

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

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Editor - Chandeshwar Singh

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EDITORIAL

Justice delayed is justice denied

There are hundreds of PSUS in the country but the BSNL is largest and biggest amongst all the Corporations. However, the BSNL was the only PSU where the employees were denied the benefit of 78.2% IDA fixation benefits in revision of pay scales agreement effective from 1st January, 2007. The workers were denied the benefit despite definite orders of the Govt. of India. The employees were thus facing immortal financial loss due to this for no fault of their own. The issue was being raised and pleaded with the management in almost all the meetings and conferences of different unions for settlement of the vexed issue to prevent irreparable loss to the employees. Ultimately such situation arose which forced all the unions to forge unity to embark upon indefinite struggle resulting signing of agreement on 12th June between the unions and management for extension of 78.2% IDA benefits in wage revision. The BSNL Board

has approved the genuine claim of staff and now ball is pending in the Court of DOT for approval for last three weeks.

Rumours started pouring from the field that the approval from DOT either may not come or may be delayed. Some objections were also floated. The leaders of all major unions held meeting with the Telecom Commission on 20th September and urged the chairman for its expeditious approval as staff are restive. The authorities at the helm of affairs must appreciate that the settlement of 78.2% IDA fixation benefit is deep in the mind and heart of the workers and abnormal delay in clearance from DOT may not augur well for harmony and peace in the crisis ridden PSU. *When the employees of other PSUS got the benefit how BSNL workers can be deprived of ? We expect reasonableness will prevail and the approval is conveyed with grace remembering that justice delayed is justice denied.*

Writ Petition against LICE for promotion to JTO cadre Dismissed by Kerala High court

High Court has dismissed the writ petition and has reportedly upheld the change in R/R for service period, from 10 to 7 years, for implementation from retropective date.

An appeal

NFTE HQr has appealed to the warring groups of TTAs to desist from further litigation and sit together to sort out the issues.

Enough harm has been done to staff of both quota (35% and 15%) of staff due to litigations.

NFTE will try its level best to protect the interest of all.

Pension issues in MTNL and BSNL : Lok Sabha Q&A

Government of India

Ministry of Communications and Information Technology

Lok Sabha

Unstarred Question No 3970

Answered on 05.09.2012

3970 Shri JAYARAM PANGI

Will the Minister for COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:-

(a) whether the issues relating to Pension to Corporatized Telecom Department namely of MTNL and BSNL remain unresolved for a long period;

(b) if so, the details thereof and the reasons therefor; and

(c) the action taken by the Government to resolve the pension issues along with the time frame fixed for the same?

ANSWER

The Minister of state in the Ministry of Communications and Information Technology (Shri Milind Deora)

(a) The pensionary benefits of the absorbed employees of BSNL are covered under Rule 37- A of Central Civil Services (Pension) Rules, 1972, and the same are being paid by the Government. The pensionary benefits to absorbed employees of MTNL are being paid by MTNL. MTNL employees Associations/Unions are demanding payment of pensionary benefits by the Government.

(b) & (c) The details of the action taken, with the present status are placed at Annexure-I.

Annexure-I.

Lok Sabha Annexure Unstarred Question No. 3970 Dated 05-09-2012

MTNL was established on 1.4.1986 and employees were initially transferred to MTNL on deemed deputation and absorbed in MTNL as per their options. The date of absorption for Group C and D employees was 1.11.1998 whose pensionary benefits are governed by DOP&PW's Office Memorandum dated 5.7.1989, whereas the date of absorption for Group A and B employees was

1.10.2000 whose pensionary benefits are governed by Rule 37-A of CCS (Pension) Rules, 1972.

Rule 37-A was notified at the time of formation of BSNL. The pensionary benefits of Government employees who got absorption in BSNL w.e.f. 01.10.2000 are governed by Rule 37 A of CCS (Pension) Rules, 1972. As per the provisions Sub-Rule 21 of Rule 37-A, the absorbed employees of BSNL are paid pensionary benefits by the Government.

After the notification of Rule 37-A on 30.09.2000, MTNL employees/Associations have been demanding for similar treatment regarding payment of pension/pensionary benefits as given to BSNL employees.

The matter regarding applicability of Rule 37A of MTNL was considered by Committee of Secretaries in its meeting held on 14.12.2004 in

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Meeting of Branch Secretaries & Active members of Krishna, East & West Godavari held along with A.P. Circle working committee at Rajahmundry on 8-9 Sept. 2012



Com. Islam addressing the gathering

The meeting of three Districts unions started after flag hoisting ceremony on 08-09-2012 under the Presidentship of Com. Surendra and reviewed the organizational position and staff problems. On 09-09-2012 CWC of A.P. started at 10.00AM with Com. T.V. Ramanamurthy Vice President in Chair. The District Secretaries expressed their views. Com. M. Parashuramulu TM, Sangareddy has been elected as Circle President of Union in the vacant Post. There is victimization, harassment of staff in transfers by some partisan officers in the circle. There is stagnation of RM in NEPP and vacancies

of TMs are not filled up. Com. Islam addressed the meeting and explained about the cases of 78.2% IDA merger, wage revision. Wage erosion, NEPP, TTA & TM RRs, TSM status, BSNL MRS, Pension, VRS, Financial condition of BSNL, New recognition rules etc. Concluding his speech, he appealed to sink their differences and move together to place the NFTE at

respectable place. He referred that the NFTE is concerned about the future of the employees and that is why it has submitted a detailed representation to Hon'ble Minister of Communication on pension. The reception committee, Rajahmundry felicitated the All India President Com. Islam and two of the retired Comrades of Rajahmundry. Com. Islam also attended the joint District conference of East & West Godavari of Snatta on 9.9-2012 at Rajahmundry. He declared that the NFTE is sincere to the cause of workers as well as Snatta and always keep its promises in mind.

Joint District Conference of SNATTA

(East & West Godavari Districts) at Rajahmundry in AP Circle

The Joint District Conference of SNATTA, (East and West Godavari Districts), was held at "Hotel River Bay, Rajahmundry, AP" on Sunday 9th September, 2012 in a grand manner. The meeting was well attended by D/RTTAs from both the districts. The meeting of the two districts was conducted spectacularly, resembling a 'festive' celebration.



Com. Islam being felicitated by C/S, Snatta

Though it was raining, maximum members graced the event.

The dignitaries who attended the meeting include Shri. Islam Ahmed, All India President, NFTE, Shri J. Satyanarayana, District Secretary, NFTE, EG SSA, Shri M. Sudheer Kumar, President, SNATTA, AP and Shri K.SURESH, Circle Secretary, AP. The East Godavari district was

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The "Gem" is no more

Com. Indersen Das Chaddah popularly called and known as "Inder" breathed his last on 9th September at Gurgaon at his daughters house. He was not keeping good health for last few years.

Born in year 1924 he obtained the Graduation Degree from Lahore University and came to India after partition. He joined the P & T Department as wireless operator but resigned later on to join UPTW in year 1946. He thereafter got himself deeply involved in the activities of NFPT, NFTE and NFTE BSNL upto April, 2006. He has distinction to work with the stalwarts of P & T Trade union movement viz comrades K. Ramamurthi, Dada Ghosh, Anjaneyulu, D. Gnaiah, Premanathan, and O.P. Gupta. Com. Inder had been helping and associating with Com. OPG in ameliorating the sufferings of the P & T workers. Not even a single leader and worker could ever find any fault during his long inning in Trade union movement. The soft spoken man had been a thinker, philosopher and use to express his strong views on many issues besides valuable advices and suggestions. His selfless contributions for the working class are enormous and in abundance and difficult to Count Comrades OPG (former Secy Gen), Chandeshwar Singh GS NFTE BSNL), Com. A. Rajmouli (Secy NFTE BSNL), Com. Goyal (C/S, Haryana NFTE), and Com. Srikishan (office clerk) rushed to his daughters residence after hearing the sad demise of the "Gem" and paid respectful tributes and stayed till last rites. NFTE family deeply condole his death and share the grief of the family. **While Com. Inder has left for heavenly abode but his contributions to working class will ever be remembered with gratefulness.**



Com. Inder Jee was an unparallel personality

I was on orgainsational tour at Rajamundry in Andhra and in the morning of 9th Aug. got a call from his daughter intimating that the great man "Com. Inder" is no more and requested me to inform all concerned. The Death news was conveyed to leading leaders of NFTE including Com. OPG with heavy heart.

