

**Sub: Minutes of the 32<sup>nd</sup> meeting of the National Council held on 14<sup>th</sup> May, 2015 under the chairmanship of Director (HR), BSNL Board.**

The 32<sup>nd</sup> National Council meeting was held at 11.00 AM on 14<sup>th</sup> May, 2015 in the Conference Hall, Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-1.

2. At the outset, Sr.GM (SR) welcomed Chairman, National Council and participants from Staff Side and official side. He stated that due to non-availability of mutual convenient date and postponement of the proposed date due to some last minute unexpected urgent engagement, this meeting of National Council could not be held earlier. He said that he wished that today's meeting would be conducted in peaceful and harmonious atmosphere.

3. Chairman, National Council greeted Staff Side members and expressed his apology for the delay in holding the National Council meeting. He cautioned that the financial condition of the Company is deteriorating & there are chances that Company may fall in the trap of operational losses in coming months. During his speech he enquired whether the Annual Report is provided to the unions in response to which the Staff Side members stated that they are not supplied copy of the Annual Report of the Company. Chairman directed that copy of the Annual Report should be shared with the recognized unions. He appreciated the concerns of Unions and Associations in raising the issues related to BSNL's revival with the DoT. He requested Staff Side to help out the Company to increase the revenue targets of the Company by 10% and assured that this would be sufficient to keep the company out of danger of operational loss and become profit making company in the near future. He also mentioned that the BSNL has made landlines calls free between 9 p.m. to 7 a.m. and this is a big opportunity for making our landlines popular. We need to be proactive in providing landlines and keep our network in good condition. He further said that in this drive the role of the Unions is very crucial.

4. ED (Finance) greeted all the participants of the meeting and wished that discussions would be held in a cordial atmosphere which may lead to positive and constructive decisions. She endorsed the views expressed by the Chairman, National Council and asked members from Management as well as Staff Side to play a constructive role in improving the financial conditions of the Company.

5. Thereafter Leader Staff Side welcomed all the participants. During his speech he drew attention of the Council towards non-settlement of various issues viz. E-1 scale in NEPP, JTO/JAO RRs, PLI minimum amount, wage erosion of employees entering in BSNL after 01.01.2007, stagnation of staff, re-designation of cadres, etc. He pointed out that there is delay in payment caused by ERP implementation in the field units. He also mentioned that BSNL HQs instead of settling the issues at initial stages prefer to defending the case from lower court to higher courts till it is rejected by Supreme Court. He requested that such cases may be settled at initial stages. He requested that BSNL HQ should take uniform decision while sending ex-servicemen for JTO training. He demanded revision in uniform rates. He also protested against the curbs imposed in holding meetings within the premises after two days strike. The management should appreciate that the strike was organized to protect the BSNL.

Leader, Staff Side, assured that they will fully co-operate management in increasing the landline connections on the basis of latest promotion schemes announced by BSNL. But he expressed his concern over the shortage of materials needed for new connections and alarmed that this may check the BSNL in achieving the desired results. The leader staff side felt the National council meeting should take place at fixed period and it should be example for the field. He drew the attention of the chairman against vindictive actions of the SSAs heads at Motihari, Sawai Madhavpur, Bharatpur, Lattur & Chandrapur and urged for interventions.

6. The Secretary, Staff Side, welcomed National Council members present in the meeting. He expressed his concern over the delay in holding the National Council meeting and said that this may set a bad example for field units. He mentioned that various decisions taken in National Councils are not being implemented on time and cautioned that this will erode the image of this apex body of negotiation and settlement of HR issues of non-executive employees. He requested that pending HR issues like Stagnation, JTOs/JAOs RRs, E1 scale for non-executives etc., may be settled at the earliest. He also pointed out that waiting list for landlines does not reflect the real demand as the demands are not registered by the BSNL officers due to shortage of materials. He demanded that facility of unlimited free calls to the land line customers from 9 p.m. to 7 a.m., may also be extended to the serving employees and retirees.

The Secretary Staff Side pointed out that the Regional Labour Commissioner, in the conciliation meeting held on 06.05.2015, has advised BSNL Management to settle the stagnation issue, if necessary by revision of the Wage Revision Agreement. He also demanded the withdrawal of the recent letter of Corporate Office, which prohibits trade union activities within office premises.

