

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

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Editor - Chandeshwar Singh

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EDITORIAL

Workers are asset not the liability

Very recently the CMD in an interview to a magazine stated that the company's biggest problem is that its half of earned revenues go towards staff salaries. In other words staff strength is more than required and due to this the PSU is in loss today as fifty percent of income of company is spent in wage payment. The staff strength is obviously being treated as liability. While it is appreciated that the head of organization is making serious and sincere efforts to get business from different Govt. departments and from other sources but we do not subscribe to the view that the employees are liability. If today the company is in morass, revenue earning has slided down and market share of PSU decreased the onus lies on the top management and the Govt. as both failed to ensure the supply of materials and equipments in the filed.

The new entity came into existence with huge work force at the time of corporatisation as federations then made it clear to Govt. DoT, that all staff including Ayas and casual labourers all will go together in the new company. *Many questioned and expressed apprehensions about the survival of BSNL with such a big force but the then CMD, Dr. D.P.Seth, had candidly stated that the workers are assets and not liability.* This proved correct also as employees rose to the occasion and company earned huge profits by the end of year 2004-2005. The top management ensured supply of materials and equipments and the leadership of NFTE resisted the political interferences in the functioning of company. The management created congenial atmosphere also

in the field and workers contributed without fear and threats. If today there is mess it is because there is no material and equipment and management is indecisive, partisan and erratic in the field and have polluted the working conditions.

We appeal to the CMD to appreciate the ground realities and dont treat workers as liability. Provide materials/equipments and create congenial atmosphere in the field the employees will rise to the occasion to put the company at the respectable place.

Call rates may increase 5 to 10 Paise with new spectrum norms: Trai has told the Govt. that its recommendations on spectrum pricing will increase call charges on average only by 5 to 10 Paise. EGOM is considering Trai's recommendations for fixing the reserve price for spectrum.

Trai's limit of 200 SMS on a SIM cancelled: Delhi High Court in its Judgement on 13th July has cancelled the limit of 200 SMS daily on a Sim fixed by Trai. Thus cap of 200 SMS per day on a sim is removed for personal use. Fixing of limit of SMS is violative of right of expression of views, the court held .

High handedness against SNEA and its leaders: As earlier reported BSNL HQR has transferred its central leaders including President and GS for Trade union activities. The leaders are facing Rule 14 Chargesheet also. Not only this the BSNL HQR has issued orders that SNEA leaders should not be given any meeting by officers. This is high handedness. The NFTE is firmly with SNEA against the victimisation. Trade unions in BSNL have to unite and resist such action.

Resolution of the Central Trade Unions on 11.7.2012 at BMS Headquarters in New Delhi

“This meeting held at the headquarters of Bhartiya Mazdoor Sangh on 11th July, 2012 of all the central trade unions of the country expresses its deep concern at the failure of the government to contain inflation particularly that of food price and protect the economy from a serious peril of recession grossly affecting the working masses, both in the rural and urban areas, also affecting the workers and employees of the organized sector.

While condemning the government for its inaction, this meeting stubbornly opposes the move of the government to curtail budgeted allocations for various social security schemes including NREGA, Pradhan Mantri Sadak Yojana, even ICDS meant for child welfare and childbearing women. The amount government seeks to withdraw is nearly Rs.90,000 crores, even it seeks to reduce the market borrowing meant to meet the gap between expenditure and revenue. This step reflecting the World Bank prescription shall hit beyond doubt growth and development grossly affecting employment hurting all categories of working people.

While there is no talk of expanding subsidized public distribution system to curb human distress arising out of inflation, the important government officials are suggesting withdrawal of all forms of subsidy even pleading for increasing the price of diesel and cooking gas.

The growth of economy is dipping to as low as 5.2 per cent, index of industrial production declining to less than 1 per cent, external value of rupee consistently depreciating, investment becoming low, export going down, all ominous consequences of neo liberalism had held the economy in hostage.

Inflation is high, retail inflation reaching double digit, working masses losing real wage, living in intolerable distress is the worst victim of the government policies.

While adhering to our firm commitment to the

ten-point demands earlier raised by the central trade unions, such as enforcing minimum wage for all categories of workers including honorarium workers at not less than Rs.10,000 per month, strict enforcement of labour laws, right of the workers to form unions and get registration within a stipulated period of time, mandatory recognition of trade unions in all establishments, 8 hours working period for all categories of workers, same wages for same work for contract workers, against disinvestment etc, the central trade unions call for effective steps to control inflation and curb recession.

Having organized a historic general strike on 28th February, 2012, as never before, this meeting of the central trade unions calls upon the working masses to intensify the united battle, taking it to a higher form to force the Government to change its policies.

In order to pave the way for a massive programme of action at the national level, the trade unions at all levels must start with a renewed vigour without delay taking all forms of agitations, holding protest action, organize rallies, having conventions at the local and state level.

Simultaneously all the central trade unions seek to hold a National Convention at Talkatora Stadium in Delhi on 4th September 2012 to chart out the programme of national action reaching a new height taking the agitation to the grass root level.

The meeting invites the widest participation of all the trade union activists from across the country, including leaders and representatives of different unaffiliated independent unions and federations, turning the convention into the broadest form of national unity of the workers for unleashing resistance against neo liberalism and fight anti-people policies being relentlessly pursued by the government.

Handwritten signatures of various trade union leaders and their respective organizations. The signatures are written in ink and are somewhat stylized. Below the signatures, the names of the organizations are printed in small capital letters: BMS, INTUC, AITUC, IAMS, CITU, AIUTUC, TUCU, AICCTU, MTUC, LFF, and SPWA.

News and Views

Circle Executive meeting of Chhattisgarh on 06-07-2012 at Raigadh : Chhattisgarh circle working committee meeting held on 06-07-2012 at Raigadh, under the president ship of Com. Shyam Sunder Yadav. A seminar was also organised on the occasion, addressed by Com. Chandeshwar Singh G.S. NFTE, Com. Sahu, CHQ. Org. Secretary and Com. S.M. Chilamvar, CS Chattisgarh. Shri Kishori Ram, Chief General manager, Chhattisgarh also addressed the seminar and graced the occasion. Com. C.Singh, G.S.

examinations, irregular transfers etc. Shri Shatrajit Nayak MLA also present in the seminar. After seminar, Raigadh District conference took place in the same venue on 06-07-2012 Com. A.P. Roy, Com. A.K. Gaja viya and Com. Laxmi Nirmalkar were elected unanimously President, District Secretary, Treasurer respectively.

District Conference of Ambikapur (Chhattisgarh): District conference of NFTE(BSNL) Ambikapur held on 07-07-2012



General Secretary Com. Chandeshwar Singh addressing the Seminar



Com. Chilamvar, Circle Secretary, Chhattisgarh addressing the meeting



Com. Chilamvar, Circle Secretary, Chhattisgarh addressing the Seminar



under the presidentship of Com. Md. Shahid, more than 80 delegates attended the meeting. Com. Chandeshwar Singh General Secretary, Com. H.R. Sahu CHQ org Secretary and Com. S.M. Chilamvar circle Secretary attended and addressed the meeting. General Secretary explained the current issues of employees as well as BSNL company. In the conference Com. Shahid, Com. Amit tripathi, and Com. Agrawal

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Notice

It is hereby notified that the meeting of National Executive of NFTE BSNL will be held on 27th/28th August, 2012 at "garhwal Bhavan, Panchkuian Marg" New Delhi. Com. Islam Ahmad President will preside the meeting.

The items of agenda are drawn as below.

- (1) Joint struggle and consideration of strike agreement of 12th June, 2012-Resolution thereon.
- (2) Framing of BSNL's own rules for recognition of unions.
- (3) Ernakulum High Court's verdict and consideration for withdrawal of writ petition pending at Chennai High Court.
- (4) 6th verification.
- (5) Review of organisational Position.
- (6) Problems of staff and resolutions thereon.
- (7) Financial viability of the BSNL.
- (8) HQR functioning.
- (9) Any other item with the permission of chair.

The meeting will commence at 1030 hours on 27th August .

(Chandeshwar Singh)
General Secretary

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were elected unanimously as president, District Secretary, Treasurer respectively.

Meeting with CMD, BSNL : Com. Islam accompanied by Snatta leaders (Comrades Dhiraj Choudhary, Sanjib Saha, CS CTD) and Amit Mittal, Circle President NFTE Punjab met CMD and discussed the following issues : (i) Wage erosion of TTAS and others sequel to wage revision wef 1st January, 2007. (ii) Change of Designation of TTA to JET. (iii) BSNL's own rules for recognition Earlier, the above leaders met Director (HR) also and discussed the above issues. The CGA issue of MP circle was also raised. The CMD and Director (HR) both responded positively on the matters.

Dhanbad meeting : A massive meeting held at Dhanbad on 16-07-2012 under the president ship of Com. Jwala Singh. Com. C.B. Lal District

Secretary, Dhanbad welcomed the guests and expressed how they faced difficulties during the years. Management always seen to crush the NFTE members without any cause. Com. Chandeshwar Singh, GS, Com. Mahavir Singh circle Secretary, Jharkand, Com. K.K. Singh & Com. A. Rajamouli Secretaries of HQR participated in the meeting and addressed upon core issues like 12-06-2012 agreement, financial viability of BSNL, New recognition rules, Examinations, compassionate ground appointments, regularization of TSM's and payment of leave encashment to retirees. more than 350 employees attended the meeting. The District Secretaries Com. Janardan Singh, (Hazaribagh), Com. Ashok Mondal (Jharkand), & Com. Dilip Kumar (Dumka), attended the meeting. Com. Vikas Kumar Gupta circle president SNATTA also addressed the meeting. Meeting ended with vote of thanks by President.

LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

Board level and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises (CPSEs)- Revision of scales of pay w.e.f 01.01.2007- Payment of IDA at revised rates-regarding.

DPE F.No.2(70)/2008-DPE (WC)-G.L.XII/2 Government of India Dated 9-7-2012

In modification of this Department's OM.No. 2(50)/86-DPE(WC) dated 10.04.2012, the rate of DA payable to the executives and non-unionized supervisors of CPSEs (2007 pay revision) may be as follows:

Effective Date	Average of AICPI	Revised DA rates (%)
01-07-2012	204	61.5%

2. The above rates of DA would be applicable in the case of IDA employees who have been allowed revised pay scales (2007) as per DPE O.Ms dated 26.11.2008, 09.02.2009 & 02.04.2009.

3. All administrative Ministries/Departments of the Government of India are requested to bring the foregoing to the notice of the CPSEs under their administrative control for action at their end.

CIRCULAR No.31

Board level posts and below Board level posts including non-unionised - supervisors in Central Public Sector Enterprises(CPSEs) -Regarding payment of IDA at the revised rates for employees drawing their pay in revised IDA scales w.e.f 01.07.2012.

NO. 14-1/2012-PAT(BSNL) Date 19.07.2012

Department of Public Enterprises O.M. No.2(70)/ 2008-DPE (WC)-G.L.-XII/2 dated 09.07.2012 on the above mentioned subject at revised DA rates 61.5% w.e.f. 01-07-2012 is sent to all concerned for information and necessary action please.

Extension of Banking arrangement with Punjab National Bank

No.1-1/BBF-CMS/TM/2009/Vol.II dated : 09.07.2012 to All Circle IFA

Ref: i) Tender No. 1-1/BBF-CMS/TM/2009 ii) CMS Agreement with PNB dated 30th July, 2010

CMS agreement between BSNL and Punjab National Bank as mentioned above expired on 30.06.2012. The above-mentioned banking agreement has been extended upto 01.10.2012, on the same terms and conditions as contained in the CMS agreement dated 30th July, 2010.

The supplementary agreement thus extended is enclosed.

Implementation of court orders in application under Section 17(B) of the ID Act, 1947- information regarding.

F. No. 7-35/2012- LE Dated: 16 July 2012 to All Heads of Circles/Units, BSNL.

It has been noticed that in a number of court cases filed in the matter of casual labourers and their regularization, the Hon'ble High Court at various benches has allowed the application under Section 17(B) of the ID Act, 1947. You are requested to furnish the details of such cases if any, implemented/under implementation in your circle as per the proforma attached URGENTLY to this office.

Filling up of posts of senior Hindi Translators by promotion and conduct of another Limited Internal Competitive

TELECOM

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Examination (LICE) for recruitment of Junior Hindi Translators in BSNL... regarding.

BSNL No.201-03/2012-Pers.III Dated 27.6.2012

A large number of vacancies are existing in the cadre of Junior Hindi Translators in the BSNL even after conducting a Limited Internal Competitive Examination (LICE) in the year 2011. The Parliamentary Committee on Official Language has also expressed concern on this issue. Therefore, with the approval of competent Authority, it has been decided to conduct another examination for filling up the vacant posts of Junior Hindi Translators through LICE. Accordingly, the following action is required to be taken on priority basis:-

a) Immediate action be taken by recruiting circles for filling up of vacant posts of Senior Hindi Translators as per the provisions of Recruitment Rules based on the revised sanctioned strength notified by OL Branch vide letter dated 5th March 2008. The vacancies in the Senior Hindi Translator cadre pertaining to non recruiting circles/units may also be taken into consideration by recruiting circles. Further, due care for promotion against reserved points as per applicable roster may also be taken.

b) To conduct another examination for filling up the posts of Junior Hindi Translators through Limited Internal Competitive Examination (LICE) from internal candidates with the following educational qualifications as a special case:-

i) Internal candidates possessing the educational qualifications as prescribed under Column 9 of the Recruitment Rules of Junior Hindi Translators. OR

ii) Internal candidates possessing master's or Bachelor's Degree from a recognized University in any subject with Hindi or English as one of the subject or Hindi or English as medium of examination. However, such internal candidates with English subject or medium of examination must have taken Hindi as one of the subjects at 10th level or above.

c) The candidates selected against the relaxed educational qualifications as per sub para (b) above shall be required to undergo additional in-service training, as deemed necessary by the Organization.

d) All other terms and conditions prescribed in the Recruitment Rules of Junior Hindi Translators

shall remain unchanged. It may be ensured that the "Revised Scheme of Proficiency Test and Syllabus" of Junior Hindi Translator Examination, as circulated vide letter No. 201-01/2012- Pers-III dated 27-01-2012 is made applicable for the examination.

2. The Limited Internal Competitive Examination (LICE) shall be notified by DE Branch of the Corporate Office shortly. The Recruiting Circle Heads may ensure that vacancies arising out or likely to arise due to promotion of Junior Hindi Translator and/or Rajbhasha Adhikari are also taken into consideration while notifying the vacancies for the LICE. The non-recruiting circle/unit Heads shall communicate the status of Senior/Junior Hindi Translator vacancies of the concerned recruiting circles so that these are also accounted for in the proposed LICE.

3. Keeping in view the notified vacancies, applicable reservation roster etc, a select panel may be drawn from amongst those who qualify in the LICE. The select panel will remain valid for a period of one year, extendable by six month, or declaration of the next LICE whichever is earlier.

4. The Heads of Circles are requested to take urgent action so that LICE can be held in the month of September/October 2012.

Filling up of the vacant posts of Rajbhasha Adhikari on the basis of LICE as per Recruitment Rules-2005

No. 30-01/2011-Pers.II Dated:- 3rd July, 2012 to All Heads of Telecom Circles/Metro Districts, Maintenance Regions/Project Circles etc. BSNL

It has been decided by the Competent Authority to hold a Limited Competitive Examination(LICE) to fill up the vacant posts of Rajbhasha Adhikari. Approval of the Competent Authority is hereby conveyed for the following:-

i) To hold LICE for promotion to the post of Rajbhasha Adhikari as per Recruitment Rules 2005 of Rajbhasha Adhikari issued vide No.23-35/2001-Pers.II dated 5.8.2005; Scheme & Syllabus issued vide No.27-2/2009-Pers.II dated 16.8.2005 & clarification issued from time to time. The vacancies shall be filled up as per the re-fixed sanctioned strength and other instructions issued vide this office order No.E11022/1/2007-OL dated 5.3.2008.

ii) To conduct LICE taking into account accumulated vacancies which have occurred due to retirement; promotion, death or otherwise in the grade of Rajbhasha Adhikari upto 31.3.2012 including unfilled/carry forward vacancies of previous years.

iii) LICE may not be held in the Circles where there is a stay granted by the Hon'ble Court.

iv) All the Recruiting Circles may send their category-wise Sanctioned Strength, Working Strength and Vacancy Position as on 31.3.2012 for LICE of Rajbhasha Adhikari to DE Section of BSNL C.O. and a copy of the same may be endorsed to AGM(Pers-II), BSNL C.O. at the earliest.

v) Also Roster in the grade be updated before initiating action of recruitment by Circles.

All the Recruiting Circles are requested to take necessary action for filling up the posts of Rajbhasha Adhikari in their Circles as per the Recruitment Rules 2005 of Rajbhasha Adhikari. The exact date and timings of the examination alongwith the relevant procedures to be followed shall be co-ordinated by DE Branch of BSNL C.O. separately. The instructions in regard to reservations, maintenance of post based reservation rosters etc. may be followed.

Commercial exploitation of various BSNL Lands

No. 501-05-2012-BT Dated 04.07.12 to CGM BSNL Telecom Circle Mumbai, Kolkata TD, UP (W) Haryana, AP, Chennai TD, Delhi & Kerala

Management Committee of BSNL Board has decided to call Expression of Interest (EOI) for appointment of Project Development Consultant for effective utilisation of BSNL lands for revenue generation as given below:

1. Borivali Mumbai
2. Deonar Mumbai
3. Santacruz (W) Mumbai
4. Maniktala Kolkata
5. Sector 18 Noida
6. Sector 33 Noida
7. Sector 18 Gurgaon
8. CFC-5 Madhapur, Hyderabad
9. Ennore Wireless Station Kanchipuram (TN)
10. RTTC. Kaimanam Thiruvananthapuram

PCE (Civil) NTR Delhi has been nominated as Nodal Officer, concerned PCE/CE (civil) of the

Andhra Pradesh circle is burning with mass transfers

Top management in Andhra closed eyes and opened flood gates to mass/motivated/unwanted/vindictive transfers in SSA's.

The transfers ordered in July 2012 against corporate office guidelines, which says transfer orders should be given in March/April, if necessary. But in Andhra it is a routine process to harrasse employees. Flagrant stuation is prevailing in entire circle. The CGMT office framing own rules to instigate irregular transfers under pressure is a fact. It results no development works carried out in the entire circle since two months. It is harmful to BSNL in the entire state.

The defiance of transfer policy putting employees in flutter. Unfortunatly, some SSA heads enjoying and passing time without work. The DGM (A) of circle office becomes a remote control for this un-lawful transfers. DGM (A) Is giving instruction to SSA heads to take disciplinary actions against employees those who are doing agitations in accordance with industrial disputes act 1947. It is adding fuel to fire in SSA's some officers are threatening employees if they disobey the orders, they spoil 'CRS' and promotions will be denied in future. CHQ brought all these developments to notice of Higher ups in corporate office for needful action.

The circle management have to take correct steps to control the mass/irregular transfers in the state and concentrate upon development work.

2) In WTP Bombay, top management transferred 36 officials from WTP to parent division without any cause. 57 years aged employees were transferred on pick and chose basis. CHQ strongly protested the action of WTP.

respective circle has been nominated as Works Chief Engineer. The approved Draft EOI has been sent to PCE (Civil) New Delhi for further necessary action. A copy of approved Draft EOI along with instructions to all concerned are enclosed for your kind information and further action please.