To me Com. Inder was just like late Com. J.L. Roy in many respects who was architect of Telegraph Ministerial union. I shared this with Com. D. Gnaiah, former SG of the NFPT in recent talks and referring my meeting with him at Lucknow CTO before 19th Sept, 1968 strike. Com. Inder encouraged me in the activities of NFTE besides Comrades Jagan, Vichare and Madhusudan Rao. I will always remember their guidance and help with gratefulness. – (ISLAM)

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represented by Shri T. Yesu Babu, President and Shri R.S.Ramakrishna, District Secretary. The West Godavari district was represented by Shri CH.Ravi Kumar, Vice president and Shri M.Balaji, Asst. District Secretary.

Message from Shri ISLAM AHMED -Guest Invitee:

Shri ISLAM AHMED, All India President, NFTE explained the development and progress on the present issues and NFTE's stand.

1. He said, as the judgement on JTO LICE is reserved, NFTE will persue that the vacancies upto

year 2012 is taken into account in the notification.

2. He assured NFTE will persue with management to constitute a committee for solving the 30% fitment issue of TTAs recruited after 2007.

3. He also informed that a committee was constituted to look into the superannuation benefits direct recruits and may give its recommendations in about 3 months and NFTE will definitely try for better benefits.

4. He also assured NFTE support for SNATTA at central, state and district levels on various issues.

At the end, he was felicitated by Shri K.Suresh, CS, SNATTA, AP.

AN UNSUNG, UNHONOURED HERO!

D. Gnaniah Former Secy General, NFPTE

Inder Sain Dass Chadda, popularly known as Inder, was a unique personality indeed. He was a wonderful person, the like of whom I have not come across during 92 years of my life. So unassuming, unambitious, self effacing, self denying, honest and straight forward comrade that I hold as a rare model.

I was his boss as the third Secretary General of NFPTE for several years. He was our office secretary in our head quarters in New Delhi. He actually joined as early as 1947, the office of the predecessor Union of Post and Telegraph workers (UPTW) which functioned at 62 Regal Buildings in Connaught place, New Delhi. He was chosen and appointed by the founder General Secretary of UPTW comrade O.P. Gupta. This union was created as a result of merger of three major unions in August 1947. Those were historic days that laid the foundations of a modern trade union with a political and ideological left ward tilt.

Inder was a young refugee from northwest frontier, now Pakistan. He was convent educated and graduated in a reputed college in Lahore. Incidentally, O.P. Gupta and former Prime Minister I.K. Gujral also graduated in Lahore as his senior contemporaries. After, O.P. Gupta was ousted from General Secretaryship by an unconstitutional no confidence motion passed in his absence while he was in jail in 1949 -1950. K. Ramamoorthy, a very capable and popular leader from Madras was elected to step in Ramamoorthy retained Inder as office secretary although he was aware that Inder like "unwanted" O.P. Gupta was also a Communist. (There was a scare of communists at that time due mainly to their aborted revolution of 1949!). After sometime when K.R had consolidated his leadership he turned very hostile to small communist group particularly against West Bengal Circle Union, but nevertheless he retained Inder. When West Bengal Circle Union was dissolved and an adhoc-committee appointed by K.R, Inder was expecting to be sacked! But, K.R. reposed confidence in him and retained him. Of course, Inder's extraordinary efficiency and devotion to his work stood him in good stead. Inder's extraordinary efficiency and devotion

to his work stood him in good stead. Inder's English was superb and his knowledge was very wide.

While, not changing his communist loyalties Inder worked to the full satisfaction of K.R. He was out spoken. Once he told K.R. that if he found any political unsuitability in him he was willing to quit, but he won't quit the communist party. K.R. just smiled and ignored this offer. Later, when K.R. came south he told me of this incident and commented, "He is a gem among communists, a grate asset. Who would like to loose him?" (I was also then a known communist).

When NFPTE was formed in November, 1954 as the only recognized federation of the whole body of P&T Workers a pro -left leader B.N. Gosh (Dada Gosh) was elected as the first Secretary General, Inder undertook the heavy responsibility single handedly for setting up an efficient functioning central office in No.9, Pusa Road, New Delhi -all from a scratch. Dada Gosh, was an old timer, a hero of 1946 strike, a very exacting master and a very difficult person to deal with even by co — leaders. NFPTE then had V.S. Menon as secretary, who used to quarrel often with Dada Gosh due to his idiosyncrasies even on small matters in the office. Dada, as a man of moods could not stand Menon but, could do nothing since, Menon was respected leader from Culcutta Telephones. Dada used to turn to Office Secretary Inder to help ease the situations as Inder commanded great respect from Menon as well as all the 9 General Secretaries of federated unions.

After Dada, P .S.R. Anjaneyulu, a congressite took over as Secretary General. He had an innate dislike for O.P. Gupta and the communist group. But he was a very amiable soft spoken person and therefore Inder had a pleasant rapport with him. Later in 1964, I became the third boss as Secretary General of NFPTE. Inder had complete accord with me. We were already chums with close comradeship. He left nothing to be desired for me through his able work and hard labour. To me, he was a reliable advisor and shared all the trials and turbulations faced by me due to the split in the communist party and the virulent controversies and

fighters. Inder was a source of great strength and solace for me during those turbulent years of the "Great Proletarian Cultural Revolution" unleashed by Mao Tze Tung in China and its impact on the communist movement and our comrades here within NFPTE!

The nation wide strikes of 1960 & 1968 took a heavy toll of large scale victimization of employees, arrest and prosecutions of thousands all over the country. NFPTE was derecognized and all facilities cancelled. The main brunt of these attacks fell on the gentle shoulders of Inder. Heavy work, tensions, non payment of salaries due to drying up of funds, liabilities to meet expenses of court cases in the Head Quarters, Delhi where about 3,000 workers were put on trial and suspension for over 15 months. Amidst bitter quarrel between two group of communists especially in 1968 strike when I was at the helm of affairs of NFPTE, Inder stood with me like a rock, never cared for his own salary and ably held the fort in NFPTE Head Quarters No.9, Pusa Road, New Delhi.

There were two unhappy episodes when Inder himself was victimized by an unfriendly leadership in NFPTE. After the split in NFPTE in 1971, Inder continued to remain with NFPTE office in the possession of the group of K.G. Bose, A.S. Rajan team, who lost in Culcutta Council in 1971, but refused to vacate office or reach a compromise with the rival group led by O.P. Gupta and A. Premanathan. Inder was eased out and left in the lurch. But when O.P. Gupta and Premanathan team was declared as duly elected by a majority as office bearers by the Registrar of Trade Unions, Inder joined the office of this group. But he had to loose salary for a couple of years. Again during emergency period in 1976, when I was again unanimously elected as a Secretary General for another spell, Piramanathan —Moza group

refused to pay back the wages for Inder. But Inder bore these collateral damages to himself without a murmur and with no malice against the perpetrators.

