफटीई (बीएसएनएल) यूनियन को कार्यालय आवास दिनांक 19.5.2016 से दिनांक 18 मई 2019 तक जारी रखना है।

इस संबंध में यह सूचित करना है कि अगर इन संघों को पूर्व से कार्यालय आवास आवंटित है, तो उसे सातवें सदस्यता जांच की उपलब्धता के आधार पर भी आवंटित माना जाय।

टी.टी.ए. (जूनियर इंजीनियर) के लिए नयी प्रशिक्षण की व्यवस्था

बीएसएनएल मुख्यालय पत्रांक 2-2/2007 -टी आर जी दिनांक 10 जून 2016 के द्वारा मुख्य महाप्रबंधक बीआरबीआरआईटीटी जबलपुर को जूनियर इंजीनियर की नयी प्रशिक्षण प्रक्रिया एक नया सिलेबस लागू करने का निर्देश दिया है। नये प्रशिक्षण व्यवस्था में 6 सप्ताह की आन्तरिक प्रशिक्षण-प्रशिक्षण केन्द्र में होगी तथा 4 सप्ताह का बाह्य प्रशिक्षण होगा।

पूर्ण पत्र अंग्रेजी में प्रकाशित है।

जे.ए.ओ. दस प्रतिशत कोटे की परीक्षा 28.08.2016 के लिए बीएसएनएल मुख्यालय ने पत्रांक 9-2/2016-रिक्रूट दि. 03.06.2016 के द्वारा अधिसूचना जारी किया है। पूर्ण अधिसूचना अंग्रेजी में इसी अंक में प्रकाशित है।

प्रशासन/प्रबंधन को पत्र

टी.एफ/डी.पी.ई/36-01 दिनांक 14.06.2016 (सचिव
लोक उपक्रम विभाग, लोक उपक्रम भवन, 305 ब्लाक
14, सी.जी.ओ. काम्पलेक्स, लोदी रोड नई दिल्ली -
110003)

मान्यवर महोदय,

कार्यापालक अधिकारियों के वेतन पुननिरीक्षण सम्बंधी आपके द्वारा निर्गत प्रस्ताव हेतु हम आपके प्रतिकृतज्ञ हैं तथा धन्यवाद ज्ञापित करते हैं।

हम आप का ध्यान पूर्व में संगठित कर्मचारियों के संबंध में द्विपक्षीय वार्ता हेतु निर्गत दिशा निदेश की ओर आप का ध्यान आकृष्ट करना चाहते हैं। सातवें चक्र का दिशा-निर्देश द्वितीय वेतन पुननिरीक्षण प्रस्ताव घोषित होने के पूर्व जारी किया गया था।

आठवें चक्र के वार्ता हेतु दिशा निदेश अभी जारी होते हैं जब कि 10 साल की समय सीमा बीत चुकी है तथा द्वितीय वेतन पुननिरीक्षण हेतु प्रस्ताव जारी हा चुके हैं। समयवधि 10 साल से कम हो सकती है ऐसा पूर्व के प्रस्ताव में वर्णित था इस पर कोई विचार नहीं किया गया है जिससे संगठित कर्मचारी दुखी हैं

कृपया समाधान दे ताकि सम्बंधित मंत्रालय अधीनस्थ लोक उपक्रम को विपक्षीय वार्ता हेतु कमिटी गठन करने की पहल कर सकें।

वि-संघों की सहूलियत प्रदान करने में भेदभाव करने के सम्बंध में

टी.एफ-1/1(ई) दिनांक 16.6.2016 निदेशक कार्मिक,
बीएसएनएल, नई दिल्ली

बीएसएनएल पत्रांक - बीएसएनएल/31-2/एस
आर/2009 दिनांक 6 जनवरी 2014

कृपया उपर्युक्त पत्र का संज्ञान लें। इस पत्र का माध्यम से एकजीक्यूटिव कर्मचारियों के मान्यता प्राप्त संगठन के सभी तीन स्तर मसलन, राष्ट्रीय, परिमंडलीय एवं जिला स्तर के सभी पदाधिकारियों को मोबाईल फोन देने की बात कही कई है वहीं नॉन-एकजीक्यूटिव कर्मचारी संगठनों के निर्वाचित प्रतिनिधियों को इस प्रकार की कोई सुविधा नहीं दी जाती है। यह स्पष्टतः भेदभाव की नीति है।