7. In response to points/issues raised by the Leader, Staff Side and Secretary, Staff Side, the Management Side members replied that after approval of HR plan actions are being taken to submit JTO/JAO RRs, E1 scale and other pending HR issues for approval of BSNL Board in the next meeting. Hopefully these issues will be resolved in the coming months. ED (Fin.) informed that corrective measures are being taken to remove the glitches in ERP system and HCL officials have been asked to make necessary changes in the software so as to make it compatible with the accounting procedure/software of DoT, CCA. She informed that many of ERP related issues have been resolved and remaining will be addressed soon. Regarding the uniform decision on training of Ex-serviceman candidates, it was informed that on specific directions of various courts ex-serviceman candidates of Punjab and some other Circles were allowed to undertake training. Since similar cases are being defended in the CAT, Principal Bench and it is expected that final decision will come shortly and the Management Side suggested that uniform decision will be taken accordingly, once the judgement by CAT, PB New Delhi is available. Chairman, National Council directed that a note may be sent to Director (CFA), BSNL Board to take necessary action on the statement of Staff Side that there is large demand for BSNL Landline which is not materialized due to shortage of materials.

8. Thereafter, agenda items submitted by the Staff Side were taken up for discussion, as per details given in the succeeding paragraphs.

**8.1 Restoration of the facility of relaxed standards in departmental competitive examinations- the case of Scheduled Caste/Tribe candidates, for the exams conducted / results declared between 22.07.1997 and 08.09.2000:**

Council was informed that the judgement dtd. 15.7.2014 referred by Staff Side is related to candidates appeared in Section Officers (SO) Departmental Exam,

DoPT, held during the intervening period and the judgement is applicable to the petitioner. However, in the judgement Hon'ble Supreme Court declared the order dated 22.7.1997 as illegal. In view to get clear picture in the matter , a reference has been made to the DoPT and response awaited. Appropriate action will be taken on receipt of DoPT guidelines.

**8.2 Pension to DOT absorbed employees vis-a-vis withdrawal of DOT orders contained in letter No.1-45/2003-B, dt-15th June, 2006:**

The Staff Side was informed that few days back a D.O. letter from CMD, BSNL to Secretary DoT has been sent for removing the apprehensions of the employees and the Unions/Association. Staff Side member demanded that a fresh letter may be sent to DoT conveying that the issue is raised by Staff Side in the National Council and may be resolved by DoT at the earliest.

**8.3 Reviewing of BSNLMRS:**

Management side informed that BSNL is providing reasonably good medical facilities to its serving and retired employees and due to financial crunch any review to increase the expenditure at this stage may not be possible. The Staff Side suggested that a committee may be formed which may study the medical schemes followed by other PSUs and recommend ways for improving BSNLMRS. Finally, the demand of Staff Side for formation of a committee to review BSNLMRS was agreed.

**8.4 Presidential orders in respect of TSMs appointed as TM after 1st Sept, 2000 and Casual Labourers other than the TSMs regularized straight way as Regular Majdoors:**

Management side informed that Heads of Circles have been asked to furnish details of those Casual Labourers who have been conferred temporary status on or before 30<sup>th</sup> September, 2000 and directly appointed /promoted TM in BSNL. Reports of 62 such cases have been received from eight Circles and information from other Circles is still awaited. The issue will be examined after receipt of complete information and decision thereon will be taken in consultation with DoT. Staff Side members expressed their satisfaction over the developments made in this issue.

**8.5 Formation of Works Committees at the Circle and All India levels:**

Staff side suggested that formation of Works Committee at Circle and all India level will help in improving the BSNL services as leaders at these levels are more informed and capable. Management side replied that efforts should be made first to establish Works Committee System at lowest level before extending it to Circle and All India level. After detailed discussion it was decided to call for reports from the Circles about the name of the SSAs where Works Committees have not been formed with reasons thereof and where Committees have been formed its number of meetings held and difficulties being faced for not holding meetings regularly. On receipt of the inputs/feedback from the field units, the matter will be examined for taking further necessary action.

**8.6 & 8.7**

**- Settle the non-accrual of Stagnation Increment, as well as increment becoming due under NEPP**

**- Settle the aberration wherein there was reduction in basic pay on NEPP promotion**

It was informed by the Management side that the problem of stagnation is due to the pay scales structure and impact of 78.2% IDA merger because of which the initial fixation itself on pay revision is towards higher end of the respective pay scale.

Staff side mentioned that there is DoE order through which relief can be granted to such non-executive employees who are stagnated and face reduction in pay on NEPP promotion. Management side agreed to examine the order cited by Staff Side and asked them to provide a copy of the said order.