Even during the height of anti -communist burst out of such stalwart leader as V.G. Dalvi (Bar at Law), K. Ramamoorthy (Congress), A.S. Rajan (DMK), B.S. Kamble (RSS), etc. none of them had uttered a word against Inder although pages after pages poured venom on communist group in P&T.

Inder faced a number of personal tragedies with courage and equanimity. His wife, very cultured and charming lady suddenly died prematurely leaving two young daughters Anita and Sangeeta motherless. He met this tragedy with unruffled devotion to his family. Again, when his second daughter Sangeeta suddenly passed away after her marriage he absorbed the shock of this tragedy with quite fortitude.

Inder's long innings with the P&T Trade Union Movement from 1947 onwards till his incapacitation is a saga of service, devotion and sacrifice for the cause of the working class. Inder never expected any reward nor aspired for any position. He was staunchly convinced of the efficacy of Marxism illuminating mankind's emancipatory and revolutionary path of struggle for onward march.

This unsung and unrewarded hero and his role model is worthy of being engraved in letters of gold in the pages of history. I pay my respectful homage and my humble and heart felt tribute to the departed comrade.

Let all the unions in Postal and Telecommunication in India, whatever might be their present affiliations dip their red flag in honour of Inder Sain Dass Chadda who left us his legacy of six decades of devotion and a role model to all of us to cherish and carry forward.

Meeting between BSNL Unions and Telecom Commission

A meeting between representatives of major unions in BSNL and Telecom commission took place on 20th September under the Chairmanship of Shri R.Chandreshkhar Secy DoT. The issues of absorption/Repatriation of ITS personnel, 78.2% IDA merger and subsidy to BSNL as per Trai's recommendable were raised.

ITS issue is now with the Govt. subsidy to BSNL is under active considerations. The case of 78.2% IDA is being processed in DoT. The NFTE was represented by its president and General Secretary.

LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

Introduction of New NE-12 Pay Scale of Rs. 16390-33830/- for Non-Executives in Bharat Sanchar Nigam Limited.

No. 27-7/2008-TE-II (Scale) Dated 11-09-2012

In Pursuance of the approval communicated by the Department of Telecommunications vide letter no 1-72/2009/SNG dated 22-02-2012, the New NE-12 IDA pay scale of Rs. 16390-33830@& is introduced for Non-executives of BSNL w.e.f. 22.02.2012.

Modification in Non-Executive Promotion policy (NEPP) issued vide this office letter no.27-7/2008-TE-II dated. 23-3-2010

No-27-7/2008-TE-II-(Upgradation) Dated: 11-9-2012

Non-Executive Promotion Policy for the Non-Executives working in IDA pay scale of NE-1 to NE-10 was issued vide this office letter of even no. dtd. 23-3-2010. After introduction of new NE-12 IDA Scale of Rs. 16390-33830/- w.e.f. 22.2.2012, the following modifications are made *in the NEPP for according Time Bound Financial Upgradation to the Non-Executives working in the Pay Scale of NE-11*

(a) Scope: All regular Non-Executive employees (absorbed or BSNL recruited), who are/were working on regular establishment of BSNL in NE-11 pay scale as on 22/02/2012 and meeting the eligibility criteria of qualifying service required for financial up-gradation to the next higher pay scales shall be given financial up-gradation to NE-12 pay scale.

(b) Qualifying Service Conditions: The qualifying service conditions for financial up-gradation to NE-12 pay scale would be as detailed in Para 3 of NEPP order dtd. 23-03-2010.

(c) Up-gradation Criteria: The fitness for up-gradation to the NE-12 IDA pay scale will be judged by the following Screening Committee on the basis of performance rating of ACRs/APARs of previous 5 years as per the criteria laid down in para (d) and subject to the condition that the non-executive is from disciplinary/vigilance angle and no punishment is in currency.

The Screening Committee in this case will be as under:-

Scale: 1. Upgradation from NE-11 to NE-12

Composition of Screening Committee: 1. Officer just below the level of SSA head but not below the rank of SDE as Chairman.

(In Circle office and is SSAs headed by GM and above level officer, the Chairman of the Screening Committee will be of the level of DGM)

2. Officer on level below the level of the Chairman of the Screening Committee

3. Officer one level below the level of the Chairman of the screening Committee

One of the members of the Screening Committee must belong to SC or ST category, else, one additional SC/ST member of the level of the member of Screening Committee may be co-opted.

(d) Performance Ratings in ACRs /APARs:-

(i) The fitness of IDA pay scale up-gradation of the NE-12 pay scale will be judged by the prescribed Screening Committee on the basis of performance ratings of ACRs/APARs of the previous 5 (five) years as under:-

Scale: 1. NE-11 to NE -12, **Category:** OBC, **Grading Criteria:** No Adverse, not more than one Average

Category: SC/ST, **Grading Criteria:** No Adverse, not more than two Average

2. Further, para 4.1 of the NEPP order dated 23.3.2010 is replaced by the following paras:

The review for up-gradation of the IDA Pay scale in case of all Non-Executive employees meeting the requisite qualifying service conditions will be done twice in a year. Accordingly, the Screening Committee should follow a time-schedule and meet twice in a calendar year preferably first week of April and first week of October of a year for advance processing of the cases maturing in the next half year. Accordingly, the following schedule may be adhered to:-

(a) the case maturing during second-half (1st July 31 December) of a particular calendar year should be taken up for consideration by the prescribed Screening Committee meeting in the first week of April of the calendar year;

(b) the prescribed Screening committee meeting in the first week of October of any calendar year should process the cases that would be maturing

during the first half (1st Jan-30th June) of the next calendar year.

However, the concerned non-executives may be granted the financial up gradation under NEPP from their actual due dates of up-gradation, after completion of requisite number of years of qualifying service, subject to vigilance clearance as on the date of such up-gradation.

3. All other provisions of the Non-Executive Promotion Policy (NEPP) issued vide this Office Order of even no. dated 23/03/2010 will remain unchanged.

This issues with the approval of BSNL Board.

Expenditure control in BSNL - clarification reg.

BSNL No. 13-03/2012- PAT (BSNL) Dated: 06-9-2012 the Chief General Manager, BSNL, Rajasthan Telecom Circle, Jaipur-302008 with copy to all CGMS

I am directed to refer to your office letter No. A/cs 07-01/Rlg./LTC/11-12/27 dated 16-06-2012 on the above cited subject and to clarify that as per BSNL CO order dated 05-09-2012. "All India LTC is frozen for two years for all BSNL employees and officer except those who are retiring during this period but Home town LTC shall continue". Therefore, All Indian LTC is available only to those employees who are retiring on attaining the age of superannuation before 05-09-2013.

Immunity from transfer to elected representatives of recognized representative unions - regarding

F.No. BSNL/1-1/SR/2012 dated 17-9-2012 to All Chief General Managers, Bharat Sanchar Nigam limited

With regard to immunity from transfer to the office bearers of unions, a number of clarifications have been solicited in the recent past from the Corporate office. In this regard, it is clarified that

a) **the facility of immunity from transfer is granted only to the recognized representative union of non-executive employees at three levels i.e. All India, Circle & SSA level only.**

b) DOPT OM dated 19.8.88 and endorsed by DOT on 18.06.1996 envisages immunity from transfer- in respect of union functionaries ,i.e. President and General Secretary of the Branch Unit,

who are members of the Staff Council. As indicated vide Para (a) above, BSNL **has extended the facility of immunity from transfer at three levels only viz. All India, Circle and SSA to the office bearers mentioned therein.**

JAO Part-II Internal Competitive Examination against 40% quota to be held on 17th to 19th December 2012 - regarding.

