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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

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

TF- 4/6

Dated 24-4-2025

To
Director (HR), B.S.N.L.,
New Delhi

Sub: Non-redressal of staff grievances in BSNL - Notice reg.

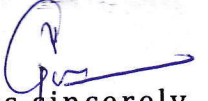
Respected Sir,

We are deeply constrained to bring to your kind notice that the grievances submitted to management are not being redressed on one or other pretext. The issues have been persued vigorously for long period without positive response and result.

A list containing demands is enclosed herewith for ready reference.

We urge upon you to please intervene into the matter for settlement else we will be compelled to embark upon Trade Union actions affecting harmonious relation.

With kind regards,


Yours sincerely
(Chandeshwar Singh)
General Secretary

✓ Copy to: Chief Labor Commissioner, Sharam Shakti Bhawan, Rafi Marg, New Delhi

List of pending matters / grievances

1. Third Pay Revision of non-executive employees in BSNL-

The Joint Committee has been constituted and reconstituted many times. Even the Chairman has been changed thrice but agreement could not be arrived at even after lapse of almost 7 years. Meetings are not taking place on regular basis on the plea of non-availability of members of official side and Chairman. Due to this the employees are very restive in the matter.

2. New Promotion Policy for non-executive staff-

The present policy, NEPP, is outdated and discriminatory. The employees are stagnating for last 3/4 years. The issue has been discussed in formal / informal meetings on many occasions. The matter has been discussed even in National Council. The official side agreed to form a Committee for evolving new Promotion Policy. The Committee is yet to see light of the day. The employees are suffocating due to stagnation and discrimination.

3. Grant of Festival advance to non-executive staff restoration reg.

The union is pursuing the matter for last two years. The grievance has been discussed in scheduled formal meetings as well as in the National Council of BSNL. Till date nothing has been done although it is recoverable advance. We feel sorry to state that the executives get advance to purchase Laptops but no advance to celebrate festivals for low paid staff.

4. New Transfer policy-

We have submitted detailed Note/Comments on proposed new Transfer Policy especially in respect of Rule 8/9 cases relating to spouse and hard compassionate cases. Oral evidences have also taken place in the scheduled meeting. Despite this remedial action is yet to come for redressal of grievances. Rule 8 transfer cases from surplus to deficit circles are also not materializing. The periodicity of Rule 9 be enhanced to 5 years as before.

5. Supply of leverage items to employees-

The grievance is pending for last two years. It has been discussed in formal and National Council meetings. The union has submitted a detailed "Note" in this regard. However, redressal is yet to be done. Denial of leverage elements to employees is injustice.

6. Promotion through LICEs to the cadre of Telecom Technicians, IE(T) and JTO cadres and difficulties thereon -

There are many circles where posts have been fixed in above cadres in an arbitrary way without taking into account the size of circle and available staff in the circle. Due to this surplus situation has developed and LICEs are not being held in such circles. The progress is not in sight for the years. The union has been demanding review of sanctioned posts after VR-2019 keeping in view all the aspects. Apart from above the LICE for promotion to Telecom Technician cadre need be held on total vacancies of BA concerned and qualified and trained be posted in OA / on the basis of options / merit of the candidates.

The JEs in surplus circles seeking Rule 8 Transfers as per choice be accepted and sent to deficit circles.

About JE to JTO progression we also invite kind attention to our letter No. TF-14/2(a) dated 11.04.2025 for consideration.

JTO posts equal to the JEs/JTOs joined in surplus circles from other circles be counted and equal number of posts be sanctioned on priority basis in such circles.-

7. Reimbursement of cost of Mobile Handset for GSM Mobile service for non-executive employees-

Kind reference is invited to the "Note" towards letter No. BSNL Co-ADMN/77/2/2024-Admn dated 08.11.2024 submitted to MC of Board for reimbursement of cost of Mobile Handset for JE(T) cadre. Till date it has not been finalized. We demand other employees viz. TT/Sr. TO be also considered.

8. Formation of new circle " BBNW" and problem thereon -


In this regard item 6 of our letter No. TF 4/6 dt. 04.09.2024 and discussion on 19.12.2024 be referred to. Despite definite decision and instructions to the then PGM (Pers) the cadre controlling authority has not been spelt out in respect of non-executive employees. We have followed it up also through our representation.

9. LICE held in year 2024 for promotion to the cadre of Kanistha Rajbhasha Adhikari

The LICE was held to fill up 51 vacancies but only 37 were declared successful. Thus 14 vacancies still exist. We have earlier requested for relaxation to fill up the remaining vacancies. This will help in use of Hindi in official correspondences.

With regards

Yours Sincerely,


Chandeshwar Singh
General Secretary