हम महसूस करते हैं कि यह नॉन-एकजीक्यूटिव कर्मियों के मान्यता प्राप्त संघों को साथ घोर भेदभाव की भावना से प्रेरित है।

अतः हम निवेदन करते हैं कि यह सुविधा नॉन - एकजीक्यूटिव कर्मचारी संगठनों (मान्यता प्राप्त) को भी दी जाय।

काउंसिल (निगोसिएटिंग मशीनरी) के संचालन हेतु कार्य विधि नियमावली बनाने के सम्बंध में

टी.एफ.-2/1 दिनांक 16.06.2016 महाप्रबंधक
(एस.आर) बीएसएनएल, नई दिल्ली

सावतवीं सदस्यता सत्यापन के उपरान्त पुनः दो संगठन विभागीय मिस्तरीय परिषदों जैसे राष्ट्रीय स्तर, परिमंडलीय स्तर एवं स्थानीय स्तर पर शामिल होंगे।

ज्ञातव्य है कि पिछले मान्यता के कार्यकाल में लगभग एक सौ से ज्यादा स्थानीय परिषदों की बैठक नहीं हो पाई। छत्तीसगढ़, झारखंड जैसे कई परिमण्डलों में भी परिषद की एक भी बैठक नहीं हुई।

ऐसी हालत में परिषद का लक्ष्य धूमिल होता है। इस संबंध में हम कहने चाहते हैं कि प्रबंधन को कुछ ऐसा उपाय

करना चाहिए जिससे परिषदों को बैठक सुनिश्चित हो सके। हमने इस संबंध में एक नोट अपने पत्रांक टी.एफ 2/1 दिनांक 01.08.2014 को समर्पित कर चुके हैं। परन्तु अभी तक कोई प्रतिफल नहीं निकला।

अतएवं हमारा निवेदन है कि परिषद कार्य-विधि नियमासी शीघ्र बनाई जाय तथा परिषदों की बैठक सुनिश्चित की जाय।

विभागीय जे.ए.ओ परीक्षा के लिए उपरी उम्र सीमा में छूट एवं रिक्तियों की वर्षानुसार अधिसूचित करने के संबंध में

टी.एफ 714/2 (सी) दिनांक 16.06.2016 निदेशक (वित्त) बीएसएनएल मुख्यालय नई दिल्ली

हमारे पक्ष में निर्णय होने के विश्वास के साथ आपका ध्यान निम्नांकित बिंदुओं की ओर आकृष्ट करते हैं:-

1) जे.टी.ओ एवं जे.ए.ओ दस प्रतिशत कोटे के प्रदत्त 55 साल की आयु सीमा के अनुरूप जे.ए.ओ 40 प्रतिशत कोटे के लिए भी अभ्यर्थियों की उम्र सीमा 55 वर्ष की जाय।

2) वर्षानुसार रिक्तियों को अधिसूचित किया जाय तक उम्र सीमा समाप्त होने की स्थिति में कर्मचारी पूर्व की रिक्तियों के विरुद्ध परीक्षा में शामिल हो सकें।

3) वर्ष 2006 के स्क्रीनींग जांच में उत्तीर्ण उम्मीदवारों को भी जे.ए.ओ 40 प्रतिशत कोटे की परीक्षा में शामिल होने की अनुमति दी जाय।

हमें विश्वास है कि आप की कृपापूर्ण निर्णय हमारे पक्ष में होगी ताकि कुछ और कर्मचारी परीक्षा में शामिल हो पायेंगे।

78.2 प्रतिशत आई.डी.ए पर आधारित मकान किराया भत्ता भुगतान करने के सम्बंध में।

टी.एफ -10/4 दिनांक 15.6.2016 निदेशक (कार्मिक) बीएसएनएल नई दिल्ली एवं निदेशक (वित्त) बीएसएनएल नई दिल्ली

संदर्भ :1) राष्ट्रीय परिषद की 10 मार्च 2016 को सम्पन्न बैठक की मुद्दा संख्या (5), (2) हमारा पत्रांक टी.