No. 4-27/2012-SEA Dated: 18.09.2012 to All Head of Telecom Circles/Telephone Districts/ Other Units, BSNL

Ref: DE, CO BSNL Notification No. 28-2/2012-Rectt. dated 03.09.2012.

The undersigned is directed to communicate the approval of the BSNL Management Committee for filling up the vacant posts in the JAO cadre under 40% quota through internal competitive examination from the departmental candidates as per the notification issued by DE branch, CO BSNL vide reference cited above as per Annexure. This is for your kind information and necessary action.

Vacancies of JAOs to be recruited against 40% quota

S. No.	Name of Circle	OC	SC	ST	Total
1	A&N	2	0	0	21
2	APT	51	48	27	126
3	ASM	37	5	1	43
4	BRT	18	10	7	35
5	CTR	20	5	2	27
6	GJT	31	11	14	56
7	J&K	19	4	2	25
8	JKO	10	6	1	17
9	KNT	112	35	17	164
10	KT	101	33	19	153
11	MPT	24	13	7	44
12	MHT	134	45	23	202
13	NE-I	14	5	0	19
14	NE-II	9	0	0	9
15	HT	47	7	7	61
16	HPT	14	6	1	21
17	PST	78	19	15	112
18	CRT	21	5	3	29
19	RT	72	32	14	118
20	TNT	48	20	19	87

21	UP(E)	8	10	15	33
22	UP(W)	40	20	12	72
23	UTL	4	7	3	14
24	WBT	52	9	9	70
25	NTR	40	11	5	56
26	Kal.TD	160	9	16	185
27	CH.TD	58	16	10	84
G. Total		1224	391	249	1864

Offering 3G data card (3.6 Mbps) at reduced sale price as a back-up to the ADSL postpaid Broadband customers under ADSL Broadband plan in Bangalore, Hyderabad & Kolkata SSAs only on promotional basis for 90 days – reg.

BSNL No.26-18/2010-T&C-CM Date: 13.09.2012

In order to provide uninterrupted broadband services to the customers, it has been decided by the competent authority to offer 3.6 Mbps 3G data card as a back-up to ADSL broadband connectivity at reduced sale price to the existing and new ADSL Broadband customers of Bangalore, Hyderabad & Kolkata SSAs on promotional basis for 90 days as follows:-

A. For ADSL Broadband customers with FMC >= Rs. 600/- plan (monthly payment option)

- Sale price of 3.6 Mbps 3G data card:- **Rs. 800/- (Excl. of VAT)**
- SUK with 1GB free data usage embedded in the SIM with a validity of 30 days- Rs.132 [Exclusive of S. Tax]
- SUK price includes price of Normal SIM and if the customer wants USIM SIM, then an additional Rs.59 is to be charged.
- The bundled free data usage of 1 GB is to be used within 30 days from the date of activation.
- Plan voucher - Rs.51 [Inclusive of S.Tax] (200 MB free data usage to be used within 30 days from the date of activation) shall be purchased for activation of data plan.

B. For ADSL Broadband customers under annual payment option or longer period commitment with any FMC plan

- Sale price of 3.6 Mbps 3G data card:- **Rs. 500/- (Excl. of VAT)**

- SUK with 1GB free data usage embedded in the SIM with a validity of 30 days- Rs.132 [Exclusive of S. Tax]
- SUK price includes price of Normal SIM and if the customer wants USIM SIM, then an additional Rs.59 is to be charged.
- The bundled free data usage of 1 GB is to be used within 30 days from the date of activation.
- Plan voucher - Rs.51 [Inclusive of S.Tax] (200 MB free data usage to be used within 30 days from the date of activation) shall be purchased for activation of data plan.

2. After first month, customers are required to recharge their data card at market operated rates offered by BSNL to all data customers.

3. The data cards may be offered through BSNL CSC only, after verification of credential of the customer i.e. the last paid bill of the BSNL ADSL Broadband connection in respect of existing customer and proof of having taken BSNL Broadband connection in respect of new customer, till the stock lasts, against purchase of SUK, plan voucher and on submission of CAF.

4. It is also to be ensured by the circle that only one Data Card as per this order is to be offered against one BSNL ADSL connection.

5. The above promotional scheme shall initially be available *in Bangalore, Hyderabad & Kolkata SSAs only w.e.f. 15-09-2012 on promotional basis for 90 days.*

6. Concerned circles are advised to popularize the scheme through all modes of communication.

7. All other terms and conditions currently applicable to Broadband customers and 3G data card customers shall remain the same.

Holding of JAO Part-II Internal Competitive Examination against 40% quota to be held on 17th, 18th & 19th December 2012 Clarification thereon.

No. 4-27/2012-SEA Dated 17-9-2012 to All Heads of Telecom Circles/Distt./Other Units, BSNL

Ref: BSNL Co's Letter No. 28-2/2012-Rectt Dated 03-09-2012

I am directed to refer to subject cited above and to say that clarification on few points with regard to Scheme/Syllabus of the JAO Part-II exam are being sought by Circle. It has been now been

decided to clarify the doubts/points as follows:

Points raised: 1. Whether the candidate who has secured 60% marks in certain subject in previous held JAO Pt-II exam may be exempted from appearing in that specific subject in the forthcoming JAO Pt-II exam.

Clarification: 1. As per the notification dated 03-09-2012 the exam shall be held in accordance with the scheme/Syllabus circulated vide letter No. 4-29/2003-SEA (BSNL) dated 12-10-2004. According to which those candidates who have got exemption in certain subjects of JAO Part-II examination will have to appear in remaining subject only. It is further clarified that any candidate who fails in Department exam but passing in any subject with at least 60% of the marks, but where there is more than one paper in any subject viz. theory and practical, with atleast 40% of the marks in each paper, and 60% of the marks in the aggregate of the two, will not be required to appear again in that subject at any of the three consecutive Departmental examinations, if the candidate is otherwise eligible to appear at those subsequent Deptl. exam.

Points raised: 2. The recommended book instead of CPWD Manual Vol. II

Clarification: 2. CPWD workers Manual 2012, Formerly called CPWD Manual Vol. II

The above clarification may be brought to the notice of all concerned.

Extension of "Customer Delight Year" for one more year

BSNL letter No. BSNL/20-7/SR/2011 dt. 13-9-2012 to All Heads of Territorial circles

BSNL has been able to improve its services and marginally its revenue too. Therefore, "customer Delight Year" programme extended for one more year.

Review of three years time limit for making compassionate appointment.

DOP OM. No F.No.14014/3/2011-Estt. (D) dated the 26th July 2012

The primary objective of scheme for compassionate appointment circulated vide O.M. No. 14014/6/94-Estt(D) dated 09.10.1998 is to provide immediate assistance to relieve the dependent family of the deceased or medically

retired Government servant from financial destitution i.e. penurious condition. The Hon'ble Supreme Court in its judgment dated 05.04.2011 in Civil Appeal No. 2206 of 2006 filed by Local Administration Department vs. M. Selvanayagam @ Kumaravelu has observed that "an appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Articles 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind".

2. This Department's O.M. No. 14014/6/1994-Estt.(D) dated 09.10.1998 provided that Ministries/ Departments can consider requests for compassionate appointment even where the death or retirement on medical grounds of a Government servant took place long back, say five years or so. While considering such belated requests it was, however, to be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the Government servant in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases was to be taken only at the level of the Secretary of the Department/Ministry concerned.

3. Subsequently vide this Department's O.M. No.14014/19/2002-Estt.(D) dated 5th May, 2003 a time limit of three years time was prescribed for considering cases of compassionate appointment. Keeping in view the Hon'ble High Court Allahabad judgment dated 07.05.2010 in Civil Misc. Writ Petition No. 13102 of 2010, the issue has been re-examined in consultation with Ministry of Law. It has been decided to withdraw the instructions contained in the O.M. dated 05.05.2003.