This may be treated most urgent please.

LETTERS TO ADMINISTRATION / MANAGEMENT

Wage Revision resulting to wage erosion of Non-executive staff

**TF-9/9 Dated: 12.07.2012 to The Chairman
Cum Managing Director BSNL New Delhi**

First of all we would like to thank you for giving us the opportunity for discussing the above cited subject.

The main grievance is that Non-executive staff mainly TTAs, RMs etc. who joined the service on or after 01.01.2007 and before the Revision of pay scales for non-executive employees in BSNL, vide order no: 1-16/2010-PAT (BSNL) dated 07.05.2010 as (annexure A-1), were placed at initial stage of the revised pay scale of Rs. 13600-25420/ on the date of joining and were adversely affected by the impugned revision order as their salary reduced. The Salary slip of April'2010 on pre-revised pay scale & Salary slip of May'2010 on revised pay scale are enclosed as A-2/a and A-2/b respectively. A comparative Salary Table showing the salary under the Pre-Revised scales vis-à-vis the Revised Scale has been attached herewith as Annexure (A-3). A perusal of Table shows that the although initially the revision looks beneficial to the TTA appointed after 01.01.2007, but gradually it results in and this loss, which increase continuously and steadily from October, 2009 onwards. This problem is illustrated by the following example:

i) If a directly recruited TTA was appointed on 01.11.2008 after completion of 10 weeks induction training, his basic pay on 01.11.2008 would be the minimum of existing pay scale i.e. Rs. 7100/- (Since he/she joined in BSNL as TTA in the pay scale of Rs. 7100-200-10100 plus allowances per month) on 17.11.2008 the following was his salary i.e. Basic Pay + DP (50% of Basic Pay) + DA (on 01.11.2008 DA was 40.6% on pre-revised pay scale) = Rs. 7100.00 + Rs 3550.00 + Rs. 4,324.00 = Rs. 14,974.00 and after wage revision he would be fixed at minimum of the revised pay scale i.e. Rs. 13600 on 01.11.2008. Therefore on 01.11.2008 the following was his/her salary, i.e. Basic Pay + DA (on 01.11.2008 DA was 12.9% on revised pay scale) = Rs. 13600.00 + Rs. 1754.00 = Rs. 15354.00. Since the difference between revised salary and pre-revised salary is (Rs. 15354.00 - Rs. 14,974.00) = Rs. 380.00 which

looked beneficial to TTA but matter has changed from October'2009.

ii) On 01.10.2009 as on pre-revised pay scale his salary was Rs. 7300.00 (Basic Pay) + Rs. 3650.00 (DP) + Rs. 6745.00 (DA on pre-revised pay scale on 01.10.2009 was 61.6%) = Rs. 17695.00 but after the pay revision on 01.10.2009 his salary would be Rs. 14010.00(Basic Pay) + Rs. 3544.00 (DA on 01.10.2009 was 25.3% on revised pay scale) = Rs. 17554.00. Therefore, the employee would be drawing (Rs. 17554.00 - Rs. 17695.00) = - Rs. 141.00 less in salary after the pay revision and this loss increases continuously and steadily, October 2009 onwards.

Not only that there are also losses in term of EPF and various allowances like medical allowances without voucher and with voucher which linked with the salary. A comparative table showing loss in terms of EPF in the pre-revised vis-à-vis the Revised pay scale is attached herewith as annexure A-4 and salary slip of June'2011 and September'2011 which shown the reducing of medical allowances as per annexure A-5/a and A-5/b. A calculation of eligibility of medical allowances with voucher on pre-revised scale and revised scale has been shown on annexure A-5/c & A-5/d respectively.

In case of EPF contribution loss, it violate of para no -12 of the 'Employees' Provident Funds and Miscellaneous Provisions Act, 1952' whereas it was mentioned under "Employer not to reduce wages, etc." heading

"No employer in relation to an establishment to which any Scheme or the Insurance Scheme applies shall, by reason only of his liability for the payment of any contribution to the Fund or the Insurance Fund or any charges under this Act or the Scheme or the Insurance Scheme, reduce, whether directly or indirectly, the wages of any employee to whom the Scheme or the Insurance Scheme applies or the total quantum of benefits in the nature of old age pension, gratuity provident fund or life insurance to which the employee is entitled under the terms of his employment, express or implied.' (Copy also attached as annexure A-6).

In wage revision order on 07.05.2010 as annexure A-1 whereas it was mentioned in para

2.2 that, 'Non-executives joining on or after 1.1.2007 will be placed in the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale(s) on the date of joining BSNL [i.e. Basic Pay + DP/DA] applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments.'

But the TTA who joined in above mentioned example date of joining have failed to find a solution for avoiding reduction in emoluments in these cases, when the reduction is arising after some time from the date of appointment. The result is that instead of wage revision, it has become a wage reduction in case of these officials, which is not permissible under the law. Further, the benefit of Pay Protection/Personal pay is illusory as it would be absorbed in the future increments. Moreover, by provisioning pay protection /personal pay EPF contribution loss can't be compensated.

BSNL Management has already given benefit of 30% fitment to the JTOs belonging to the 2005 year batch,, but appointed after 1-1-2007 were fixed at the revised pay off Rs 21620/- in the revised pay scale on their date of appointment, even though their revised pay scale minimum was Rs 16400/— only vide order no: BSNL CO No. 1-14/2009-PAT (BSNL) dated 16-4-2010 (Annexure A-7/a). Further vide order no: BSNL CO No. 1-29/2010-PAT (BSNL) dated 3-1-2012 (Annexure A-7/b) and BSNL CO No. 1-29/2010-PAT (BSNL) dated 19-3-2012 (Annexure A-7/c)the directly recruited JTOs of 2007 and 2008 batch and directly recruited JAOs in respect of whom result was declared in April 2010 were fixed at Rs 19020 on their date of appointment by granting five increments on the minimum of their pay scale Rs 16400/-. Although these executives were appointed after 1-1-2007, they were allowed pay fixation in the revised pay scale at a level far higher than the minimum of their revised pay scale, on their date of appointment. This was on the consideration that (a) the JTO of 2005 batch who was appointed in 2006 got 30% fitment benefit whereas the JTO of the same batch appointed in 2007 did not get the fitment benefit and hence the anomaly should be settled, and (b) E—1A pay scale as assured could not be given to those appointed

in 2007 and 2008 resulting in reduction in their emoluments and hence it had to be settled. Similarly TTA who appointed on 01.12.2006 on the pay scale of Rs. 7100-200-10100 got 30% and his Basic Pay would be Rs. 15590.00 as on 01.01.2007 whereas for TTA recruited on or after 01.01.2007, say on 01.02.2007, it would be fixed at the initial stage in the revised Pay Scale of Rs.13600-25420/- i.e. it would be Rs.13600/- only. It is submitted that these two employees were doing equal work and they were drawing equal salary as on 01.02.2007 before the implementation of the revised pay Scales. The TTA appointed on 01.12.2006 was eligible for increment on 01.12.2007 after completion of one year and before that date there is no ground for disturbing the equality between their salaries. It is further submitted that all the employees who were in service in the Company on the date of revision, i.e. on 07.05.2010, are entitled for equal treatment in the matter of revision and there cannot be two artificial clauses. The impugned order (annexure A-1), is violative of Article 14 and 16 of Constitution of India, being discriminatory and arbitrary and therefore liable to be quashed on this sole ground. Apart from being violative Article 14 of the Constitution of India, the impugned Order is also violative of Article 39(d) of the Constitution of India as far as equal Pay for equal work is being denied to the TTAs appointed after 01.01.2007. Since the TTAs appointed on 01.12.2006 and those appointed on 01.01.2007 were drawing equal wage before wage revision, but unequal wage after wage revision, this inequality among equals tantamount to gross discrimination.

The fitment should be given to TTAs on 2.21 multiplication factor (Since the JTOs of 2007 and 2008 batch and directly recruited JAOs in respect of whom result was declared in April 2010 were fixed at Rs 19020 on their date of appointment by granting five increments on the minimum of their pay scale Rs 16400/- so the multiplication factor is now $(19020/8600) = 2.21$ because during 2nd wage revision for construction of Pay Scale of Non-Executive multiplication factor was decided on $(16400/8600) = 1.91$. since, These JTOs given five increment meant executive minimum scale in BSNL now is Rs. 19020 not Rs. 16400 for that entire non-executive scale has to be changed which may not be possible at present time.

Extension of benefit of 30% fitment to the employees who have joined before the date of notification of Pay-Revision and effective date of such revision is the only way out to remove the anomaly of reduction in the emoluments as a result of the Pay-Revision. The State of Tamil Nadu, vide Annexure A-8, removed the similar anomaly by giving benefit of fitment to the employees joining after the effective date of pay-revision at par with the employees who were in service on that crucial date.

We, therefore, urge upon you to please get the points dispassionately considered and remove the prevailing irritations and frustrations amongst the non-executive employees in larger interest of the company. There is strong feeling of discrimination as hardship of executives have been redressed but the plight of others being ignored despite firm assurance of settlement.

Change of designation of cadres

TF-53 Dated:-12-07-2012 to Chairman Cum Managing Director BSNL, New Delhi

The Designation Committee is going to meet on 30.07.2012 for finalizing the designation of Non-Executives cadres. We have already submitted our proposal for Change of Designation vide letter no: TF-53, dt-29-05-2012 and 28-06-2012 and learnt that Designation Committee accepted all the non-executive Designation except of TTAs Designation.

