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BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
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No. BSNL/20-7/SR/2024

Dated: 21.03.2025

Subject: Minutes of 40th meeting of the National Council held on 13.01.2025

The 40th meeting of the National Council was held under the Chairmanship of Director (HR) at 11.00 AM on 13.01.2025 in the conference hall, Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-A.

PGM (SR) welcomed the Chairman and all the members of the Council from the Management and Staff side many of whom had travelled from all over the country to attend the meeting. She mentioned that the National Council is an august body constituted under the ambit of RNEU Rules approved by BSNL Board. It is the highest forum in which the management side and the staff side can carry out peaceful dialogue on the various issues of employees and make every possible effort to resolve them. Management side and staff side should work together in a constructive manner in the interest of company.

Director (HR), Chairman National Council, welcomed all members and noted that this is the first National Council meeting since he has joined as Director (HR). It was opportunity for the management side and staff side to work together in a very positive and constructive manner in the interest of company and employees. He stressed the importance of compassion and positive attitude in HR. A number of quick wins had been achieved by the HR team which included:

- 1) Decision taken to implement reservation for PwBD as per latest DoPT instructions.
- 2) Online portal for transfer under rule 9 in ERP system.
- 3) Promotion exam (LICE) held.
- 4) Training and re-skilling of non-executive employees.

Many quick wins will be further achieved when the financial situation improves. He assured that many more wins were in the pipeline and could be resolved soon with a positive mind-set.

Leader, Staff Side welcomed the Chairman and all participants of the meeting. Besides agenda points, he expressed concern on following points in his opening remarks:

1. Notice served to Union for accommodation.
2. Non-functioning/meetings of councils at Circle/BA level.
3. Second VRS not consulted with stakeholders.
4. Meetings given to Limited Trade Facility Union
5. Outsourcing of CSC staff.
6. Benefit of 7th CPC to Casual Mazdoors/TSM
7. Mobile reimbursement to Non-Executive
8. Uniform issuance of liveries in field units.
9. Shortage of JE in MH circle.
10. Maintenance of CVC guidelines for rotational transfer.
11. Case of Shri Dinesh Prasad, TT, Lakhisarai regarding recovery.

V.S.P.

Secretary, Staff Side welcomed Chairman and all participants. He conveyed greetings for the New Year and expressed his gratitude for holding this meeting as per schedule despite time constraint of management. He expressed his satisfaction for the positive, compassionate and humanitarian approach of the Management to resolve some long pending issues under the leadership of new CMD and Director (HR). However, resolution of the issues was also important and the status had not changed much. He further submitted his concern about periodicity of the National Council meetings and requested to form standing committee to review the implementation of decisions taken in National Council Meeting. Before the discussion on agenda points, he spoke at length on following issues:

1. National Council meeting should be held once in three months.
2. Strong opposition of 2nd VRS.
3. Heavy workload of officers.
4. Non-settlement of Wage Revision for Non-Executives in BSNL.
5. Non-declaration of LICE JTO result of Punjab Circle.
6. Mobile reimbursement to Non-Executives.
7. Pathetic conditions of 4G services of BSNL.

At this juncture, CMD, BSNL graced the meeting for a short while and addressed the gathering. He mentioned about the government support, revival packages and recently launched service viz., BSNL National WiFi roaming, Direct to Device (D to D) services, BSNL IFTV services, first private 5G in Mines etc. He emphasised to work hard to increase revenue and decrease employees cost which is approximately 39% of total revenue at present, increase ARPU, so that Government can be approached for 3rd PRC. He further mentioned about litigation issues which are unnecessary draining manpower and money. He encouraged the association and BSNL staff with his pristine advice to prioritize and aim for the betterment of BSNL. BSNL team is trying to identify top 100 cities to ensure 100% 4G viability. CMD was concerned about decreasing trend in customers and request to work for QoS, FTTH and EB. Management has a positive attitude and HR issues can be settled through dialogues well within the rules and framework.

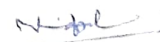
Thereafter, agenda items were taken up for discussion.

1. Forcible recovery of the arrears of the employee contribution of EPF, from the salary of employees.

The Staff side stated that BSNL recruited employees are eligible for EPF. They are not entitled for GPF. However, in the case of certain BSNL recruits, the Management has wrongly implemented GPF. After many years, the BSNL Management shifted those employees from GPF to EPF. At that time, the Management is making forcible recovery of the arrears of the employee contribution of the EPF. For example, Shri Manoj Sharma, Sr.TOA(G), Ujjain, MP circle, was shifted from GPF to EPF. The CGM MP circle, has ordered recovery of Rs. 4,26,620/- from the salary of Shri Manoj Sharma, "being recovery of GPF and interest portion".