4. The cases of compassionate appointment

may be regulated in terms of instructions issued vide O.M. dated 09.10.1998 as amended from time to time. The onus of examining the penurious condition of the dependent family will rest with the authority making compassionate appointment.

Filling up of the vacant posts for SCs/STs in BSNL- Regarding.

BSNL No.90-1/2012-SCT/432 Dated: 10th September, 2012 to All Heads of Circles/Metro Districts etc.

I am directed to refer to Rajya Sabha Question Dy. No. S2278 for 21.08.2012 raised by Shri Narendra Kumar Kashyap on the subject cited above. In this connection, it may be stated that on the basis of the information received from the field

units and also from the various staff branches of BSNL CO, the said Parliament Question has been replied by the Personnel branch of BSNL CO through Department of Telecom. On scrutiny of the replies from the field units and various staff branches of BSNL CO it has been observed that huge vacancies in the various cadres meant for SCs/STs are lying vacant in BSNL.

In view of the above, it is requested to arrange to furnish the information relating to backlog vacancies and current vacancies for SCs/STs as per the attached preform at the earliest. It may also be informed about the methodology being adopted by the concerned cadre controlling authorities to fill up the huge vacant posts for SCs/STs in the various cadres in BSNL.

LETTERS TO ADMINISTRATION / MANAGEMENT

Bilateral meeting between BSNL unions and Management for evolving Rules for recognition of unions of non-executive staff

TF-1/1(d) Dated:- 06-09-2012 to Shri. R.K. upadhyay CMD, BSNL, New Delhi.

On 27th August a meeting under the Chairmanship of Chief Labour- Commissioner took place in which unions and representatives of the management participated. After discussions the CLC has advised the BSNL to hold bi-lateral meeting with the unions for evolving BSNL's own rules of recognition Till date no meeting has been fixed. The delay is taking place in the meeting as such we seek your intervention. We have already met Director (HR) in this respect and conveyed our anxieties over delay.

Therefore, we request you to please use your good offices so that the meeting is held at the earliest.

Exemption in question papers for JAO II examination

TF-14/2(C) Dated:-11-09-2012, to Director (F) BSNL New Delhi.

The BSNL HQR vide letter No.- 28-2/2012-Rectt dt-03-09-2012 has notified for holding the JAG (Part II) final examination. It is scheduled to take place on 17th, 18th and 19th December, 2012.

It is stated that there are candidates who have

secured the prescribed marks in question papers in the last examination and are eligible for exemption in those paper as per para 16 of appendix 37 of P & T Manual volume IV.

Kindly, therefore, consider to grant exemption in the papers to the eligible candidates.

Provision of SIM with a talk time Rs. 200/- per month under post paid with CUG facility

TF-19/4 Dated:-11-09-2012 to GM (Adm) BSNL, New Delhi.

Kindly refer to our letter TF-19/4 dt 19-03-2012, 15-05-2012,21-05-2012 and 12- 07-2012. The points raised by union have not yet been clarified.

Earlier Service mobile connections to Non-Executive employees were being provided under "Post Paid-with CUG facility". In pre paid connections 'CUG' has not been created in sanchar soft package. Therefore, if any TM/TT A makes a call to his officer (ie JTO/SDE) till date charges are being deducted from the available talk time.(i.e.200/-).

We request you to give instructions to provide service mobile connections in existing post paid CUG to make free call to their controlling officers.

Kindly get the issues resolved.

Modification in R/R to fill up 40% Departmental quota of vacancies in TTA Cadre

TF-14(2a) Dated: 11.9.2012 to Director (HR) BSNL, New Delhi.

We understand that the BSNL Board has approved the R/R making provision of pre -qualifying Test for the employees not possessing 10+2 educational qualification. After passing the pre-qualifying examination such officials will reportedly be eligible to appear in TTA LICE as per revised R/R.

It is submitted that in accordance with the orders of BSNL HQR pre-qualifying examination was held in year 2003-04. also and sufficient employees were declared successful and allowed to appear in LDCE. However sizeable number of staff amongst them could not clear the final LICE. We hold the view that such qualified personnel may not be required to appear in another qualifying test.

However, if above provision is not included in, the revised RR we request you to please get the matter reviewed and include the proposal referred above.

We urge upon you for dispassionate consideration of the proposal on priority basis.

**Child Care Leave in respect of BSNL staff
TF-16/6(a) Dated:-18-09-2012 to Chairman
Cum Managing Director BSNL, New Delhi.**

Kindly refer to strike agreement of 12th June regarding extension of Child Care Leave to the BSNL staff. We were told on 12-06-2012 that the issue is already in the BSNL Board for its consideration. According to information the Board meeting took place on 28-08-2012 but it appears the issue has not been resolved.

It is stated that in the analogy of Central Govt. the PSUS viz FCI etc have already introduced the Child Care Leave system along with the Maternity Leave to the female employees. A copy of FCI Letter No.-EP38(1)/2010 dt-12-10-2010 is enclosed for perusal and appropriate action.

We request you to please use your good offices so that the CLC facility is introduced in the BSNL for lady staff.

Contd. from page 2

which it was observed that the issue is well settled and should not be reviewed at this stage on the grounds that **there are disparities in pay scales between MTNL and BSNL staff and in majority of the pay slabs, BSNL was given one scale below than MTNL. Hence, the existing system of payment of pension would continue.**

The MTNL Associations/employees are continuously demanding for payment of pensionary benefits of MTNL employees at par with BSNL employees. They are also not supporting for creation of Pension Fund/Trust as required under the Rules.

The matter was again discussed in a high level meeting during 2007 and accordingly a Cabinet Note was submitted on 23.2.2009. However, due to differences of opinion among the concerned nodal Departments on the issue, it was desired that the difference of opinion may first be resolved in committee of secretaries before placing the issue in the Cabinet. Department of Legal Affairs has asked for fresh opinion of nodal Departments. The opinion of Department of Pension and Pensioners Welfare as well as Department of Public Enterprises have since been received. Opinion on Department of Expenditure is still awaited. Further, as per the discussions held in the Parliamentary Committee of Petitions on 11.7.2012, CMD, MTNL is also exploring the possibilities of MTNL employees' representatives accepting the BSNL pay scales. In parallel, the groundwork for creation of Pension Fund/Trust for payment of Pension to MTNL employees as per Rules/orders has also been initiated by this Department/MTNL. Being a matter of policy, it is not possible to fix any time-frame. Meanwhile, *the pensionary benefits to absorbed employees of MTNL are being paid by the MTNL.*

RECOGNITION RULES
BSNL has sought views from the applicant unions to frame its own rules of recognition.
Last date of submission is 1st October, 2012

SIM WITH TALK VALUE OF RS. 200/- FOR OUTDOOR STAFF
The corporate Hqr is considering the issues particularly 94 facility, free sim, no deduction of money on contact with higher officers and facility to TTAs by SSA heads instead of CGM.

Excerpts of Interview of Shri Upadhyay, CMD BSNL on 7th Sept, 2012

In brief



**Shri Upadhyay,
CMD, BSNL**

What are BSNL's plans for 2012-13?

Retaining and increasing our market share in the broadband, mobile and value-added service (VAS) segments. Plan to strengthen our wireline customer base. In brief top line and bottom line to be increase.