The new Designation recommended for TTA cadre is totally unjustified. You are aware that the basic qualification of entry level cadre for TTA is either Diploma in Engineering or Degree Holder. The detail on the demand for Junior Engineer (telecom) Designation has been submitted vide our letter no: TF-53 Dated:-05-07-2012. We are submitting again in support of the justified demand for your consideration.

In Central Govt. many Departments are providing Junior Engineer designation for the entry level cadre of Diploma engineering cadre. Not only that many leading PSUs like Power Grid Corporation of India Limited and Delhi Metro Railway Corporation are also provided Junior Engineer Designation to Diploma Engineer cadre. RAIL VIKAS NIGAM LTD providing Senior Executive/ Assistant Manager Designation for same. Bharat Heavy

Electricals Limited is also providing ASSTT ENGINEER GR. II / ASSTT OFFICER GR. II for Diploma Engineer Cadre. They all have been done it keeping in mind to motivate their employees as well as increase the value of the employees in front of the Customers in the present market scenario though there is no extra financial benefit provided to them. (All the relevant documents attached herewith).

In view of the above please consider to designate TTA as Junior Engineer (Telecom) in larger interest of the Company.

BSNL's own rules for recognition of non-executive unions in BSNL.

TF-1/1(C-5) Dated:-12-07-2012 to Chairman Cum Managing Director BSNL New Delhi.

We have submitted series of representations to the effect that the Corporate office should frame its own rules for recognition of unions. Almost all unions representing more than 95% staff are in favour of the demand that BSNL HQR should evolve its own rules. The recognised union, BSNL EU, is also in favour and a copy of its recent representation dt-11-07-2012 is enclosed for ready reference.

We are surprised to note that despite firm assurance of Director (HR) to union the "SR Cell" has not initiated any action. The Kerala Court Judgement does not prevent the BSNL to evolve its own rules akin to other PSUS where they are having their own rules.

Kindly, therefore, take appropriate action to ensure that "SR Cell" starts the process and it should not be allowed to suppress the voice of the employees.

JAO (Part-II) final Examination as per old syllabus.

TF-14/2(C) Dated:-07-07-2012 to Director (HR)/ Director (F) BSNL New Delhi.

We were told that the management has decided to hold another JAO(II) final examination as per old syllabus. However, the notification for examination has not yet been issued. We do not know the reasons. The employees are making enquiries about this.

Please look into the matter so that notification for examination is issued.

Disparity in the Pay of D/R TTAs and others

**TF-9/9 Dated:-05-07-2012 to Shri A.N. Rai
Director (HR) BSNL, New Delhi.**

Kindly recollect our discussions regarding disparity in the pay of D/R TTAs and other category of staff. In similar case of JAOs/JTOs BSNL HQR

vide letter No.-1-14/2009-PAT (BSNL) dt.- 14-04-2010 has issued orders and granted increment to remove the disparity. However, the same treatment is not being extended to non executive employees despite your categorical assurance at Allahabad meet. We are mentioning below the particulars of such cases.

Name of the Candidate	F.K. Vasaua TTA	Dharmendra V. Vasaua
Recruitment year	2005	2005
Training period	22-01-2007 to 31-03-2007	06-02-2006 to 13-04-2006
Date of apptt in the cadre	02-04-2007	15-04-2006
Initial Basic Pay	7100-200-10100	7100-200-10100
Basic Pay after revision	Rs.14880/- (30% fitment benefit	Rs. 17570/- 30% fitment benefit

It is stated that the employee (Shri F.K. Vasaua, TTA ERP7028169 HRP200700363) was recruited in the year and appointed at Junagarh SSA in Gujarat on 02-04-2007 whereas Shri Dharmendra V. Vasaua (ERP7027926 HRP200600126) was appointed on 26th April, 2006 at Bharuch Both the candidates were selected in the same Recruitment batch. The former is facing wage erosion because he was sent for induction training afterwards.

Kindly, therefore, take appropriate action in the matter.

This is in continuation of our letter No.-TF-9/9 dt-28-06-2012.

Transfers of staff.

**TF-20/3 Dated:-27-06-2012 to Director (HR)
BSNL, New Delhi**

In accordance with Transfer Policy of BSNL HQR the non-executive staff should be transferred in March/April and it should be with minimum and negligible expenditure. We are receiving reports that some circles specially Jharkhand, Rajasthan are resorting to transfers even in June. This is wrong.

Kindly intervene for adherence of orders of BSNL HQR.

Malpractices and undue favours in JAO Part-II internal competitive examination in west Bengal Telecom Circle.

TF-36/1 Dated:-29-06-2012 to CMD BSNL New Delhi.

The JAG part-II Examination was held on 4th & 6th January 2010 and result declared on

31.03.2010. The final result was declared on 05-04-2010.

Sequel to publication of the result three unsuccessful candidates of Kolkata SSA requested for re-totalling and verification of the evaluated answer books. These were scrutinized as per BSNL corporate office letter No.-10-3/2011/DE dt-11-02-2011 and four candidates declared successful in a clandestine way. Excepting SC candidate the remaining three have applied influence on the circle administration. A copy of letter dated- 25-04-2011 issued by CGM west Bengal is enclosed as Annexure-I. All these employees are working in circle office.

It is stated that the above three candidates have been declared successful in a fraudulent way and the answer books have also been destroyed within 10 days of the declaration of result.

We therefore request you to institute vigilance enquiry to unearth the mal practices resorted to in the scrutiny of answer books belatedly and our letter TF-36/1 dt-08-06-2012 may be treated as withdrawn.

Repatriation of employees serving in rural sector/areas.

**TF-20/3 Dated:-30-06-2012 to Director (HR)
BSNL, New Delhi.**

We held series of discussions with GM(Restg) about repatriation of non-executive employees on own cost after serving for two years in rural sector. We are sorry that the matter has not been resolved although lists of staff as desired have also been

furnished to GM (Restg) who are waiting for repatriation. The staff serving in villages are away from their families and facing pecuniary losses. It is matter of concern these aspects are not being appreciated by BSNL HQR. We are enclosing the following communications to convince you about justifiability in our demand.

(1) BSNL-24/2002-Pers-III, dt-17-06-2002.

(2) DOT letter No.-4-14/99-NCG dt-31-08-2000.

(3) BSNL letter No.-250-07/2008-Pers-III, dt-20-03-2008.

We wish to state that no reasonable management will appreciate that selected employees have to serve in rural sector and suffer till retirement or death. This was not the situation during DOT period as mentioned in letter at serial (2).

Kindly, therefore, do the needful and bestow justice.

Change of designation of cadres

TF-53 Dated:-05-07-2012 to CMD BSNL

Kindly recall our discussions and request for change of designations of cadres which are in existence from 1990-91. The situation continued as before even after structural change from Govt set up to PSU which has to compete with the private companies we are unable to understand the reasons for status Quo when no financial expenditure is involved and may help in motivating the employees.

The NFTE BSNL represents a very sizeable number of staff as such it should be consulted while effecting the change in designation.

It is stated that vide our letters No.-TF-53, dt-29-05-2012 and 28-06-2012 we have submitted our proposal for change in designation. We have come to know the officers at lower level are having hitch to designate the TTAs as Junior Engineer Telecom without cogent reasons. It appears they are interested to create frustrations amongst the said category of staff who are presently life of the BSNL services. These employees are either Diploma in Engineering or Degree holders.

Earlier ie in DOT set up the Junior Engineer cadre was non-executive and only after 5th Pay Commission the cadre was declared Executive and designated to JTO ie Junior Telecom officer.

Reportedly, even the DPE has suggested to designate diploma holders as Junior Engineer.

We, therefore, very earnestly request you to consider to designate TTA Cadre as Junior Engineer Telecom which will help in motivating the said category of employees. Any unilateral decision in designation may not help in creation of proper and congenial atmosphere

Transfers/Repatriation of staff from WTP to Recruiting units.

TF-20/3 Dated:-06-07-2012 to Shri Rai, Director (HR) BSNL, New Delhi

Kindly refer to our letter No.-TF-20/3 dt-27-06-2012 and discussions thereon we have mentioned that 36 staff have arbitrarily been transferred from WTP to Maharashtra circle. Even the employees over 55 years of age have been relieved. While relieving the staff the WTP circle has not followed any criteria and has followed pick and choose policy. This has created serious resentment amongst the staff. Even if the staff was being utilised in ERP and work is over the staff be relieved with some criteria.

Kindly, therefore, intervene and prevent occurrence of unpleasant situation.

Posting of allegedly corrupt officer as SSA Head at Ballia in Eastern UP

TF-36/1 Dated:-04-07-2012 to CVO BSNL New Delhi,

We are surprised to know that Shri Vidyanand, TDM Ballia has been served with a rule 14 chargesheet but he has been crowned as SSA Head in utter violation of orders. The CGM, Eastern UP has done this due to extraneous reasons Merely by going to court the officer is not exonerated from the charges.

The officer belongs to neighboring place and his father has reportedly contested some election also. He is involved in looting the wealth of the company. We are enclosing a list of charges of corruption and misdeeds for enquiry.

Kindly, therefore, take appropriate action on priority basis.

Restoration of unions Notice Board.

TF-1/1 (f)4 Dated:-05-07-2012 to Shri A.N. Rai Director. (HR) BSNL, New Delhi.

Kindly refer to our letter No.-TF-1/1(f)4, dt-24-

04-2012 (copy enclosed) on the subject.

In course of discussions we pointed out that the Notice Board of unions fixed prior to 4th verification should remain intact and not removed as per para (3) of BSNL letter No.- BSNL/7-1/SR/2009, dt-18-02-2009. However, in some circles particularly in Maharashtra, Rajasthan these notice boards were removed irregularly and against the orders.

Kindly, therefore, take appropriate action so that the Notice Boards are restored.

Transfer of circle accommodation to accredited body of NFTE BSNL headed by Shri Habibkhan as circle Secy in MP circle.