एफ.-10/4 दिनांक 17.3.2016

कृपया उक्त संदर्भ सहित आय के कार्यालय में हुई हमारी वार्ता की ओर ध्यान दें जिसमें हमने कर्मचारियों को 78.2

प्रतिशत औद्योगिक महंगाई भत्ते के आधार पर मकान किराया भत्ता भुगतान करने का निवेदन किया था।

अभी निगम की आर्थिक स्थिति में भी सुधार हो रहे हैं, अतएवं कर्मचारियों के इसके वजीफे के रूप में 78.2 प्रतिशत आई.डी.ए पर आधारित मकान किराये भत्तों का भुगतान कराया जाय।

हम आग्रह करते हैं कि कृपया 78.2 प्रतिशत औद्योगिक महंगाई भत्ते पर आधारित मकान किराया भत्ता भुगतान कराने की व्यवस्था सुनिश्चित करें।

भारत संचार निगम लि. द्वारा सीधी भर्ती किए गए कर्मियों को अर्जित अवकाश जमा करने एवं उसके नगद भुगतान के सम्बंध में

टी.एफ-23/5 दिनांक 01.06.2016 निदेशक (कार्मिक) बीएसएनएल नई दिल्ली।

कहना है कि दूर संचार विभाग से निगम में समाहित कर्मचारियों को अर्जित अवकाश 300 दिनों तक जमा करने की सुविधा है, ऐसे कर्मचारियों को 300 दिनों तक की छुट्टी का नगदी भुगतान किया जाता है परन्तु निगम द्वारा भर्ती किये गए कर्मचारियों को यह सुविधा नहीं है। आप महसूस करेंगे कि यह मान्य नहीं हो सकता।

हमारे पूर्व के निवेदन पर आपने विसंगति दूर करने का आश्वासन दिया था।

हम आग्रह करते हैं कृपया यथोचित कार्यवाई के द्वारा निगम द्वारा भर्ती कर्मियों को भी अर्जित अवकाश जमा करने का इसके नगदीकरण की सुविधा दी जाय। ऐसा होने पर हम आपके अभारी होंगे।

टी.एफ-016/रिकवरी-हार्डशिप दिनांक.14.06.2016 निदेशक (एच.आर) बीएसएनएल नई दिल्ली

कृपया हमारे पत्र संख्या टी.एफ.-05 दिनांक 18 दिसम्बर 2015 का संदर्भ लें। स्थिति अभी तक यथावत बनी हुई है। संघ को इस संबंध में कुछ भी सूचित नहीं किया गया है। कर्मचारियों के प्रशासकीय भूल के लिए दण्डित नहीं किया जा सकता है। आर.एम. का लाइनमैन में पदोन्नति होने की स्थिति में सेवानिवृत्ति के समय उनके वेतन से भारी रकम की कटौती की जा रही है। नेशनल काउंसिल की बैठक में भी

इस पर विचार करने का अश्वासन दिया गया था। कृपया इस सम्बंध में डीओपीटी के पत्रांक एफ.न. 18/03/2015/ इ.एस.टी.टी (पे-1) दिनांक 2 मार्च 2016 का अवलोकन करें जो इस पत्र के साथ संलग्न है।

कृपया इसे उच्च प्राथमिकता दें और निराकरण करें।

**गत दिनांक 22 मई को सम्पन्न जे.टी.ओ
विभागीय परीक्षा का परिणाम घोषणा के सम्बंध में।**

**टी.एफ.14/2(बी) दिनांक 12.06.2016 निदेशक
(एच.आर) बीएसएनएल नई दिल्ली**

दिनांक 22 मई को सम्पन्न जे.टी.ओ विभागीय परीक्षा की परिणाम घोषित कराने हेतु हमें लगातार पत्र प्राप्त हो रहे हैं। कहा जा रहा है के मामला न्यायालय में विचाराधीन होने के कारण परिणाम घोषित नहीं किये जा रहे हैं।

हम निवेदन करते हैं कि सम्बंधित उम्मीदवार सभी बाधित आर्हत प्राप्त हैं और ऐसे उम्मीदवारों के परिणाम घोषित किये जा सकते हैं। कुछ उम्मीदवार न्यायालय के निदेश से प्रोविजनल शामिल किए गए हैं, इनका परिणाम भी नियुक्ति निगमों को शिथिल करके घोषित किया जा सकता है, इससे ठहराव की स्थिति समाप्त होगी।