BSNL intends to install 15 million GSM lines. Leveraging our 3G services and launching new VAS offers and tariff plans is another priority. We currently offer 3G services in **963 cities** and to ensure high service uptake going forward, the company will offer applications such as movie and game downloads, and **video-on-demand**. **We are also looking for a strategic partner for launching innovative 3G services.**

Moreover, the company plans to leverage its CDMA network. We are looking to increase the uptake of our data cards, which is expected to generate significant revenues for this network. BSNL plans to hire a consultant to help it monetise this network effectively.

On the wireline front, we are aiming to expand coverage to new towns, cities and townships by expanding our copper and fibre networks. We have completed the underground copper cable procurement process for almost all sites and the delivery process has begun. This will give our landline services a boost.

The enterprise segment is another key focus area for the company. We have registered 30 per cent growth in this segment over the past year and plan to replicate this growth in 2012-13. BSNL has undertaken an enterprise resource planning (ERP) project, which is aimed at centralising operations countrywide.

The company will also be looking for long-term project financing from various banks and financial institutions.

What steps are being taken to reduce financial losses?

BSNL plans to increase its revenues and maintain or **reduce operational costs during 2012-13**. We can reduce losses only by increasing productivity and improving our top line. Once this is achieved and we are able to manage our expenses efficiently, our bottom line will improve. However, certain expenditures are beyond our control. These include employee-related costs, and spectrum and licence fees. **Costs related to energy consumption are also increasing, irrespective of whether diesel or electricity is being used.** This is a major expense for BSNL, given our large rural footprint.

What is the company's strategy for 3G services? What has been the experience in terms of service uptake?

So far, our strategy has been to ensure that our 2G customers are 3G enabled. To avail of 3G services, our customers need to either use a dual-mode handset or a smartphone. **BSNL was the first operator to launch 3G services in its areas of operation.** The response has been reasonable. Our aim is to expand service coverage.

This can be achieved by improving 3G-based VAS such as video calling, movie streaming, and education and health services. Globally, VAS is the main revenue source for operators offering 3G services. We are trying to replicate this model. The uptake of 3G services will increase only if the customer feels that innovative VAS is available, which is accessible via 3G only. Further, 3G-based VAS and entertainment-based applications will be crucial for service uptake.

Other applications that would drive 3G growth include high speed data download. These services and the supporting ecosystem need to develop in a big way in the Indian market. The segment has already witnessed growth. For example, 3G networks are being used in some areas for providing services such as telemedicine, tele-education and e-commerce. However, more companies need to provide these services.

What are the company's investment plans for 2012-13?

BSNL is investing significantly in all service segments. **We will spend about Rs 40 billion on mobile network expansion.** We plan to convert our landline telephone exchanges, which are digital electronic exchanges, into next-generation networks (NGNs). **We operate 27,000 digital telephone exchanges across the country, of which 26,000 are located in rural areas.**

These rural exchanges are largely based on technology provided by the Centre for Development of Telematics (C-DOT). We are partnering with C-DOT to convert these exchanges into NGNs. The remaining 1,000-odd exchanges are new technology exchanges. We have floated a tender to convert them into IP multimedia subsystems-based NGNs.

The urban project will involve an investment of Rs 5 billion-Rs 6 billion in the first phase. Mobile expansion, NGN conversion and expansion of the landline network will account for the majority of our capex.

What are BSNL's plans on the rural telecom front?

BSNL has the largest rural footprint. We have covered almost all habitations through village public telephones. Over 400,000 villages are availing of wireless local loop (WLL) services and more than 350,000 are using GSM services. BSNL offers broadband services in over 170,000 villages. However, the provision of these services involves high costs.

Moreover, the central government has launched the National Optical Fibre Network project, which aims to connect 250,000 village panchayats. BSNL will play a major role in this project.

What are the biggest challenges for BSNL?

Our performance in the mobile and broadband segments has been satisfactory, but the continuous decline in the wireline subscriber base is a key concern. *BSNL is maintaining more than 28,000 rural exchanges, which are not commercially viable – the cost of operating rural exchanges is much higher than the revenues generated from the business.*

To compensate for the losses in the fixed line business, BSNL would like to improve broadband revenues by increasing its footprint and by providing a large number of value-added services through this platform.

What steps is BSNL taking to stem the loss of wireline subscribers?

BSNL is upgrading its wireline network by introducing NGN technology. This will not only reduce operational costs and improve efficiency, but also centralise the operation of the entire fixed line network.

What are the company's plans to drive broadband growth?

With a market share of over 64 per cent, BSNL is the largest internet service provider in the country. We are providing broadband on wireline (ADSL 2+) and fibre-to-the-home (GPON/GEAPON) wireless broadband on the WLL, EVDO, 3G and 4G (Wi-Max) platforms. BSNL has a presence in almost all district and block headquarters.

To encourage consumers to adopt broadband as a service, the company is bundling computers with broadband services. We are also providing a range of VAS under various schemes. *BSNL is offering low broadband tariff plans in rural areas (without any registration fee or advance deposit). The operator is also providing free broadband modems to rural customers in association with the Universal Service Obligation Fund administration.*

What are the future revenue streams for the company?

Since 2011, *BSNL has made its towers accessible to private operators for sharing and significant progress has been made on this front.* The company has tied up with most of the leading operators for renting out its mobile tower slots.

BSNL has also floated a tender for companies to avail of the high bandwidth available on its network. This can be utilised by other operators for service launch and expansion. The company is planning to monetise other infrastructure like land and buildings to generate additional revenues.

BSNL has been facing a severe capacity crunch for some years. What is the company's plan for capacity addition in 2012-13?

We plan to add capacity on the GSM, fixed line and broadband networks. We have placed orders for broadband and GSM equipment and have floated a tender for NGN for fixed lines. In the past, we could not finalise the tender for our mobile networks due to several legal and commercial hurdles. We hope that the company will not face any capacity crunch during 2012-13 and in the future.

न्याय में विलंब न्याय से वंचित करना है

भारत में सैंकड़ों निगम हैं। परंतु बीएसएनएल सभी में विशाल होते हुए भी ऐसा सरकारी उपक्रम था जिसमें 1.1.2007 से लागू वेतन समझौते द्वारा संशोधित वेतनमानों में 78.2 प्रतिशत आईडीए वेतन निर्धारण लाभ से कर्मचारियों को वंचित कर दिया गया था। यह भारत सरकार के आदेश के विरुद्ध था। इस प्रकार कर्मचारी सदैव के लिए हानि में रख दिए गए यद्यपि कि उनका कोई दोष नहीं था। संघों की बैठकों तथा सम्मेलनों में मुद्दे के समाधान की सदैव मांग की जाती रही है जिससे कि कर्मचारियों को स्थाई हानि से बचाया जा सके। इस मध्य ऐसी परिस्थिति उत्पन्न हुई जिसके फलस्वरूप संघों ने एकता स्थापित करके संयुक्त अनिश्चित कालीन हड़ताल का नोटिस दिया। आखिर प्रबंधन संघों से वार्ता करके 12 जून को 78.2 प्रतिशत आईडीए लाभ देने का समझौता किया। बोर्ड के अनुमोदन के पश्चात् अब मामला अनुमोदन हेतु डीओटी में लंबित है।

अचानक क्षेत्रों में कुछ तत्वों द्वारा भ्रम व्याप्त किया गया कि डीओटी समझौते का शीघ्रता से अनुमोदन नहीं करेगा। शंकाएं तो यहां तक हुई कि संचार मंत्रालय इसका अनुमोदन ही नहीं करेगा अतः सभी संघों ने चेयरमैन टेलीकाम कमीशन से भेंट करके अनुमोदन का अनुरोध किया। प्रशासन को मालूम होना चाहिए कि 78.2 प्रतिशत आईडीए का मामला कर्मचारियों के लिए जीवन-मरण का है तथा विलंब औद्योगिक शान्ति जारी बनाये रखने में बाधक होगा। यदि संपूर्ण निगमों में भारत सरकार के आदेशानुसार 78.2 प्रतिशत का लाभ कर्मचारियों को दिया गया है तो बीएसएनएल कर्मचारियों को कैसे वंचित किया जा सकता है।