TF-1/1 (f) Dated: -09-07-2012 to Shri A.N. Rai, Director (HR) New Delhi

Kindly refer to our letters TF-1/1 (f) dt.-30-11-2011, and Corporate office letter No.-BSNL/39-2/SR/2011 dt-05-12-2011 on the subject on our request you have spoken to CGM to provide alternative accommodation to the accredited circle Secy, Shri Habib Khan to resolve the issue. Almost two months have passed but nothing has been done. The Circle Secy has met the CGM thrice and has handed over application for alternative accommodation (copy enclosed).

Kindly, therefore intervene so that the alternative accommodation is allotted to NFTE in lieu of previous one.

Upgradation of Drivers in NEPP- Request for clarification.

TF-26/6 Dated:-11-07-2012 to GM (Est) BSNL, New Delhi.

Vide clarifications Nos 42 and 43 issued in letter No.-13-2/2010- TE dt-20-08-2011 the Drivers are entitled for upgradations under NEPP as well as existing post based promotion. Basically it is a SSA cadre.

In our letter No. TF-26/6 dt-29-03-2012 we have stated that the pay scale of drivers were raised to Rs.3200-4900(CDA) wef 28-01-2002 in pursuance of BSNL letter No.-250-71/2001-Pers-III dt-19-07-2002. It is yet to be clarified if it will be treated as 1st upgradation under NEPP or not. The Circle and SSAS are not adopting uniform policy. DPCs are also not taking place for the promotion

as envisaged in letter No.-250- 23/2001-Pers-III dt-10-09-2001.

Kindly, therefore, get the issues clarified to avoid complications in future.

Concessional Telephone connections to staff.

TF-16/14 Dated:-11-07-2012 to Director (CFA) BSNL, New Delhi.

We are surprised to know that some employees, TTAs, who are residing in Bhatinda city but are posted in other SDCAs are being denied the facility of concessional phones on the plea of different SDCA. There is no such condition prescribed in the rule. It appears the GM, Bhatinda is under pressure to deny this facility Matter has been referred to circle office without result.

Kindly issue necessary orders in the matter so that concessional phones are provided to the employees.

Counting of training period for the purpose of drawing increment in NEPP

TF - 26/6 dated 13-7-2012 to GM (Est) BSNL, New Delhi.

Kindly refer to our letter No-TF-26/6 dt-12-01-2012 on the subject.

We once again state that in DOP letter No. 16-16/92-Est (Pay-I) dt-13.3.1992 and BSNL No. -4-29/2003-SEA (BSNL) (part-II) dt-19-02-2005 it is prescribed that the period of training should be treated as on duty and it be counted for drawal of increment. This is not being done in respect of staff while upgrading them in NEPP.

Kindly look into the matter to resolve the issue.

Superannuation benefits to directly recruited employees as per DPE guidelines.

TF-11/10(b) Dated:-13-07-2012 to Chairman Cum Managing Director BSNL

Kind reference is invited to item (5) of strike agreement of 12th June, 2012. There had been agreement with the unions that a committee will be constituted to re-examine the issue which will submit its recommendations.

It is stated that the NFTE which represents 35% employees is party to the agreement. It is, therefore, necessary that a nominee from NFTE

should be included in the committee.

We request you to please take steps for early constitution of the committee so that it may furnish its recommendation on superannual benefits for D/R employees in BSNL.

Provision of Pre-paid SIM with a talk time of Rs. 200/- PM to non-executives on the basis of functional need.

TF-19/4 Dated:-13-07-2012 to GM (Adm) BSNL, New Delhi.

Kindly refer, to our letters TF-19/4 dt.-19-03-2012, 15-05-2012, 21-05-2012 and 15-06-2012. The points raised by union have not yet been clarified.

It is further stated that as when non-executives with the provided Sims land on Executives CUG money is deducted. Similarly money is deducted if calls are made from CUG of one SSA to another SSA CUG.

We may also state as and when Rs. 200/- talk value is over it cannot be recharged or top up Sim holders cannot avail STV facility as well.

Kindly get the issues resolved.

Utilisation of Telecom Mechanics- clarification sought by Bihar circle office

TF-24/2(a) Dated:-13-07-2012 to Director (HR) BSNL, New Delhi.

It is learnt that the circle administration has sought clarification to the effect that Telecom Mechanics should be utilized only for field work. There is deep rooted reasons in this causing reference to BSNL HQR.

According to information circle administration entertained an item in the council that Telecom Mechanics in circle office be transferred. This item was accepted in the council in flagrant violation of orders of BSNL HQR. Such items should not have been accepted as agenda for council meeting. The utilisation of staff is the prerogative of management and not of any union. The administration in the field should not dance at the tune of recognised union to target employees belonging to unrecognised unions.

The NFTE BSNL is in thumping majority in Bihar and the recognised union in collaboration with a

section of administration is interested to weaken it. The employees resisted the move of displacement as item in council was entertained against rules and orders issued in the month of July.

Apart from above the situation has changed and in entire country the landline phones are decreasing day by day and Telecom Mechanics are being deployed in CSC, Commercial section and in other administrative work. You will appreciate that rule should not be used on selective basis and it needs be implemented uniformly. We strongly feel if, that the matter needs to be considered in totality by corporate office before any clarification is issued. The NFTE represents the interest of 35% of staff and its views be taken into consideration.

We, therefore, impress upon you that the matter be considered in all perspectives and we may be heard also for lasting solution.

Request for enquiry against use of inferior materials causing damage of Kashmiri Gate IQ at Delhi.

TF-27/2 Dated:-14-07-2012 to Chairman Cum Managing Director BSNL New Delhi.

Almost two years back the inspection quarters were built at Kashmiri Gate DTO building we are surprised to learn that within a very short period of two years the roofs are damaged and these have fallen down. This is obviously due to reasons that inferior materials were used at the time of construction.

Kindly, therefore, order for enquiry so that the erring officers are brought to book and justice.

Payment of encashment of leave to Retirees- case of Jharkhand circle.

TF-11/3 Dated:-20-07-2012 to The Director (F) BSNL New Delhi.

It is reported that encashment of leave to retirees is not being paid in Jharkhand circle by management. The retired employees were suffering in the circle for months together without benefit. It is against to corporate office instructions. All circles are paying encashment of leave to retirees on the day of retirement except Jharkhand circle.

We, implore upon you to take necessary action and remove hard ships to retirees in Jharkhand circle.

कर्मचारी अभिशाप नहीं अपितु वरदान हैं

अभी हाल में अध्यक्ष सहप्रबंध निदेशक ने एक पत्रिका को दिये गये सक्षात्कार में कहा कि कम्पनी की बड़ी मुसीबत यह है कि उपार्जित राजस्व का आधा हिस्सा कर्मचारियों के वेतन मद में खर्च हो जाते हैं। दूसरे शब्दों में आवश्यकता से अधिक कर्मचारी होने और आमदनी का आधा हिस्सा इनके वेतन पर खर्च होने के कारण यह लोक उपक्रम आज घाटे की स्थिति में है। बेमतलब कर्मचारी की संख्या को अभिशाप समझा जा रहा है।

हम कम्पनी के प्रधान द्वारा सरकारी विभागों एवं अन्य श्रोतों से विपणन बढ़ाने की ईमानदार एवं निष्ठा के साथ किये गये प्रयासों का सराहना करते हैं परन्तु साथ ही कर्मचारी के अधिकता के कारण कम्पनी का नुकसान है इस मन्तव्य से हम सहमत नहीं हो सकते। अगर कम्पनी आज दलदल में है, राजस्व में कमी हो रही है तथा कम्पनी का बाजार हिस्सा कम होते जा रहा है तो इसकी जबाबदेही उच्च पदस्थ प्रबंधन एवं सरकार की है कारण दोनो समयानुकूल साज-समान तथा उपकरणों की आपूर्ति में विफल रहे हैं।

निगम बनने के समय उस वक्त कार्यरत फेडरेशनों ने यह स्पष्ट किया था कि आया, आकस्मिक मजदूर सहित सभी कर्मों एक साथ नये कम्पनी में जायेंगे। इस विशाल श्रमशक्ति के साथ कम्पनी की जीवंतता के विषय में बहुत ही सवाल उठाये गये थे परन्तु तत्कालीन अध्यक्ष सह प्रबंध निदेशक डा. डी पी सेठ ने कहा था कर्मचारी अभिशाप नहीं अपितु वरदान है और यह सत्य भी साबित हुआ क्योंकि कर्मियों के सहयोग से कम्पनी ने 2004-05 में भारी मुनाफा दर्ज किया। उच्चपदस्थ प्रबंधन ने साज-समान तथा उपकरणों को प्रचुर मात्रा में उपलब्ध कराया तथा एनएफटीई राजनीतिक हस्तक्षेप को बाधित किया। प्रबंधन ने फिल्ड में समरसता का वातावरण तैयार किया तथा कर्मचारियों ने निर्भीक होकर सेवा दान दिया।

अगर आज कम्पनी में अराजकता है तो कारण यह है कि कहीं भी फील्ड में साज-समान तथा उपकरण नहीं हैं, प्रबंधन अनिर्णय की स्थिति में है, भेदभाव और अस्थिरता के द्वारा

कार्य क्षेत्र में वातावरण प्रदूषित किया जा चुका है। हम अध्यक्ष सह प्रबंधक निदेशक से आग्रह करते हैं कि मूलभूत समस्याओं पर विचार करें तथा कर्मचारियों को अभिशाप नहीं मानें। फील्ड में साज-समान तथा उपकरणों की आपूर्ति के साथ समरसता की वातावरण तैयार की जाय, तब कर्मचारी समय के साथ कम्पनी को बुलंदी एवं सम्मानजनक स्थिति में पहुंचाने में भागीदार बनेंगे।