Similarly, in the case of around 80 employees of Odisha and CNTX Circles, initially Presidential Orders were issued. At that time, GPF was implemented for them. However, after 20 years the DoT cancelled the Presidential Orders issued to them. After cancellation of the Presidential Orders, these employees are shifted from GPF to EPF. These employees are being compelled to pay the arrears of the employee contribution of the EPF. The CGMs of these Circles are compulsorily getting option forms filled up from the employees, based on which arrears of the employee contribution of the EPF will be recovered from their salary.

The Staff Side demanded that as per the order of the EPF commissioner, arrears of the employee contribution of the EPF can be recovered only in cases where "clerical errors" have taken place. In other cases, the arrears of the employee contribution of EPF should not be recovered from the employees. In



both the above instances, no clerical error has taken place. It is change of policy of the Management. Initially Management implemented GPF and subsequently they decided to implement EPF. Hence, in both the above cases the arrears of the employee contribution of the EPF should not be forcibly recovered from the salary of the employees.

Management side stated that the wrongly issued presidential order in respect of eleven (11) employees of Odisha Circle absorbing them in BSNL was cancelled as per the instruction of Corporate office vide letter no 7-16/2020-LE dated 13.08.2020. At present only 6 employees out of the 11 are working. In view of the cancellation of presidential order CCA, Odisha closed the GPF Accounts. Many of the employees have filed Original Applications in Central Administrative Tribunal, Cuttack. In two cases Hon'ble CAT, Cuttack granted stay, out of which one person has expired. CCA, Odisha closed the GPF Account in all the cases except the above two. As per the clarification received from Corporate office vide letter No. BSNLCO-A/13(16)/1/2024-ESTAB dated 21.08.2024 action to open EPF Account is in progress in Odisha Circle. The concerned employees have been requested again and again to submit the duly completed form for opening of the EPF Account. Some of them have represented that the employee contribution for the previous period may be paid by BSNL and recovered from their salary in installment. Approval of Corporate office has been sought for the same vide this office letter No. ODCO-26/15 (13)/14/2022-CA (F and A)-OD CO dated 04.12.2024.

Some employees in BSNL MP Circle have status of DR Recuritee but due to appointment under compassionate ground they are covered under GPF initially. Further as per instruction of BSNL Corporate office vide letter number BP 35/CA II/BSNL/EPF VOL II dated 21.06.2007 that the person who are appointed under compassionate ground by BSNL/DOT on or after 01.10.2000 as nominees of the employee of DOT/DTS/DTO died in harness up to 30.09.2000 will come under Employee Provident Fund Scheme and technically treated Direct Recruited employee.

Shri Manoj Sharma SOA (G) has joined BSNL on 27.11.2000 as TOA on compassionate ground. The GPF contribution had been made from Nov-2000 to Jan-2016 treating the employee as a DOT. Further as per instruction of Jt. DDG (CA) C.O. New Delhi vide order dated 21.06.2007 Shri Manoj Sharma was considered as BSNL DR recruited employee. Hence MP Telecom circle had deposited EPF contribution Rs 9,41,791/- (EPF contribution Rs 4,10,696/- and EPF penalty Rs 5,31,095/-) in June-2017 for period Aug-2000 to Jan-2016. As employee already withdrawal the GPF fund, an unconditional consent letter was sought from the employee as per instruction of Competent Authority, but the official has denied to written consent of his share of deduction for Rs 4,26,620/- to be done from his salary / not given till date.

Shri Manoj Sharma denied for deduction of Rs. 4,26,620/- from his salary with supporting letter of EPFO क्रमांक/भनि/क्षेका/Circle -III/भोपाल/प्रवर्तन/मप्र/13490/ दिनांक13/01/2021, as per EPFO letter that deduction of any arrear of EPF amount (employee share) is not valid.

Number of letters/instructions were received from Corporate Office, New Delhi for immediate deduction of employee share. In this regard request / instructions were given to PGM BA Ujjain several times but still recovery has not initiated. A clarification is received from EPFO Bhopal vide Letter no. Circle - 3/MP/13490/319 dated 03.07.2023 that if employee is not eligible for GPF so recovery can be made from employee salary.