आशा है औचित्य को ध्यान में रखते हुए डीओटी शीघ्रता से अनुमोदन प्रदान करेगा जिससे संकट से जूझ रही कंपनी में सौहार्दपूर्ण वातावरण स्थापित रहे। **न्याय में विलंब न्याय से वंचित करना होता है।**

बीएसएनएल प्रबंधन तथा प्रशासन को पत्र

बीएसएनएल नॉन-इक्जीक्युटिव कर्मचारियों के लिए एनई-12 वेतनमान रूपया 16390-33830 का लागू होना।

बीएसएनएल पत्र संख्या 27.7/2008 – टी ई (स्केल) दिनांक 11.9.2012

डीओटी पत्र संख्या 1-72/2009 – एसएनपी दिनांक 22.2.2012 द्वारा प्राप्त अनुमोदन के फलस्वरूप बी एस एन एल के नॉन-इक्जीक्युटिव कर्मचारियों के लिए 20-एनई-12 आईडीए वेतनमान रूपया 16390-33830 दिनांक 22 फरवरी, 2012 से लागू किया जाता है।

बीएसएनएल पत्र संख्या 27.7/2008 टीई II (अपग्रेडेशन) 11.9.2012 सभी सीजीएमस को

पत्र संख्या 27-7/2008- टीई II दिनांक 23.3.2010 द्वारा जारी एनईपीपी में संशोधन

एनई-12 आईडीए वेतनमान रूपया 16390-33830 का 22.2.2012 लागू होने पर एनई पीपी में निम्न संशोधन किया जा रहा है जिससे कि एनई-11, वेतनमान में कार्यरत कर्मचारियों को समयोबद्ध एनई पी पी में अपग्रेड किया जा सके।

(ए) सीमा : दिनांक 22.2.2012 को अथवा उसके उपरान्त एनई-11 वेतनमान में कार्यरत कर्मचारियों की एनई-12 की पात्रता होगी। परन्तु एनई-12 हेतु सेवा शर्त की पूर्ति आवश्यक है।

(बी) अर्हता सेवा शर्त एनईपीपी आदेश दिनांक 23.2.

2010 के पैरा 3 के अनुसार होगी।

(सी) अपग्रेडेशन पद्धति

i) 5 वर्ष का सी आर देखा जाएगा।

ii) परफार्मन्स रेटिंग का सी आर से आंकलन होगा।

iii) अनुशासनात्मक/विजिलेन्स केस लम्बित नहीं होना चाहिए।

स्क्रीनिंग कमेटी निम्नवत होगी

क्र.स.	वेतनमान	स्क्रीनिंग कमेटी का गठन
1.	एनई-11 एनई-12 में अपग्रेडेशन	i) एस.एस.ए. हेड से नीचे का अधिकारी परंतु एसडीई ने नीचे नहीं चेयरमैन होगा। ii) स्क्रीनिंग कमेटी के चेयरमैन एक नीचे स्तर पर अधिकारी iii)do.....

स्क्रीनिंग कमेटी का एक सदस्य एससी/ एसटी का आवश्यक है। अथवा सदस्य के स्तर का एस सी/ एस टी अधिकारी अतिरिक्त लिया जाय।

(डी) सी आर्स द्वारा परफार्मेन्स रेटिंग्स

एनई-12 वेतनमान हेतु कर्मचारी का फिटनेस निम्नवत आंकलन किया जाएगा।

क्र.स.	स्केल	कैटेगरी	ग्रेडिंग
1.	एनई-11 से एनई-12	ओबीसी	कोई ऐडवर्स नहीं हो तथा एक से अधिक औसत प्रविष्टि नहीं।
2.	एससी/ एसटी	कोई ऐडवर्स नहीं, दो से अधिक औसत प्रविष्टि नहीं।	

स्क्रीनिंग कमेटी अप्रैल तथा अक्टूबर के प्रथम सप्ताह में बैठक होगी।

**बीएसएनएल में खर्चों पर नियंत्रण – स्पष्टीकरण
आदेश**

बीएसएनएल पत्र संख्या 13-03/2012 पीएटी (बीएसएनएल)

**दिनांक 6.9.2012 सीजीएम, राजस्थान तथा प्रतिलिपि अन्यां
को**

कार्पोरेट कार्यालय के पत्र संख्या दिनांक 5.9.2011 के संदर्भ में स्पष्ट किया जाता है कि ऑल इन्डिया एलटीसी सभी कर्मचारियों के लिए दो वर्षों तक बंद है। परन्तु 5.9.2013 तक सेवानिवृत्त होने वाले कर्मचारियों के लिए बंदी नहीं है। होम टाउन एलटीसी यथावत जारी रहेगी।

**डीओपी मेमो संख्या 14014/3/2011 ईस्ट (डी)
दिनांक 26.7.2012**

सारांश

डीओपी पत्र संख्या 14014/19/2002- ईस्ट (डी) दिनांक 5.5.2003 में अनुकम्पा नियुक्ति पर विचार हेतु 3 वर्ष की समय अवधि निर्धारित थी। इलाहाबाद हाईकोर्ट के निर्णयानुसार मामले पर पुनर्विचार करके 3 वर्ष की सीमा को वापस किया जा रहा है। अनुकम्पा नियुक्ति डीओपी पत्र दिनांक 9.10.98 के अनुसार किया जाएगा।

एसी/एसटी रिक्तियों की पूर्ति

**बीएसएनएल पत्र संख्या 90-1/2012 – एस सी टी 1432
दिनांक 10.9.2012 सभी सीजीएम्स को**

बीएसएनएल में विभिन्न वर्गों में एससी/एसटी की अत्यधिक रिक्तियां हैं। कन्ट्रोलिंग अधिक भर्ती पद्धति के सम्बंध में कार्पोरेट कार्यालय को सूचित करें।

टीटीए की सीधी भर्ती

**बीएसएनएल पत्र संख्या 250-12/2012 – पर्स III दिनांक
16.9.2012**

सीधी भर्ती बीएसएनएल के पत्र संख्या 250-18/2008-पर्स III दिनांक 4.9.2008 के अनुसार होगी। छः माह के भीतर भर्ती प्रक्रिया पूर्ण होनी चाहिए।

3जी डाटा कार्ड का कम मूल्य पर देना

**बीएसएनएल पत्र संख्या 26-18/2010-टी एंड सी-सीएम
दिनांक 13.9.2012 सीजीएम्स बंगलौर, हैदराबाद तथा
कोलकता टीडी को**

सक्षम अधिकारी का निर्णय है कि 3 जी डाटा कार्ड (3.6 एम बी पी एस) को विक्रय मूल्य की कम राशि पर बंगलौर, कोलकता तथा हैदराबाद के वर्तमान तथा नवीन एडीएसएल ग्राहकों को कम मूल्य पर प्रमोट करने हेतु उपलब्ध किया जाय। यह 90 दिनों तक लागू रहेगा।

(पद्धति हेतु अंग्रेजी में देखें)