प्रबंधन ऐसा करने के लिए पूर्णतथा सक्षम है। परीक्षा परिणाम घोषित कराने की पहल करें, जो कम्पनी और कर्मचारियों के हित में होगा।

**कलंकित अधिकारी को एस.एस.ए. प्रमुख बनाने
के सम्बंध में**

**टी.एफ.-08 दिनांक 17.06.2016 निदेशक कार्मिक
बीएसएनएल नई दिल्ली**

हमारे संज्ञान में यह लाया गया है कि वर्तमान महाप्रबंधक सोलन में कार्यरत आप्टिकल फाइबर केबुल बिछाने के एक परियोजना जो राजगढ़ से बाडुसाहीब का था में घोर अनियमितता बरती गई। इस मामले में सम्बंधित जे.टी.ओ और एस.डी.ई निलंबित किये गये एवं मामले की जांच शुरू की गई। उपमहाप्रबंधक के विरुद्ध भी मामला लम्बित है परन्तु महाप्रबंधक पद पर पदोन्नति होने पर पुनः उन्हें सोनल में पदस्थापित कर दिया गया।

अभी भी इनका नाजायज कार्य बदस्तूर जारी है और

इन्होंने एक यूनियन के नेता को माह जुलाई एवं सितम्बर 2010 में कौंसिल की बैठक के नाम पर न्याय भत्ता का भुगतान किया जो बैठक हुई ही नहीं थी।

यह कहना असंगत नहीं होगा कि ऐसे दागदार अधिकारी को एस.एस.ए प्रमुख का पद देना ना तो उचित है ना ही मुख्य सतर्कता आयुक्त के निदेशों के अनुरूप है।

**श्री चेताराम शर्मा एवं अन्य द्वारा सी.एम.डी
बीएसएनएल एवं अन्य के विरुद्ध माननीय केन्द्रीय
प्रशासनिक ट्रिब्यूनल जोधपुर के समक्ष दायर
ओ. ए. न. 290/000165/2016 के आलोक में
दिनांक 06.04.2016 को पारित आदेश**

**बीएसएनएल- जी.ई.एन/एस.आई.सी.ई/जे.टी.ओ.
(टी)/2016/ईएसटीटी-IV दिनांक 23 जून 2016 सभी
दूरसंचार परिमंडलीय प्रमुख भारत संचार निगम लिमिटेड**

श्री चेतनराम शर्मा एवं अन्य द्वारा सी.एम.डी, बीएसएनएल एवं अन्य के विरुद्ध माननीय कैट जोधपुर के समक्ष एक ओ.ए. दायर की है जिसमें मुख्य रूप से आवेदनकर्ता ने मांग की है कि जे.टी.ओ (टी) नियुक्ति निगम 2014 के क्लाज 11 गलत है जिसमें आफिसिएटिंग जे.टी.ओ के समाहित करने की बात है। यह जे.टी.ओ भर्ती नियम में भेदभाव पूर्ण है अतएवं इसे समाप्त किया जाना चाहिए।

इस मामले की सुनवाई 06.04.2016 को हुई और माननीय कैट ने निम्नलिखित आदेश पारित किए है :-

"आवेदनकर्ता के वकील को सुनने के उपरान्त हम कोई आन्तरिक आदेश निर्गत नहीं कर सकते यह ओ.ए. के अन्तिम रिजल्ट पर निर्भर होगा। इस सम्बंध में उन आफिसिएटिंग जे.टी.ओ जिन्हें 2014 में भर्ती नियम के द्वारा समायोजित किया गया है को सूचित कर दिया जाय। ताकि वे अपना पक्ष न्यायालय के समक्ष रख सकें।"

अतएव निवेदन है कि सभी ऐसे पदोन्नत कर्मियों को दूसरी सूचना दें ताकि अगर वे चाहें तो न्यायालय में अपना पक्ष रख सकें। पत्र के कार्यान्वयन की सूचना दिनांक 28.06.2016 तक सूचित करें ताकि आगे की कार्यवाई की जा सके।

यह सक्षम अधिकारी के अनुमोदन से निर्गत है।