The advocate of Shri Manoj Kumar Sharma has given legal notice dated 14.12.2023 regarding non deduction of recovery amount Rs. 426620 in 36 installments. Legal notice replied on 17.09.2024.

Staff side has given a copy of order of EPF Commissioner. Management side agreed to abide by the instruction of EPF authority.

-Action by Estt. Cell

2) Redeployment of TTs and ATTs in the FTTH segment.

The Staff Side demanded that the BSNL Management has taken a policy decision to close down the copper cable based landline and broadband connections. Consequent to this, the Telecom Technicians and Assistant Telecom Technicians will become redundant. These officials can be gainfully redeployed and engaged in the activities of provisioning and maintenance of the FTTH connections. The Union is raising this demand in view of the fact that, presently, lakhs of BSNL's FTTH connections are getting disconnected every month. Poor maintenance is the primary reason behind the massive surrendering of BSNL's FTTH connections. It must also be noted that, the TIPs engaged by BSNL are getting 50% of the revenue of the FTTH connections. This money can be utilized for the procurement of equipments and engaging manpower, with which BSNL can provide excellent FTTH service to the customers.

The Management agreed to record the views of staff side and send it to CFA Branch for necessary action.

- Action by Estt. Cell

3) Imparting training to the Non-Executives in computer operations.

The Staff Side submitted that the BSNL Corporate Office vide its letter dated 24.09.2024 has communicated its intention of imparting training to the Non-Executives, for gainfully utilizing them in the areas of OFC maintenance, sales, etc. The Union has already demanded that, the TTs and ATTs should be redeployed in the FTTH segment. Hence, the requisite training may be imparted to the TTs and ATTs to enable them for carrying out their duties in the segment. Further, all the Non-executives may be imparted training in computer operations, so that they can be better utilized to carry out skillful jobs.

It was informed that CMD BSNL has desired that a strategy for re-skilling and productive employment of all non-executives employees may be put into place in consultation with the recognized unions. Accordingly, Training Section, BSNLCO has carried out a comprehensive study and has proposed a multi-pronged strategy. The proposal of training Section BSNLCO, regarding training to the Non – Executives has already been shared with GS BSNLEU and GS NFTE. Views of both the GSs were sought. The updated reply has been received from both the recognized unions. Their suggestions have been incorporated in the earlier proposed strategy. Revised strategy has been put up for approval.

-Action by Rectt. &Trg. Cell

4) Non-Implementation of the DoT order on payment of retirement benefits, pending verification of caste certificate.

The Staff Side stated that the DOT, vide its letter No.40-09/2022-Pen(T) addressed to the CMD BSNL, has stated that the pensionary/ retirement benefits of the retiring employees should not be withheld or delayed, on the ground of pendency of verification of caste certificate. The DOT has also stated that the only reason for withholding of pensionary / retirement benefits can be pending departmental or judicial proceedings at the time of retirement. Despite this clear cut instruction, the pensionary / retirement benefits of the ST employees of Maharashtra circle has been withheld on the ground of pendency of verification of caste certificate. Staff side demanded that the Corporate Office may issue necessary Instruction to the CGM, Maharashtra, for the implementation of the aforementioned DoT letter.

Management side stated that the DoP&PW OM dated 30.11.2021 regarding non-payment/delay in payment of retirement benefits on account of delay in verification of caste certificate was circulated by DOT vide OM dated 30.12.2021 and the same was endorsed by SCT Cell BSNL vide letter dated 25.04.2022 for implementation in all circles. Subsequently, Estt. Branch vide letter dated 25.07.2022 has intimated Maharashtra Circle that the retirement benefits in cases where verification of caste certificate is pending, are required to be settled in terms of DoP&PW OM dated 30.11.2021. Maharashtra Circle has been requested again vide Estt. Branch letter dated 18.11.2024 to take up the matter with CCA for settlement of pension and pensionary benefits in accordance with DoP&PW OM dated 30.11.2021.

Staff side appreciated the positive approach of Management and informed that Maharashtra Circle has written a letter to CCA for settlement of these cases.

-Action by Estt. Cell

5) Removal of the discrepancies between the NEPP of the Non-Executives and EPP of the Executives.