भारतीय मजदूर संघ मुख्यालय नई दिल्ली में सभी केंद्रीय श्रम संगठनों द्वारा लिया गया प्रस्ताव

11 जुलाई 2012 को सभी केंद्रीय श्रम संगठनों की बैठक नई दिल्ली, स्थित भारतीय मजदूर संघ के मुख्यालय में हुई। जहां देश की बिगड़ती आर्थिक स्थिति एवं सरकार की नव उदारवादी नीतियों पर गहन विचार किया गया। वर्तमान सरकार की मजदूर कर्मचारी विरोधी नीतियों पर विचार करते हुए सभी संगठन एक राय पर थे कि पीछे मजदूरों की ज्वलंत सवाल मसलन कम से कम दस हजार रुपये मासिक वेतन, श्रम कानूनों का अद्यतन पालन करना, कर्मचारियों को यूनियन बनाने का हक तथा इसे समयबद्ध

औद्योगिक महंगाई भत्ते में वृद्धि

डिपार्टमेंट ऑफ पब्लिक इन्टरप्राइज के ओ.एम. न. 2(70)/2008 - डीपीई (डब्ल्यू.सी) - जी.एल- XII/2 दिनांक 09.07.2012 के आलोक में बीएसएनएल मुख्यालय नई दिल्ली ने पत्रांक 14-1/2012 दिनांक 19.7.2012 के माध्यम से औद्योगिक महंगाई भत्ते की संशोधित दर 61.5 प्रतिशत की घोषणा की है। अर्थात् 01.07.2012 से महंगाई भत्ते में 4.8 प्रतिशत की वृद्धि की गई है। यह उन कर्मियों के लिए लागू होंगे जिन्हें 01.01.2007 से पुर्नगठित वेतनमान प्राप्त हो रहे हैं।

अवधि में पंजीकृत करना, सभी महकमों में यूनियन की मान्यता, आठ घंटे कार्य एवं समान कार्य के लिए समान वेतन सहित विनिवेश का विरोध को लेकर संगठनों ने कार्यवाहियों की हैं। अब आगे सभी संघों ने असरदार कार्यवाहियाँ करने का निर्णय लिया है। संगठनों ने सभी स्तर पर मजदूरों-कर्मचारियों की गोलबंदी अभी से शुरू करने का आह्वान किया है तथा आगत 4 सितम्बर 2012 को दिल्ली स्थित मावलंकर भवन में सभी संगठनों का एक संयुक्त कन्वेंशन आयोजित करने का निर्णय लिया है।

समाचार-विचार

छत्तीसगढ़ परिमण्डल का परिमण्डलीय कार्यकारिणी सभा रायगढ़ में दिनांक 06.07.2012 को सम्पन्न:- श्री श्याम सुन्दर यादव परिमण्डलीय अध्यक्ष की अध्यक्षता में छत्तीसगढ़ परिमण्डलीय कार्यकारिणी समिति की बैठक सम्पन्न हुई। इस अवसर पर एक सेमिनार आयोजित की गई जिसे श्री चन्द्रेश्वर सिंह महामंत्री, श्री साहू अ.भा. संगठन मंत्री, श्री एस.एम. चिलमवार परिमण्डलीय मंत्री सहित श्री किशोरी राम मुख्य महाप्रबंधक छत्तीसगढ़ ने भी सम्बोधित किया। श्री चन्द्रेश्वर सिंह महामंत्री ने विस्तार से 13 जून से होने वाले हड़ताल एवं 12 जून 2012 को प्रबंधन के साथ हुए समझौते पर प्रकाश डाला। इन्होंने सदस्यता सत्यापन के लिए बीएसएनएल में अपना मान्यता सम्बंधी नियम बनाने की आवश्यकता पर बल दिया तथा अभी तक यूनियन मुख्यालय द्वारा किये गये प्रयासों की जानकारी दी।

महामंत्री ने कर्मचारियों से सम्बंधित अन्य मुद्दे मसलन, पदोन्नति, विभागीय परिक्षाएं, अनियमित स्थानान्तरण आदि पर विस्तृत चर्चा की।

श्री शत्रुजित नायक स्थानीय विधायक भी सभा में उपस्थित थे।

रायगढ़ जिला अधिवेशन

रायगढ़ का जिला अधिवेशन का. ए.पी. राय की अध्यक्षता में उसी स्थल पर सम्पन्न हुआ। अधिवेशन में सर्वसम्मति से श्री ए.पी. राय जिलाध्यक्ष, श्री ए.के.

गजनवीय जिला मंत्री एवं श्री लक्ष्मी निमालकर को कोषाध्यक्ष निर्वाचित किया।

अम्बिकापुर जिला सम्मेलन (छत्तीसगढ़) एनएफटीई (बीएसएनएल) जिला ईकाई अम्बिकापुर (छत्तीसगढ़ का जिला सम्मेलन का. शाहिद की अध्यक्षता में दिनांक 07.07.2012 को सम्पन्न हुआ। इस अवसर पर खुला अधिवेशन का आयोजन किया गया जिसे का. चन्द्रेश्वर सिंह महामंत्री, का. साहू अ.भा. संगठन सचिव, का. एस.एम. चिलमवार परिमण्डलीय मंत्री ने संबोधित किया। सम्मेलन में का. शाहिद, का. अमित त्रिपाठी एवं का. अग्रवाल को सर्वसम्मति से क्रमशः अध्यक्षता जिलामंत्री एवं कोषाध्यक्ष निर्वाचित किया गया।

अध्यक्ष सह प्रबंध निदेशक से साक्षात्कार

का. इस्लाम, का. धीरज चौधरी, का. संजीव साहा परिमण्डलीय कलकत्ता टेलीफोन्स (टीटीए) एसोसियेशन का. अमित मित्तल अध्यक्ष एनएफटीई पंजाब सर्किल ने अध्यक्ष सह प्रबंध निदेशक बीएसएनएल से मुलाकात की एवं निम्नांकित समस्याओं पर वार्ता की :-

- 1) टी.टी.ए. एवं अन्य संवर्ग में दिनांक 01.01.2007 से किये गये वेतन पुनर्निर्धारण के कारण उत्पन्न वेतन विसंगति के सम्बंध में।
- 2) टी.टी.ए. पदनाम को जूनियर इंजीनियर टेलीकाम के पदनाम से नामित करने से सम्बंधित।
- 3) बीएसएनएल में मान्यता की अपनी नियम बनाने से सम्बंधित।

पहले इस साथियों ने निदेशक (कार्मिक) से मुलाकात की एवं उपर्युक्त मुद्दों के विषय में वार्ता की। मध्य प्रदेश परिमण्डल में अनुकम्पा आधारित नौकरी के विषय में वार्ता की गई। अध्यक्ष, सह प्रबंध निदेशक तथा निदेशक (कार्मिक) ने मुद्दों पर सापेक्ष विचार दिए।

काल की दरें 5 से 10 पैसे बढ़ सकती हैं

नये स्पेक्ट्रम नियम के तहत टेलीकाम रेगुलरिटी अथॉरिटी ऑफ इन्डिया ने 5 से 10 पैसे काल दरों में बढ़ोतरी की अनुशंसा की है। इ.जी.ओ.एम. के पास यह अनुशंसा विचाराधीन है।

संचार निगम एक्जीक्यूटिव एशोसिएशन एवं इसके प्रतिनिधियों के साथ उच्छृंखल व्यवहार

संघीय कार्यकलाप के चलते बीएसएनएल मुख्यालय ने संघ की राष्ट्रीय अध्यक्ष एवं महामंत्री सहित नेताओं को स्थानान्तरित किया है। इन नेताओं को नियम - 14 के तहत चार्जशीट भी जारी किये गये हैं। इतना ही नहीं यह आदेश जारी किया गया है इस संघ के नेताओं के साथ बैठक नहीं दी जा सकती। यह एक उच्छृंखल व्यवहार है। एन.एफ.टी.ई निष्ठा के साथ एसएनईए के साथ है। सभी संघों को एकताबद्ध होकर ऐसे कार्यवाई का विरोध करना चाहिए।

ट्राय द्वारा एक सिम से 200 एसएमएस की लगाई गई पाबंदी समाप्त

माननीय दिल्ली हाई कोर्ट ने 13 जुलाई को एक फैसले में ट्राय द्वारा एक सिम से एक दिन में केवल 200 एसएमएस करने की पाबंदी हटा दी है। माननीय कोर्ट ने यह कहा है कि ऐसी पाबंदी व्यक्तिगत भावनाओं को उद्बोधित करने पर रोक लगाती है।

धनबाद (झारखण्ड) में सभा

का. ज्वाला सिंह की अध्यक्षता में धनबाद एसएसए मुख्यालय में दिनांक 16.7.2012 को एक आम सभा हुई। का.सी.बी. लाल ने आगत अतिथियों का स्वागत किया तथा बताया कि कैसे वहां के कर्मचारियों ने विगत वर्षों में दुस्वारियों का सहन किया है। प्रबंधन ने हमेशा एनएफटीई के सदस्यों को प्रताड़ित करने का प्रयास किया है।

का. चन्देश्वर सिंह महामंत्री का. महावीर सिंह परिमंडलीय मंत्री तथा का. के.के. सिंह एवं का. राजमौली मुख्यालय सचिव ने सभा में भाग लिया तथा इसे सम्बोधित किया। सभा को सम्बोधित करते हुए इन नेताओं ने प्रमुख विषयों मसलन 12 जून 2012 का समझौता, बीएसएनएल की आर्थिक जीवंतता, मान्यता के लिए नई नीति, विभागीय परिक्षाएं, अनुकम्पा अधारित नौकरी, टीएसएम का रेगुलराइजेशन, तथा सेवानिवृत्ति पर छुट्टियों का नगदीकरण पर विस्तृत जानकारी दी। लगभग 350 कर्मचारी सभा में उपस्थित थे। परिमंडल के अन्य जिलों के जिला मंत्री साथी जनार्दन सिंह (हजारीबाग), साथी

