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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

MS-II, Q. No. 21 & 17, Atul Grove Road, New Delhi-110001

TF-13/8

Dated:-18-12-2017

To,

The Director (HR)
BSNL, New Delhi

Sub: Insertion of Rule 55 (A) in BSNL CDA Rules, 2006 in place of Rule 55 (II) (b) in line with the provisions of Rule 56 (J) and 48 (1) (b) of CCS Pension Rules for periodical review to ensure efficacy among BSNL employees - reg.

Respected Madam,

Vide BSNL HQR Letter No. 10-1/2016 WS and I dated 27.07.2017 the Rule 55 (A) has been inserted in place of Rule 55 (II) (b) in BSNL CDA Rule, 2006 for periodical review of performance of the staff to inflict compulsory retirement. This has obviously been done to downsize the staff strength in BSNL. We are pained to record that at no stage the recognized union, NFTE, has been consulted and entire process has proceeded surreptitiously. This had been clearly against the assertion of Chairperson in the last 35th National Council meeting. The minutes of same are reproduced below:-

"..... no decision can be taken in the above confines of this office alone without sharing it with the staff side. She said that would be her endeavor to make the administration highly responsive and more employee centric than ever before, for that trust, confidence and faith are the fundamental principles of HR management" (Reference BSNL/39-3/SR/2017 dated 27.-XI-2017)

We now leave it to you to decide if the insertion of the rule had been in accordance with the views of Chairperson of the National Council. The right of unions for consultation has been thrown to the wind by the restructuring Cell of HR branch. Which is against Industrial culture.

We consider it appropriate to state the incorporated Rule 55 (A) in the analogy of FR 56 (J) and Rule 48 (1)(b) of CCS Pension Rules cannot be made applicable in respect of DoT absorbed employees as they do not come within the purview of above said provisions. Apart from above the Govt. of India at the time of corporatization of Telecom Services took Cabinet decision and had fixed retirement age of 60 years for absorbed officials which cannot be changed or diluted either by BSNL or the DoT.

Under the circumstances we request you to please get the entire matter reviewed to prevent the use of illegal provisions incorporated in BSNL CDA Rule, 2006. We are afraid if timely action is not taken to prevent the grant of CRS by the field officers confusions will take place and industrial peace disturbed. The lower level management will certainly resort to action to settle their past scores with the non-executive employees. Further steps be taken to get the entire BSNL CDA Rules, 2006 registered with the labour Ministry in the form of standing orders.

An early action and reply is urged for.

With deep regards,

Yours faithfully,


(Chandeshwar Singh)
General Secretary