The Staff side submitted that for the Executives, time bound upgradation of pay scale is being given on completion of every 5 years as per the Executive Promotion Policy (EPP). Whereas, for the Non-Executives, time bound up-gradation of pay scale is being given, as per the Non-Executive Promotion Policy (NEPP), only on completion of every 8 years. This is a very big discrimination in the matter of promotions, between the Executives and the Non-Executives working in the same company. In the last National Council meeting held on 07.08.2023, it was assured by the Chairman of the National Council that the aforementioned discrimination would be looked into. Hence, it is requested that early step may be taken by the Management for the removal of the discrepancies between the EPP of the Executives and NEPP of the Non-Executives.

Management Side stated that the NEPP was approved by the BSNL Board after due consultation/ negotiations with the concerned employee unions and it was notified on 23.03.2010 (the EPP was already notified in 2007). It provides four time bound promotions to the non-executives of the Company for services in BSNL, along with the post-based promotions, which are decided as per available vacancies. This policy has also co-opted the erstwhile promotion policies of DOT. This policy is well designed & running smoothly. It is admitted position that NEPP has benefited lakhs of Non-executives so far. The Non-executive employees have several options to enter the executive hierarchy through post based promotions of different RRs. This time bound promotions in every 8 years under NEPP are better than the promotion policy available to Group C & D employees in the earlier regime. Executive promotion policy and Non-Executive promotion policy are meant for Executives and Non-Executives cadre respectively which cannot be compared.

Staff side stated that considerable times of 14 years have been passed. To address stagnation, to maintain parity with executives and as there is a sizeable retirement, NEPP may be reviewed for betterment of employees. Management side agreed to set up a committee to look into the matter.

-Action by Estt Cell.

6) Granting of Festival Advance.

The Staff Side stated that Earlier, the Non-Executive employees working in BSNL were getting Festival Advance from the Company. However, this system of sanctioning Festival Advance to the Non-Executives has been somehow stopped by the Management. Frequent demands are being raised by the employees for the payment of Festival Advance. It is to be mentioned that, the amount sanctioned by the Management in the form of Festival Advance, will be deducted from the salary of the employees. Hence, it will not create any financial burden to the Company. Keeping this into account staff side demanded that the Management should pay Rs. 20,000/- as Festival Advance to the Non-executive employees.

Management informed that the issue has been examined in consultation with Finance wing of BSNL Corporate office and due to financial condition of the BSNL it is not possible to consider the request at this stage.

Management agreed to consider the matter after March 2025.

-Action by Estt Cell

7) Non-implementation of the DoP&T order in the case of requests for transfer under Rule-8 to join the spouse.

The Staff Side submitted that DoP&T, vide letter No.DOPT-1669289899529 ESTT.(Estt. A-IV) dated 24.11.2022 has issued detailed guidelines directing the Central Government Departments as well as the Central PSU Managements to make it mandatory to post the husband and wife in the same station. The BSNL Management vide letter No. 5-2112009-Pers.IV dated 13.02.2009 has also issued direction to the Heads of the Telecom Circles, stating that, as far as possible and within the constraints of administrative feasibility, request for posting of husband and wife at the same station shall be considered, if the employee's spouse is serving in Central/State Government or a Public Sector Undertaking (PSU). However, despite issuing of clear cut directions by the DoP&T and also by the BSNL Management, the Directly Recruited JEs are not getting transfers under Rule-8, despite their spouses working in the Central Government Department/State Government Department/ Public Sector Undertaking. Importantly, the request for transfer under Rule-8 are being rejected in case where the applicants are seeking transfer to the circles categorized by the Management as 'Surplus Circles'. This practice of the BSNL Management is a violation of the DoP&T instructions and it causes extreme difficulties to the young employees who are unable to join their spouse. Hence, it is requested that, as a onetime measure, all the pending requests for transfer under Rule 8, to join the spouse, may be approved.

Management informed that the Circle/BA/OA cadre employees (JTO/JE/other Non-executives) are appointed to serve their parent/ territorial Circle / BA / OA only. However, the transfer of these cadres outside their parent Circle /BA/OA unit are considered under Rule -8 of BSNL transfer policy as per the administrative feasibility except transfer to surplus circle(s) where no further accommodation of the excess cadre is allowed to maintain the sanctity of Sanctioned Strength.

It was informed that the transfer policy was being reviewed and that the matter will be looked into with an open mind. Recognized unions will be invited to submit their views to the committee.

-Action by Estt. Cell

8) Requesting to grant relaxation grace marks for the TT and JE LICES.