दिलीप कुमार (दुमका) ने भी सभा में भाग लिया। का. विकास कुमार गुप्ता परिमंडली सन्नाटा ने सभा में शिरकत किया तथा सभा को सम्बोधित किया। अध्यक्ष द्वारा धन्यवाद ज्ञापन के पश्चात सभा समाप्त हुई।

प्रबंधन/प्रशासन को पत्र

सीधे भर्ती टीटीए एवं अन्य संवर्ग के वेतन में विसंगति टीएफ -9/9 दिनांक 5.7.2012 श्री ए एन राय, निदेशक बीएसएनएल नई दिल्ली

कृपया सीधे भर्ती टीटीए तथा अन्य संवर्ग के बीच हुए वेतन विसंगति के विषय में हमारे वार्तालाप का संदर्भ लें। समान स्थिति के कारण जेएओ/जेटीओ संवर्ग के कर्मियों को पत्र सं.-1-14/2008 - पैट (बीएसएनएल) दिनांक 14.4.2010 के द्वारा अतिरिक्त वार्षिक बढ़ोतरी प्रदान कर उनके विसंगति को दूर किया गया परंतु यही कार्यवाई नान-एक्जीक्यूटिव कर्मचारियों के लिए नहीं किया गया जबकि इलाहाबाद में आपने स्पष्ट आश्वासन दिया था। हम संबंधित मुद्दों का ब्यौरा नीचे प्रस्तुत कर रहे हैं :

कर्मचारी का नाम: एफ.के. वासवा, टीटीए, भर्ती का वर्ष: 2005, प्रशिक्षण अवधि: 22.1.07 से 31.3.2007, संवर्ग में भर्ती की तारीख: 2.4.2007, शुरुआती मूल वेतन: 7100-200-10100, वेतन संशोधन के बाद का वेतन : रू. 14880/- (30 प्रतिशत फिटमेंट लाभ)।

कर्मचारी का नाम: धर्मेन्द्र वी वासवा, टीटीए, भर्ती का वर्ष: 2005, प्रशिक्षण अवधि: 6.2.2006 से 13.4.2006, संवर्ग में भर्ती की तारीख: 15.4.2006, शुरुआती मूल वेतन: 7100-200-10100, वेतन संशोधन के बाद का वेतन : रू. 17570/- (30 प्रतिशत फिटमेंट लाभ)।

यह उल्लिखित है कि कर्मचारी (एफ के वासवा टी टी ए इ आर पी 7028169 एच आर पी 200700366) की भर्ती 2006 में हुई तथा प्रशिक्षण के उपरांत गुजरात सर्किल के जुनागढ़ एस एस ए में दिनांक 2.4.2007 को नियुक्ति हुई जबकि श्री धर्मेन्द्र वी वासवा (इ आर पी 7027926 - एच आर पी 200600126) की नियुक्ति 26.4.2006 को भरुच में हुई। दोनों कर्मचारी

एक ही नियुक्ति बैच में चयनित हुए। परंतु पहले को वेतन की क्षति हुई क्योंकि वह प्रशिक्षण के लिए बाद में भेजा गया।

कृपया उचित कार्यवाही करें। यह हमारे पत्रांक टीएफ-9/9 दिनांक 28.6.2012 के क्रम में है।

बीएसएनएल में नान एकजीक्यूटिव यूनियनों की मान्यता हेतु अपनी नियम

टीएफ1/1(सी-5) दिनांक 12.07.2012 अध्यक्ष सह प्रबंध निदेशक बीएसएनएल नई दिल्ली

बीएसएनएल में यूनियनों की मान्यता सम्बंधी अपना नियम बनाने के सम्बंध में हमने लगातार पत्र द्वारा निवेदन किया है। यहां तक कि 95 प्रतिशत से अधिक कर्मचारियों का प्रतिनिधित्व करने वाले संघों ने अपना नया नियम बनाने के पक्ष में विचार दिया है। मान्यता प्राप्त संघ बीएसएनएलईयू ने भी इस सम्बंधित पत्र दिये हैं और उनका हाल का पत्र दिनांक 11.07.2012 संलग्न है।

हमें आश्चर्य है कि निदेशक (कार्मिक) के दृढ़ आश्वासन के बावजूद एसआर सेल ने कोई कार्य शुरू नहीं किये हैं। माननीय केरल उच्च न्यायालय ने बीएसएनएल को अन्य लोक उपक्रम की तरह मान्यता का अपना नियम बनाने से रोका भी नहीं है।

कृपया उचित कार्यवाई के तहत एसआर सेल से मुद्दे पर कार्यवाई सुनिश्चित करें तथा कर्मचारियों की आवाज को दबाया न जाय। इसकी व्यवस्था करें।

पुराने सिलेबस के अनुसार जेएओ पार्ट II की फाइनल परीक्षा

टीएफ-14/2 (सी) दिनांक 07.07.2012 निदेशक (वित्त) एवं निदेशक (एस आर) बीएसएनएल को

हमें बताया गया था कि प्रबंधन जेएओ पार्ट II की फाइनल परीक्षा पुराने सिलेबस के आधार पर आयोजित करने जा रही है परन्तु अभी तक अधिसूचना जारी नहीं हो सकी है। हमें कारणों का पता नहीं है और कर्मचारी लगातार इस सम्बंध में जानकारी मांग रहे हैं।

कृपया मामले को देखें ताकि अधिसूचना जारी हो सके।

बिहार में संघीय कार्रवाही हस्तक्षेप हेतु निवेदन

टीएफ-5 दिनांक 4.07.2012 श्री ए.एन.राय निदेशक (एच.

आर.) बीएसएनएल

कृपया मेरे टेलीफोन द्वारा किये गये अनुरोध तथा 07.07.2012 के साक्षात्कार का संदर्भ लें।

हमने आपको बताया है कि सर्किल कार्यालय मान्यता प्राप्त यूनियन के दबाव में कार्य कर रहा है और 12 टेलीकाम मैकेनिकों को निगमित कार्यालय के नीतियों की अवहेलना करते हुए जुलाई माह में स्थानान्तरित कर दिया है। स्थानान्तरण मार्च/अप्रैल में होना चाहिए।

परिमंडल कार्यालय ने 2002 के पत्र का हवाला देते हुए ऐसा किया है और यह नहीं देखा कि अभी भारी बदलाव हो चुका है और बहुत ही टेलीकाम मैकेनिक प्रशासनिक कार्यालय में कार्य कर रहे हैं। वहीं सर्किल कार्यालय दूसरे आदेशों की अवहेलना कैसे कर रहा है, भेदभाव की नीति प्रशासन को मदद नहीं कर सकती।

सर्किल यूनियन से समस्याओं की एक सूची प्रस्तुत की हैं और नियमों का पालन करने वाला परिमंडलीय कार्यालय इसकी पूर्ति क्यों नहीं करता।

कृपया हस्तक्षेप द्वारा सामान्य स्थिति लाने की कृपा करें।

पश्चिम दूरसंचार परियोजना से कर्मचारियों का संबंधित नियुक्ति इकाई में स्थानान्तरण से संबंधित टी.एफ.-20/3 दिनांक 05.07.2012 श्री ए.एन. राय निदेशक (एच आर) बीएसएनएल

कृपया हमारा पत्र संख्या टीएफ - 20/3 दिनांक 22.06.2012 एवं आपसे किये गये वार्ता का संदर्भ लें हमने बताया था कि 36 कर्मचारियों को पश्चिम दूरसंचार परियोजना से महाराष्ट्र सर्किल में स्थानान्तरित कर दिया गया है। यहां तक कि 55 वर्ष आयु वाले कर्मचारियों को भी विरमित कर दिया गया है और किसी भी नियम-कानून का पालन नहीं करते हुए चुन-बीछ कर स्थानान्तरण किया गया है। इससे कर्मचारी आक्रोशित हैं। अगर कर्मचारी इआरपी के लिए कार्य पर लगाये गये थे तो कार्य की समाप्ति पर भी स्थानान्तरण में निहित नियमों का पालन करना चाहिए था।

कृपया हस्तक्षेप करें तथा अप्रिय स्थिति को दूर करने की कृपा करें।

संवर्गों के पदनाम परिवर्तन के संबंध में
टी.एफ -53 दिनांक 12.07.2012 अध्यक्ष सह-प्रबंधक
निदेशक बीएसएनएल नई दिल्ली

डेजीगनेशन कमिटी की बैठक दिनांक 30.7.2012 को निश्चित की गई है, जिसमें नॉन-एक्जीक्यूटिव कर्मचारियों के सभी संवर्गों के पदनाम परिवर्तन पर अन्तिम निर्णय लिये जा सकते हैं। हम अपने पत्रांक टीएफ -53 दिनांक 29.05.2012 एवं समसम्यक पत्र 29.6.2012 के माध्यम से पदनाम परिवर्तन के सम्बंध में अपना मन्तव्य दे चुके हैं। ऐसा ज्ञात हुआ है कि डेजीगनेशन कमिटी ने टी.टी.ए. संवर्ग छोड़कर सभी संवर्गों का परिवर्तित पदनाम मान लिया है।

टी.टी.ए. के लिए नये नामकरण का अनुशंसा न्यायसंगत नहीं है। आप को विदित है कि टी.टी.ए. संवर्ग की वांछित शैक्षिक योग्यता इंजीनियरिंग में डिप्लोमा है और अभियन्त्रण स्नातक भी इस पद पर नियुक्त किये गये हैं। हमने अपने पत्रांक टी.एफ - 53 दिनांक 05.07.2012 के द्वारा टी.टी.ए. संवर्ग के लिए जूनियर इंजीनियर (टेलीकाम) करने का पूर्ण औचित्य समर्पित किया है। हम फिर न्यायसंगत पदनाम के लिए अपना पक्ष प्रस्तुत कर रहे हैं।