**8.8. Inclusion of women union representatives in the Complaints Committee for prevention of sexual harassment of women employees in work places:**

Management side explained that Sexual Harassment Complaint Committee are being formed in BSNL on the directions of Govt. of India as per the guidelines issued by the Hon'ble Supreme Court of India. These instructions are not formed by BSNL, therefore, the Constitution of the Committee cannot be arbitrarily modified by BSNL. After detailed discussions Staff Side requested that there is need to give wide publicity to these guidelines. Management Side agreed that a compendium of instructions/guidelines on the issue will be uploaded on BSNL intranet for information and awareness/guidance of BSNL employees.

**8.9. Provision of Rs.200 SIM to the BSNL staff posted in MTNL areas:**

Management side informed that on the basis of information regarding the total number of non-executives working in the offices situated in MTNL service area Delhi/Mumbai a memo has been submitted for consideration of the Management Committee. Regarding Off-NET, Karnataka Circle was asked to submit detailed report on the result of allowing Off-NET calls from prepaid SIM card of Rs.200/- on experimental basis for six months. The report is still awaited. Further necessary action will be taken after the receipt of required information from Karnataka Circle.

**8.10 Laying of undersea OFC cable, linking the mainland to Andaman & Nicobar Islands:**

Council was informed that BSNL has no plan at present to lay undersea OFC, linking the mainland to Andaman & Nicobar Islands. However, MHA has agreed to pay for increasing the bandwidth and providing equipment required by BSNL. Once the necessary help is provided by the MHA, it is hoped that BSNL broadband services will improve considerably.

**8.11 One time special recruitment non-executive staff (TTA and Sr. ,TOA) in respect of Andaman and Nicobar circle:**

Management side informed that total sanctioned strength of TTA in A&N Circle is 58 and working strength is 34 which is reasonable considering the overall working strength and shortage position in other Circles. On persistent demand of Staff Side, it was agreed to examine the possibility of holding direct recruitment of TTAs in A&N Circle so that TTA strength may be increased in A&N Circle. Regarding Sr.TOA(G) it was informed that as per policy decision taken by the BSNL management, there is no proposal of direct recruitment of Sr.TOA(G) in any Circle and posts of Sr.TOA(G) are being filled 100% by promotion.

**8.12 Payment of HRA for a rural station on par with the city to which it is within 8 k.m. distance-extension beyond 26.2.2009 :**

The Council was informed that the issue has been examined by Estt. & EF Branch of BSNL CO and the same is being referred to DoT. Management Side also informed that as per the information provided by Post Office in Poranki village, HRA @ 10% only is being paid by postal department.

**8.13 Utilisation of Vacant staff quarters:**

Management side informed that in order to gainfully utilize the vacant staff quarters of BSNL, policies have been issued/modified by BSNL CO from time to time to rent out the same to CPSUs/State PSUs/Banks and other reputed private agencies. Latest policy has been issued vide BSNLCO letter dated 22.12.14. Policies have also been issued for renting out vacant quarters to :

- (i) Retired employees of BSNL/DoT (BSNL CO letter dated 30.12.2011).
- (ii) Family members of BSNL employees (BSNL CO letter dated 01.09.2011)

The above three policies have generated a revenue of Rs.9.90 cores in the year 2013-14 and Rs.10 crores in the first nine months of year 2014-15.

Staff side asked for information regarding number of staff quarters lying vacant all over India and whether vacant quarter can be allotted to widow of deceased employee. Management side agreed to provide the information desired by the Staff Side and assured to sympathetically consider the issue of allotment of vacant quarter to widows of deceased employees.

**8.14 Social security and extension of other facilities to BSNL staff deployed in Naxal areas:**

Management side informed that the provision for payment of monetary relief to the dependents of dead and the seriously injured during the anti Naxal operations under the Chhattisgarh State Naxal Affected Areas – Group Insurance Option Special Grant Scheme 2008, are applicable only to the Security Personnel engaged in such operations. As it is not clear whether the Govt. has extended the 'Scheme' to Civilian employees/ deputed/posted in Naxal affected areas, the issue raised by the staff side needs to be examined and outcome on feasibility of any solution to the demand will be communicated to the Staff Side.

The meeting ended with a vote of thanks to the Chair.

(M.I. Rehman)  
AGM (SR), BSNL C.O.

To

All Members of the National Council (By Name)

Copy for information to:

1. ES to Director (HR), BSNL.
2. PPS to ED(F)
3. GMs – Estt / Pers,-Rectt. & IR / BFC / EF / Admn. , BSNL C.O.
4. OL Section - For Hindi translation.
5. Guard file.