The Staff Side stated that TT and JE LICES were conducted on 08.09.2024. Complaints are received from the field units stating that, the questions asked were of very high standard. As all are aware, it is the employees at the lowest rung of our Company, viz., the ATTs, who appear in the TT LICE. As per the reports received the standard of the questions is very high. Even to us the questions set for the TT LICE appear to be the questions set for the JE LICE. Many candidates have expressed the view that the questions have been set with the view to ensure that no employee qualifies in the TT LICE. There is all round disappointment and frustration among the candidates who have appeared in the TT LICE. Same report has been received in respect of the JE LICE also. The questions are of very high standard and there are also numerous questions which are out of syllabus, etc. In view of this, it is demanded that management may kindly consider granting relaxation / grace marks for the TT LICE and the JE LICE.

Management intimated that it is wrongly perceived that the examination papers are set with any intent to disadvantage candidates. The Post-Exam Grievance Redressal mechanism is in place to address candidates' concerns and to ensure fairness in the evaluation process. In general, the results indicate a favorable percentage of candidates qualifying in the Limited Internal Competitive Examinations (LICES), showing that the exams are in line with the prescribed syllabus and are not designed to be unduly challenging.

It was agreed that in view of the submission by the unions, the matter will be reviewed.

-Action by Rectt &Trg. Cell



9) Relaxing the stringent conditions inserted in Rule 9 of BSNL Transfer Policy requesting to include the representatives of Unions /Associations in the Committee.

The Staff Side stated that the Management has constituted a Committee for reviewing the BSNL Transfer Policy. It is the long pending demand of the Union that the stringent conditions inserted through amendments to Rule 9 of the BSNL Transfer policy should be removed.

In the meeting held between the CMD BSNL and the unions and associations on 27.10.2021, the CMD BSNL has assured that a Joint Committee, consisting of the Management Side and 4 members from the Unions / Associations, would be formed to review the amendments done to the BSNL Transfer Policy. Minutes for this meeting was issued wide BSNL F.No. BSNL/7-31/SR/2018 dated 29.10.2021. The relevant portion of the minutes issued for the meeting held on 27.10.2021, reads as follows:-

"6. Removal of stringent conditions Incorporated in Para 9 of BSNL Transfer Policy:

It was Informed that a committee comprising PGM (Pers.), Sr.GM {Estt.}, Sr.GM (SR) and four members from Unions/Associations shall be formed to include other genuine/emergency conditions requiring Rule-9 transfer."

The CMD BSNL had categorically assured that, four members of the unions and associations would be included in the committee to be formed for reviewing the BSNL transfer policy. However, the Management has now formed a committee without including any member from the unions and associations, which is a violation of the agreement reached between the CMD BSNL and the unions and associations. Hence, it is requested that four members of the unions and associations may be co-opted in the committee. It is also demanded that, the following amendments may be considered to the BSNL transfer policy.

Clause 9 (a) I

As per this new clause, temporary transfer will be considered only in the case of medical emergency, having cancer, renal failure, poliomyelitis (for children), and Cerebral palsy spastics, TB, Thalassemia Major.

Staff side requested that these stringent conditions should be removed. Employees with other ailments should also be considered for temporary transfer.

Clause 9 (a) II

Till recently, employees who met with accidents and who sustained serious injuries / fractures were getting temporary transfer. But the above clause says that, the employee becomes eligible for temporary transfer, only if he / she sustains permanent disability. As per this clause, even an employee who sustains serious injuries in accidents, will not get temporary transfer, if he does not sustain permanent disability.

Staff Side requested that the stringent condition should be removed. Employees who sustain injuries in accidents should be considered for temporary transfer.

Clause 9 (a) (IV)

As per this amended clause, an employee will become eligible for temporary transfer only on completion of 3 years of service. Earlier, officials who have completed 2 years of service were getting temporary transfers.

Staff Side requested that the above amendment should be removed and the employees who have completed 2 years of service should be considered for temporary transfers.

Clause 9 (b)

Earlier, the temporary transfer of an official could be extended upto 5 years. However, as per the amendment incorporated. The temporary transfer of an official will not be extended beyond 2 years.

Staff Side requested that the temporary transfer should be extended upto 5 years in genuine cases, as was the practice earlier.

Staff Side also submitted that, earlier, the power for sanctioning Temporary Transfers was vested in the Director (HR). Depending upon the genuineness of the problem faced by the employees. The Director (HR) would use his discretion for approving the Temporary Transfer. Staff Side requested that, the 'discretionary power' of the Director (HR), for approving the Temporary Transfer, should be restored.