केंद्र सरकार के अनेकों विभागों में जहां सेवा में प्रवेश हेतु शैक्षिक योग्यता डिप्लोमा इन इंजीनियरिंग है वहां इस संवर्ग को जूनियर इंजीनियर से पदनामित किया गया है। बहुत से लोक उपक्रम जैसे पावरग्रिड ऑफ इन्डिया लि. एवं दिल्ली मेट्रो कार्पोरेशन ने डिप्लोमा इंजीनियर अर्हता वाले कर्मियों को जूनियर इंजीनियर का पदनाम दिया है। इसी योग्यता के लिए रेल विकास निगम ने सीनियर एक्जीक्यूटिव/अस्सिस्टेंट मैनेजर का पदनाम दिया है।

भारत हेवी इलेक्ट्रिकल लि. ने अस्सिस्टेंट इंजीनियर ग्रेड - II का पदनाम डिप्लोमा इंजीनियर के लिए दिया है। इन सभी विभागों एवं लोक उपक्रमों ने ऐसा इसलिए किया है ताकि बदलते मार्केट परिवेश में कर्मियों का दर्जा ऊंचा दिखे हालांकि इसके लिए कोई आर्थिक बढ़ोतरी की जरूरत नहीं है। (सभी सम्बंधित कागजात संलग्न है)

उपर्युक्त वर्णित तथ्यों के संदर्भ में टीटीए संवर्ग का परिवर्तित पदनाम जूनियर इंजीनियर करने की कृपा की जाय।

मध्य प्रदेश परिमण्डल में यूनियन कार्यालय भवन को
श्री हबीब खान परिमंडलीय मंत्री एनएफटीई को
हस्तानान्तरित करने के सम्बंध में

टी.एफ.-1/1 (एफ) दिनांक 09.07.2012 श्री ए एन राय
निदेशक (कार्मिक) को।

कृपया हमारे पत्र संख्या टी एफ 1/1 (एफ) दिनांक 30.11.11 एवं निगमित कार्यालय के पत्रांक बीएसएनएल/39-2/एसआर/2011 दिनांक 05.12.2011 का संदर्भ लें। आपने हमारे अनुरोध पर मुख्य महाप्रबंधक दूरसंचार म.प्र. से बातें की एवं उन्हें यूनियन कार्यालय के लिए वैकल्पिक व्यवस्था करके श्री हबीब खान परिमंडलीय मंत्री को मुहैया कराने को कहा परन्तु दो माह समाप्त होने के बावजूद कुछ भी नहीं किया गया है।

परिमंडलीय मंत्री ने तीन बार मुख्य महाप्रबंधक से भेंट की और वैकल्पिक व्यवस्था करने हेतु आवेदन पत्र दिया। (प्रति संलग्न)

अतएवं कृपया हस्तक्षेप करें ताकि पुराने आवास के स्थान पर वैकल्पिक व्यवस्था सुनिश्चित किया जा सके।

वरीय हिन्दी अनुवादक के रिक्त पदों की पदोन्नति
द्वारा पूर्ति करने एवं कनीय हिन्दी अनुवादक की
सीमित विभागीय प्रतिस्पर्धा परीक्षा आहूत करने के
सम्बंध में।

पत्रांक - बीएसएनएल-न.-201-03/2012 -पर्स - III
दिनांक 27 जून 2012

बीएसएनएल मुख्यालय ने उपर्युक्त पत्र के माध्यम से सभी परिमंडल प्रमुखों को वरीय हिन्दी अनुवादक के रिक्त पदों को विभागीय प्रोन्नति द्वारा भरने तथा कनीय हिन्दी अनुवादक के रिक्त पदों को भरने हेतु सीमित विभागीय प्रतिस्पर्धा परीक्षा शीघ्र आहूत करने हेतु निदेशित किया है।

कर्मचारियों का स्थानान्तरण

न. टी एफ - 20/3 दिनांक 27.06.2012 निदेशक (कार्मिक)
बीएसएनएल को

बीएसएनएल मुख्यालय द्वारा जारी स्थानान्तरण नीति के तहत स्थानान्तरण मार्च/अप्रैल में होनी चाहिए तथा इस पर अल्पतम व्यय होनी चाहिए। हमें सूचनाएं मिल रही है कि

कुछ परिमंडलों जैसे झारखण्ड, राजस्थान आदि जून में भी स्थानान्तरण कर रहे हैं। यह सरासर गलत है।

कृपया हस्तक्षेप द्वारा निगमित मुख्यालय के स्थानान्तरण नीति का पालन सुनिश्चित करें।

प्रबंधन से पत्र

सं. डीपीई एफ न. 2 (70) 2008 – डी पी ई (डब्ल्यू सी) जी एल XII दिनांक 9.7.2012

डीपीई के उपर्युक्त पत्र संख्या के माध्यम से केंद्रीय लोक उपक्रम के कर्मचारियों जिन्हें 1.1.2007 का संशोधित वेतन प्राप्त होता है। औद्योगिक महंगाई भत्ते का संशोधन किया गया है, जो निम्न प्रकार है।

लागू होने की तिथि: 1.7.2012, औसत एआईसीपी: 204, संशोधित महंगाई भत्ता: 61.5 प्रतिशत

पंजाब नेशनल बैंक के साथ बैंकिंग व्यवस्था का विस्तार

सं. 1-1/बीबीएफ-सीएमएस/टीएम/2009/वॉल II दिनांक 9.7.2012

बीएसएनएल एवं पंजाब नेशनल बैंक के बीच सीएमएस अनुबंध के अलोक में अनुबंध दिनांक 30.6.2012 को समाप्त हो रहा है जिसे 1.10.2012 तक विस्तारित किया गया है। अन्य शर्तें पूर्ववत् लागू रहेंगे।

राजभाषा अधिकारी के रिक्त पदों के लिए सीमित विभागीय प्रतिस्पर्धा परीक्षा भर्ती अधिनियम 2005 के तहत आहूत करने के सम्बंध में

बीएसएनएल न. 30-01/2011 पर्स-II दिनांक 3.07.2012

उपर्युक्त पत्र के माध्यम से निगमित मुख्यालय ने सभी परिमंडलीय प्रमुख, मेट्रो डिस्ट्रिक्ट प्रधान, अनुरक्षण क्षेत्र एवं परियोजना परिमंडल प्रमुख को राजभाषा अधिकारी के रिक्त पदों को भरने हेतु शीघ्र ही सीमित विभागीय परीक्षा आहूत करने हेतु निदेशित किया है।

ग्रामीण क्षेत्र में कार्यरत कर्मचारियों की वापसी के सम्बंध में

टी.एफ.- 20/3 दिनांक 30.6.2012 निदेशक (कार्मिक) बीएसएनएल नई दिल्ली

हमने महाप्रबंधक (रिस्ट्रक्चरिंग) से लगातार वार्ता की है तथा बताया है कि ग्रामीण क्षेत्रों में दो वर्ष तक सेवा दे चुके कर्मियों को उनके अपने खर्च पर उनके शहर में वापस बुलाया जाय परन्तु दुखद है कि अभी इस समस्या का कोई निदान नहीं किया गया है। हमने वैसे कर्मचारियों की सूची भी समर्पित की है। ग्रामीण इलाके में कार्यरत कर्मचारी अपने परिवार से दूर हैं तथा आर्थिक क्षति भी उठा रहे हैं। यह ध्यान योग्य है परन्तु निगमित मुख्यालय इस पर ध्यान नहीं दे रहे है। हम अपने मांग के पक्ष में कुछ दस्तावेज संलग्न कर रहे है जिससे स्पष्ट होगा कि हमारी मांग कितना न्याय संगत है:-

1) बीएसएनएल – 24/2002 पर्स III दि. 17.6.2002, 2) डीओटी पत्र सं. 4-14/199- एनसीजी दि. 31.8.2000, 3) बीएसएनएल न. 250-07/2002 पर्स III दि. 20.3.2008

हम कहना चाहेंगे कि कोई भी प्रबंधन इस बात को उचित नहीं कह सकता कि ग्रामीण क्षेत्र में कार्यरत कर्मी सेवामुक्त होने अथवा मृत्यु तक वहीं कार्यरत रहे। डीओटी के समय यह स्थित नहीं थी।

कृपया हस्तक्षेप पर समाधान करायें।

एनईपीपी के वार्षिक वेतन बढ़ोतरी के लाभ हेतु प्रशिक्षण अवधि की सेवा में गणना के सम्बंध में टी.एफ. 26/6 दिनांक 13.7.2012 महाप्रबंधक (स्थापना) बीएसएनएल नई दिल्ली।

कृपया हमारे पत्रांक टीएफ 26/2 दि. 12.1.2012 का संदर्भ लें।

हम एक बार फिर डीओपी के पत्रांक 16-16/92 इ. एस.टी (पे-1) दि. 13.3.1992 एवम् बीएसएनएल पत्रांक 4-29/2003 एस ई एस. (बीएसएनएल) पार्ट II दि. 19.2.2005 को संलग्न कर रहें है जिसमें यह स्पष्ट किया गया है कि प्रशिक्षण की अवधि को कार्यावधि की तरह गणना होगी तथा इस पर इन्क्रीमेंट का भुगतान किया जायेगा परन्तु अभी एनईपीपी में अपग्रेडेशन के समय प्रशिक्षण अवधि की गणना नहीं किया जा रहा है।

कृपया मुद्दे पर ध्यान दिया जाय तथा समाधान निकाला जाय।