



**BHARAT SANCHAR NIGAM LTD.**

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

No. BSNL/39-5/SR/2018

Dated, the <sup>16<sup>th</sup></sup> February, 2018

**Minutes of the Standing Committee of National Council meeting held under the chairmanship GM(SR) , BSNL Corporate Office on 24<sup>th</sup> January, 2018 in 8<sup>th</sup> floor Committee Room, Bharat Sanchar Bhawan.**

1. The following were present in the meeting:

Official side

Staff Side

1. Shri A.M. Gupta, GM(SR)
2. Shri S.S. Prasad, DGM(Estt.-I)
3. Shri A.K. Singh, DGM(Estt.-II)
4. Shri A.K. Sinha, DGM(SR)

1. Shri P.Abhimanyu,
2. Shri Balbir Singh
3. Shri Swapan Chakraborty
4. Shri Chandeshwar Singh
5. Shri Islam Ahmed

2. The progress made on the issues discussed in the 35<sup>th</sup> NC and Adjourned 35<sup>th</sup> NC meetings was reviewed, which is as under:

2.1 **Withdrawal of BSNL Corporate Office letter no. BSNL/39-10/SR/2008 dated 21.10.2016 and formation of a cell at the Corporate Office level, for monitoring the implementation of Minimum Wages, EPF and ESI for the contract workers.**

Staff Side members stated that they have submitted several cases to Restg. Cell and also during their meetings with GM(Restg./WS&I) they had informed several instances where instructions on EPF/ESI contributions issued by Corporate Office are not being followed. They expressed their dissatisfaction over the actions in this regard taken by the Restg. Cell.

Official side replied that Restg. Cell will be asked to re-examine the issue.

**Action by Restg.**

2.2 **One time relaxation in eligibility conditions for appearing the Telecom Technician LDCE and Junior Engineer LICE.**

Official side informed that the desired information has been collected in respect of Telecom. Technician and the file has been submitted for taking a decision in the matter. The staff side mentioned that the information received from field units need to be revised and it should be updated on the basis of existing norms.

It was agreed that Estt. branch will issue instructions to field units to update vacancies on the basis of extant norms.

**Action by Estt.**

- 2.3 **Implementation of the judgment of CAT Lucknow dated 05.05.2016 in T.A.No.14 of 2012 in W.P. No. 3579/2005 regarding the pay scale and status of Senior Accountants in BSNL.**

Staff Side members stated that after issue of DoT letter the issue of granting Gr "B" status has been settled and now the second issue of granting IDA pay scale may also be settled at the earliest.

Management side replied that the Esttt branch has examined the issue of pay-scale and referred it to SEA branch for further examinations. Staff side also suggested that they may be given an opportunity to submit their case before the internal group

**Action by SEA**

- 2.4 **Relaxation in qualifying marks for SC/ST officials for the promotion exams for which the results were announced between 22.7.1997 and 3.10.2000.**

Staff side expressed their satisfaction on the issue and agreed to close the item.

- 2.5 **Unwarranted reluctance of BSNL management in implementing the concessions granted by DoPT orders in relaxing the qualifying marks for the SC/ST employees in promotional exams—Request to reconsider and cause justice.**

Management side informed that Rectt. Cell. has issued necessary instructions on 13.11.2017 . Staff side expressed their satisfaction on the issue and agreed to close the item.

- 2.6 **TTA LICE held in 2015 as per the TTA RR 2014—Request for reviewing the results based on relaxed standards.**

After detailed discussion on the issue it was agreed that Estt. Branch will consider the demand of TTA LICE held in 2015 only.

**Action by Estt.**

- 2.7 **Implementation of revised DCRG ceiling limit for BSNL absorbed DoT employees w.e.f 01.01.2016.**

Staff side expressed their satisfaction on the issue and agreed to close the item.

- 2.8 **Implement the assurance given in the meeting held by the management on 11.01.2016 as per the direction of the RLCC, New Delhi on the issue of stagnation.**

Management side informed that Estt. Branch is revisiting the issue of stagnation increment every year on reaching the maximum of the scale and the outcome will be communicated to staff-side shortly.

**Action by Estt.**

**2.9 Open ended pay scales in the pay revision with effect from 1.1.2017 for avoiding the stagnation problem.**

Staff side expressed their satisfaction on the issue and agreed to close the item.

**2.10 Implementation of the Hon'ble Supreme Court order on recovery of over payment.**

Official side informed that as per the decision of National Council meeting necessary instructions have been issued on 19.09.2017.