Management informed that presently, the existing BSNL Employees Transfer Policy is under review and a draft of revised BSNL Employees Transfer Policy recommended by the Committee of senior officers have already been shared with recognized Unions/Association & Support Association for their valuable inputs/comments. The issues raised as well as the comments received from recognized Unions/Association & Support Association shall be placed before Committee for due consideration before finalization of the revised policy."

Management stated that the draft of the transfer policy has already been shared with recognized unions and associations for comments. Staff side to provide its comments shortly.

-Action by Pers. cell

Additional points

1) Denial of Justice to outstanding sports personals

The Staff Side submitted that BSNL has implemented Career Progression Policy for the sports personnel, in a haphazard manner. Prior to the implementation of this new policy, certain cases of outstanding sports personnel have been recommended by their respective Chief General Managers, based on the erstwhile Career Progression Policy and were sent to the Corporate Office.

The Main Recognised Union has written repeated letters to the Admin. Branch, requesting them to settle the old cases, already recommended based on the earlier policy. But these repeated requests have fallen in deaf ears. The cases of Ms. Nandita Dutta of West Bengal Circle, Ms. Sumitra Pujari of Assam Circle and Shri Ravi Kumar of Karnataka Circle are lying pending with the Admin. Branch of the Corporate Office. All these cases have been duly recommended by their respective CGMs as per the previous career progression policy. It is requested that the cases of the aforementioned 3 sports personnel and also other cases duly recommended by their CGMs, as per the erstwhile career progression policy, may be settled immediately.

Management informed that GS, BSNLEU has been replied vide letter No. BSNLCO-ADMN/74(17)/1/2021-Sports dated 24.12.2024. Details are as under:

| No. | Name | Sports events and performance | Performance required for promotion |
|-----|-------------------|--|---|
| 1. | Ms. Nandita Dutta | (i) 3rd place (Women Single) in All India Inter Institutional Badminton Tournament - 2016 held at Mumbai from 28th to 31st August 2016. (ii) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2017 held at Punchkula, Haryana | Eligible Condition ³ , in individual two Bronze or team event two silver medals are required in National level tournaments. She got only one Bronze medal in single. |

| | | | |
|----|--------------------|---|---|
| | | from 09 th to 12 th February 2017. | |
| 2. | Ms. Sumitra Pujari | (i) 3rd place (Women Double) in All India Inter Institutional Badminton Tournament-2015 held at Deharadun from 28th to 31st July 2015. (ii) 3rd place (Women Double) in All India Inter Institutional Badminton Tournament - 2016 held at Mumbai from 28th to 31st August 2016. (iii) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2016 held at Bhopal from 12th to 16th June 2016. (iv) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2017 held at Punchkula, Haryana from 09th to 12th February 2017 | Eligible Condition 3, in team events two Silver medals are required in National level tournaments. She got 4 Bronze medals, but no silver medals. |
| 3. | Shri Ravi Kumar | 1 st place in Federation cup Volley ball Championship for Men & Women at Chittorgarh, Rajasthan. | Participation permission not attached with the application. Without permission performance will not be counted. |

Management agreed to review all the cases. Staff side handed over two more cases from Assam Circle for necessary action.

-Action by Admn. Cell

2) Problems/Grievances of TSMs/Casual Labours.

Staff side requested to redress following grievances:

a) Wage of TSMs/Casual labours have not been revised based on 7th CPC and they are paid wages on the basis of revised wages based on 6th CPC only from 01-01-2010. It is requested that needful action may kindly be initiated in respect of revision of wages of TSMs / Casual Labours.

Management informed that due to BSNL's difficult financial condition, the company does not qualify to undergo pay revision of its employees as per DPE norms. Accordingly, pay revision of executives and non-executives under 3rd PRC is still not done. Similarly, casual labours/TSMs are being paid wages as per VIth CPC minimum Gr. "D" pay scale with appropriate DA revisions regularly.

A committee constituted to examine the issue of wages revision for TSMs/Casual Labours has recommended that considering the present financial position, the proposal for revision of the wages of casual labours may be taken up for examination once the Company's financial health improves.

Management agreed to look into the matter.

b) The wages of TSMs Casual Labours are being paid as per CDA pay scale but the DA has not been paid since 01-01-2024. The enhanced dearness allowances may kindly be paid to TSMs and Casual Mazdoors w.e.f. 01-01-2024. The dues may kindly be paid without further delay.

Management submitted that DA revision file is under process.

c) Since the TSMs/Casual Labours are getting wages based on CDA scales, hence the GPF contribution may kindly be allowed to continue.

Management informed that presently, there is no ruling for GPF of TSMs/Casual Labours in BSNL. BSNL Board has approved the social security measures such as EPF/ ESI facility for existing TSMs/Casual Labours vide letter 10.01.2011 and 18.05.2015

-Action by Estt. Cell

3) Non-settlement of Presidential orders cases.

The Staff Side stated that though issue of Presidential Order is pending for submission to DOT. Circle offices are not submitting the necessary information to BSNL HQR. The cases are related to Bihar, Jharkhand, UP (E), Maharashtra etc.

Management informed that all Circles were asked to furnish the left-out cases of Presidential Orders (PO) as per DoT's latest guidelines dated 04.08.2023. In this regard, a letter dated 21.08.2023 was issued to all circles to bring up the left out cases as per DOT's fresh guidelines dated 04.08.2023. Further, a reminder dated 08.04.2024 and a D.O. letter from PGM (Estt) were issued to all concerned circles to furnish required documents.

However, there are still some cases pending with circles. Accordingly, a letter dated 17.10.2024 has again been issued to Circles to provide the required documents. Further, a D.O. letter dated 05.11.2024 from Director (HR) was issued to CGMs of MH, WB, Jharkhand, Bihar and UP (E) Circles for furnishing the necessary documents as per the revised DOT guidelines.

Management side stated the matter will be looked into as per extant rules.

-Action by Estt. Cell

4) Promotion through LICEs -

The Staff Side stated that in post VRS period vacancies In the Cadres of JTO/JE/TT have been reduced due to restructuring. This has resulted in "NIL" vacancy in IT Cadre in earlier SSAs (now OAs) due to which Assistant Telecom Technicians has no opportunity for promotion to T.T. Cadre. Staff Side demanded to consider following suggestions:

a) The LICE be held to the Cadre of T.T. on the basis of total vacancies of the BAs. The successful candidates be sent for training on the basis of merit and option. Posting be done after training as per their options and position in the list.

b) There are vacancies in Sr. TOA Cadre which can be filled up by such candidates who possess Intermediate/Graduate degree after a test.

c) Similarly, the Telecom Technicians be also considered for promotion to Sr. TOA Cadre.

d) Most of the circles have been declared as surplus circle for the Cadre of JTO. JE & T.T, hence the employees working in those circles will never get chance to get promotion through LICE. It is requested to search and apply some mechanism to save the carrier of such employees. Suggestions have already been submitted to Corporate Office.

Management informed that the promotions are to be made as per the provisions of Recruitment Rules of the cadre and the same is being followed. Recruitment Branch conducts various LICE as per Recruitment Rules, Scheme & Syllabus, and category wise vacancy position and eligibility criteria including qualifying marks prescribed for each category framed /formulated by the respective cadre controlling

authorities (CCA). Based on the requisitions received from CCA, Recruitment Section plans to conduct LICEs accordingly.

It was informed that Restructuring review was ongoing and that a committee is formed to look into the issues raised. Recognised unions will be invited to submit their views to the committee.

-Action by Restg. cell.

5) Coverage of DOT recruits transferred to BSNL under pension rule 1972 as per article 37 A.

The Staff Side stated that a sizeable number of officials were recruited by DOT as per GOI orders. These were imparted Training by DOT and as such entitled for all benefits available to Central Govt. employees. However sequel to completion of training of such officials they were transferred to BSNL without option. Factually, these were entitled to NPS as per GOI orders enforced during the period. This is denied by DOT wrongly. Due to erroneous orders of DOT they are now deprived from presidential orders.

Therefore, it is urged that matter be taken up with the DoT to take option from this category of staff for absorption in BSNL be considered in Rule 37A. The status of employees recruited by DOT cannot be changed arbitrarily.