Staff side members stated that there is some confusion over the instructions issued by Corporate Office. Official side replied that at present they have not received any reference from the field units, however, assured that if required/requested by the circles necessary clarification will be issued.

**Action by Estt.**

**2.11 Stopping of illegal recovery from employees in the name of EPF contribution arrears.**

Official side informed that Estt. Branch is examining the issue on the basis of the relevant records from CA branch and also the papers submitted by the Staff Side.

**Action by Estt.**

**2.12 BSNL CDA rules-relevant clause barring employees from political activities be removed.**

Official side informed that as agreed in the National council meeting detailed reply was sent to Secretary Staff Side on 03.07.2017.

**2.13 Implementation of NEPP by removing the flaws and discrimination.**

It was agreed that Leader & Secretary Staff Side will discuss the matter with GM(Estt.)

**Action by Estt.**

**2.14 Relaxation in qualifying standards—educational qualification, age and residency period in a pay scale.**

Official side informed that the issue is under consideration.

**Action by Estt.**

**2.15 Revision of wage in r/o Casual labourers.**

Official side informed that the issue has been considered by a Committee and the report of the committee is awaited.

**Action by Estt.**

**2.16 Enhanced wages for Contract labourers.**

Official side informed that Restg. Branch will be asked to take necessary action.

**Action by Restg.**

**2.17 Promotion of Jr Accountant to Sr. Accountant.**

It was informed that since the matter is sub-judice no action can be taken at this stage hence may be kept this issue on hold till outcome of the court case.

**2.18 Promotion to the Cadre of Junior Engineer (T) (TTA) on seniority cum fitness basis:-**

Official side informed that matter is being re-examined/considered by Estt. branch.

**Action by Estt.**

**2.19 Declaration of 4<sup>th</sup> Saturday of the month as Holiday**

Official side reiterated that in the present scenario, in view of the highly competitive environment in Telecom Sector declaring 4<sup>th</sup> Saturday in every month as holiday for all the BSNL staff will not be in the interest of BSNL and requested that item may be closed.

**2.20 Acceptance of membership in the councils**

It was agreed that Staff Side will have a meeting with CGM(Legal) for discussing the issue.

**Action by Staff Side**

**2.21 Expeditious steps for wage revision**

Official Side informed that immediately on receipt of the DPE OM dated 24.11.2017, the administrative department i.e. DoT has been requested vide letter dated 14.12.2017 that in view of DPE OM dated 24.11.2017 suitable necessary guidelines to start wage negotiations with recognised unions in BSNL may be issued. Staff side requested that copies of the communications made to DoT on this issue may be supplied to them.

**Action by SR**

**2.22 Payment of HRA to deputationists of parent offices**

Staff side expressed their satisfaction on the issue and agreed to close the item.

**2.23 Payment of Medical allowance on the basis of 78.2% IDA fixation benefit.**

Staff Side members stated that their demand is for medical allowance to retired employees. It was agreed that Admn. branch will be reminded to take necessary action.

**Action by Admn.**

**2.24 Inordinate delay in implementing the Rule 8 transfers of JEs (erstwhile TTAs) posted in the North East**

Staff side expressed their satisfaction on the issue and agreed to close the item.

**2.25 Non-payment of GPF advance and Festival advance to the TSMs of NE-2 circle.**

Staff side expressed their satisfaction on the issue and agreed to close the item.

**2.26 LICE for draughtsman to JTO (Civil / Electrical)**

Official side informed that Estt. branch has provided their comments to BW branch on this issue for delinking it with HR plan and now BW branch will take action for preparing Board Note for approval of Board.

**Action by BW**

**2.27 Cancel the orders issued by the CGM, Karnataka for allotment of additional space for TERM Cell and TRAI in BSNL building at Bangalore.**

Staff side expressed their satisfaction on the issue and agreed to close the item.

**2.28 Restructuring of Industrial Cadres.**

Official side informed that TF section vide their letter dated 15.01.2018 has formed a Committee to examine the cadre restructuring of Non-executives in Telecom. Factories

**Action by TF**

3. Thereafter, the meeting ended with a vote of thanks to the chair.



**DGM (SR), BSNL CO**

To

All Participants (by name)

Copy to: -

1. Sr. PPS to Director (HR), BSNL Board.
2. PGM (BW) / BSNL C.O.
3. GMs –(SR)/ (Estt.) / (FP)/ (Admn.) / (Restg.) / (TF) / (CA), BSNL C.O.
4. All Members of the National Council.