Management stated that earlier several unions and associations of BSNL had taken up the issue for extending the benefits of old pension scheme to the BSNL employees recruited against the vacancies notified by DOT/DTS. In this regard, DOT vide letter dated 14.07.2023 has clarified as under:

- i. That the policy/stand of DoT with regard to the status of all such employees is quite clear and has been clarified vide this office letter No. 27-01/2001- SNG (Vol.III)/Chennai T.C(Pt.) dated 27.02.2020 read with corrigendum dated 23.02.2021, that "any employee who has been formally appointed by BSNL on or after 01.10.2000 and joined BSNL, is BSNL appointee." Therefore, issuance of Presidential Order or the applicability of CCS (Pension) Rules, 2021 does not arise for a BSNL employee.
- ii. That Rules 37 of CCS(Pension) Rules, 2021 [Rule 37A of CCS (Pension) Rules, 1972] states that Pension is paid to combined service employees only, who were on the rolls of DoT before corporatization of DTS/DOT and were *en-masse* transferred to BSNL/MTNL and were absorbed therein as per the option exercised by them. Since, employees referred in the representations had not rendered services in DoT, they were not entitled for the absorption process as CCS (Pension) Rules, 2021 are not applicable to them.

DoT has taken a decision in the matter and no further action is necessitated on the part of BSNL in this regard.

After deliberation on the issue management agreed to take up the case with DoT.

-Action by Estt. Cell

6) Hardships in transfers under Rule

The Staff Side stated that due to revision in transfer policy considerable hardships are being faced by employees. The following points are submitted to obviate the same:

- i) The employees seeking Rule 8 transfer to join their spouses who are serving in Govt. PSU and bodies be considered even for circles where surplus situation exists. Necessary relaxation be accorded in this respect and service period be also relaxed if required. Everyone will agree that couples should live together.
- ii) Mutual exchanges be sanctioned and stay period of 2 years should not be imposed. Necessary relaxation be made in this regard also.

- iii) Rule 9 transfers be acceded to for prescribed period as per existing orders for surplus circles also. Stay period be restored to 5 years as before.
- iv) The officials seeking transfer to deficit circles be acceded to expeditiously.

Same as 7 & 9 above.

7) Cash payment in lieu of uniforms and liveries items to the eligible field staff.

The Staff Side intimated that the Circles are initiating payment in lieu of above items but it is denied by the BSNL Corporate Office on pick and choose basis. The cash in lieu of uniforms have been paid in Corporate Office but it is denied for the field units. Staff side demanded similar order may kindly be issued to maintain uniformity throughout the BSNL.

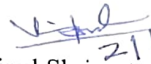
Management informed that no circles have contacted Admn Section of BSNLCO for incorporation of provision in ERP for payment of staff items (uniforms, shoes, chappals etc.) along with the salary. ERP cell of BSNL CO has asked admin cell to issue a uniform policy for payment of staff items which presently not possible as BSNLCO issues the payment of uniforms only (along with the salary) when it is due and no other staff items is paid by BSNL CO. As all other items are not feasible as BSNLCO has no field staff. No policy is available at BSNLCO for the staff items applicable in field.

It was informed that necessary action will be taken by the concerned cell.

-Action by Admn. Cell

The meeting ended with vote of thanks by PGM (Estt).

This is issued with approval of the competent authority.


21/03/2025
(Vipul Shrivastava)
AGM (SR)

To,

All members of the National Council (by name) & participants in the meeting

Copy for information to:

1. PPS to CMD, BSNL
2. PS to All Directors, BSNL Board
3. OL Section-For Hindi translation



List of Participants**Participants from official Side**

| Sl.No. | Name | Designation |
|--------|--|-------------|
| 1. | Shri Kalyan Sagar Nippani, Director (HR) | Chairman |
| 2. | Shri Rajeev Soni, CGM(EW) on behalf of PGM(Admin) | Member |
| 3. | Shri Shambhu Prasad Singh, PGM(Estt)/PGM(Rectt&Trag) | Member |
| 4. | Smt. Anita Johri, PGM(SR)/PGM(Pers) | Member |
| 5. | Shri Mukesh Kumar, DGM(EF) on behalf of PGM(EF) | Member |

Participants from Staff Side

| Sl.No. | Name | Designation |
|--------|------------------------|-----------------------|
| 1. | Shri P. Abhimanyu | Secretary, Staff Side |
| 2. | Shri Chandeshwar Singh | Leader, Staff Side |
| 3. | Smt. Animesh Mitra | Member |
| 4. | Shri John Verghese | Member |
| 5. | Shri S. Chellappa | Member |
| 6. | Shri Irfan Pasha | Member |
| 7. | Shri Abhishek Rana | Member |
| 8. | Smt.V.P.Prajapathi | Member |
| 9. | Shri Abhineet Kumar | Member |
| 10. | Shri K.Natarajan | Member |
| 11. | Shri K.R.Parmar | Member |
| 12. | Shri Sanjay Dubey | Member |
| 13. | Shri Ranjan Dani | Member |