प्रबंधन/प्रशासन को पत्र

मान्यता हेतु बीएसएनएल तथा संघों के मध्य
द्विपक्षीय वार्ता के सम्बंध में

बीएसएनएल पत्र संख्या टीएफ-1/1(डी) दिनांक 6.9.2012
श्री उपाध्याय, सीएमडी को

दिनांक 26 अगस्त को सीएलसी के चेयरमैनशिप में संघों के साथ बैठक हुई थी जिसमें बीएसएनएल के अधिकारी मौजूद थे। यह सहमति हुई थी कि प्रबंधन इस मुद्दे पर द्विपक्षीय वार्ता करेगा। परन्तु अभी तक तिथि निर्धारित नहीं हुई है। इस दिशा में विलम्ब नहीं हो रहा है। निदेशक (कार्मिक) को स्थिति से अवगत किया जा चुका है।

कृपया हस्तक्षेप करें जिससे कि विलम्ब नहीं हो।

जोएओ II परीक्षा के प्रश्न पत्रों में छूट

बीएसएनएल टीएफ-14/2 (सी) दिनांक 11.9.2012 निदेशक
(वित्त)

कार्पोरेट कार्यालय के पत्र संख्या 28.-2/2012 रेक्ट दिनांक 3.9.2012 द्वारा जोएओ पार्ट-2 परीक्षा का नोटिफिकेशन हुआ है। यह 17 से 18 दिसम्बर, 2012 को होगी। पोस्ट ऑफ टेलीग्राफ मैनुअल वाल्यूम IV के एपेन्डिक्स 37 में निहित पैराग्राफ 16 के अनुसार पूर्व की परीक्षा में सम्मिलित अभ्यर्थियों की छूट की पात्रता है।

कृपया पात्र अभ्यर्थियों को प्रश्न पत्र में छूट देने की व्यवस्था करें।

200/- के टॉक वैल्यू का सिम

टीएफ-19/4 दिनांक 11.9.2012 जीएम (प्रशासन) को

कृपया संघ के पत्रों की ओर ध्यान दें।

पूर्व में नॉन-इक्जीक्युटिव कर्मचारियों को "पोस्ट पेड सीयूजी सुविधा" दी जाती थी। संचार साफ्ट पैकेज में प्रीपेड कनेक्शनों में "सीयूजी" सुविधा नहीं दी है। यदि टीएम/टीटीए जेटीओ/एसडीई से बात करते हैं तो चार्ज की कटौती होती है।

कृपया पोस्टपेड मोबाइल कनेक्शनों में सीयूजी सुविधा दें जिससे कि उच्च अधिकारियों से बात करने में मूल्य की कटौती नहीं हो।

टीटीए वर्ग के 40 प्रतिशत कोटे हेतु भर्ती नियम में
संशोधन

टीएफ-14(2ए) दिनांक 11.9.2012 निदेशक (कार्मिक) को

संघ को पता चला है कि वर्ष 2013 से टीटीए की परीक्षा हेतु प्रवेश परीक्षा का प्रावधान उन कर्मियों के लिए है जिनकी शैक्षिक योग्यता 10+2 नहीं है। वर्ष 2003-04 में प्रवेश परीक्षा हुई थी। जिसमें सफल कर्मचारी फाइनल परीक्षा में सम्मिलित किए गए थे। परन्तु उनमें से कुछ सफल नहीं हुए हैं। ऐसे कर्मचारियों को पुनः प्रवेश परीक्षा देने का औचित्य नहीं है। इसे भर्ती नियम में सम्मिलित किया जाय।

कस्टमर डिलाइट वर्ष

बीएसएनएल /20-7/एसआर/2011 दिनांक 13.9.2012

बीएसएनएल के द्वारा एक वर्ष की वृद्धि दी गई है क्योंकि सेवाओं तथा रेवेन्यू में सुधार हुआ है।

बीएसएनएल कार्पोरेट कार्यालय पत्र संख्या

28-2/2012- रेक्ट दिनांक 3.9.2012

बीएसएनएल पत्र सं. 4-27/2012 एसईए दिनांक 17.9.2012

यदि किसी अभ्यर्थी को 60 प्रतिशत किसी प्रश्नपत्र में प्राप्त हुआ है तो उसे उस प्रश्नपत्र की छूट प्राप्त होगी।

मान्यता प्राप्त संघ के निर्वाचित पदाधिकारियों की

ट्रांसफर्स से छूट

बीएसएनएल पत्र सं. 1-1/एसआर/2012 दिनांक 17.9.2012
सभी सीजीएम को

ट्रांसफर से छूट केवल ऑल इंडिया, सर्किल तथा एसएसए स्तरों पर उपलब्ध है।

वर्ष 2012-13 की बीएसएनएल की योजना

श्री उपाध्याय, सीएमडी बीएसएनएल का 7.9.2012 के साक्षात्कार की संक्षिप्त विवरणी

ब्राड बैंड, मोबाइल तथा वैल्यू एड सेवाओं का मार्केट में साझेदारी को यथावत रखते हुए वृद्धि। संक्षेप में उच्च तथा निम्न लाइन को बढ़ाना है। 963 जिलों में 3जी सेवाएं दी जा रही है। स्ट्रेटजिक पार्टनर की तलाश है। 15 मिलियन जीएसएम लाइन्स लगाने का प्रस्ताव है। सीडीएमए नेटवर्क में वृद्धि करना है। कापर तथा फायबर नेटवर्कस का विस्तार करके नवीन नगरों तथा शहरों को जोड़ना है। कॉपर केबिल्स का प्रोक्योरमेन्ट हो चुका है तथा फील्ड में इसकी सप्लाय की जा रही है।

वित्तीय हानि को रोकने के उपाय

रेवेन्यू में वृद्धि तथा आपरेशन खर्चों में कमी करना है। उत्पादन में वृद्धि करके हानि को कम किया जा सकता है। टॉप लाइन में सुधार होने पर बाटम लाइन ठीक हो जाएगा। बीएसएनएल के पास ग्रामीण क्षेत्र में नेटवर्क अधिक है। कंपनी के कुछ खर्चों के साथ जैसे कि बिजली लाईसेन्स फीस में कमी सम्भव नहीं है।

3जी सेवा

3जी सेवा चालू करने में बीएसएनएल अग्रणी रहा है। ग्रहकों का प्रतिउत्तर सकारात्मक है। सर्विस कवरेज में वृद्धि करना है।

वर्ष 2012-13 में निवेश की योजना

मोबाइल नेटवर्क के विस्तार में रूपया 40 बिलियन लगाना है। लैन्डलाइन इलेक्ट्रॉनिक दूरभाष केन्द्रों को नेक्सट जनरेशन नेटवर्कस (एनजीएनस) में परिवर्तित करना है।

ग्रामीण क्षेत्र में बीएसएनएल की योजनाएं

लगभग सभी स्थानों पर ग्रामीण पब्लिक टेलीफोन्स लगे हैं। 400,000 ग्रामों में वायरलेस लोकल लूप (डब्ल्यू एल एल) सेवाओं का उपयोग हो रहा है। इसके अतिरिक्त 350,000 ग्रामों में जीएसएम सेवाएं हैं। इन सेवाओं के प्रावधान से खर्च अधिक हो रहा है।

बीएसएनएल की चुनौतियां

वायरलाइन फोन की कमी चिन्ताजनक है। बीएसएनएल 28,000 ग्रामीण दूरभाष केन्द्रों का रखरखाव कर रहा है जो कि आर्थिक रूप से हानि दे रहे हैं। ग्रामीण एक्सचेन्जों से रेवेन्यू कम परन्तु खर्च अधिक हो रहा है। हमें ब्रान्ड बैंड सेवाओं के माध्यम से रेवेन्यू में वृद्धि करना है।

ब्राड बैंड वृद्धि

बीएसएनएल का मार्केट शेयर 64 प्रतिशत है। इन्टरनेट सेवा में यह अग्रणी है।

भविष्य में रेवेन्यू अर्जन के माध्यम

बीएसएनएल ने अपने टार्वर्स को निजी कम्पनियों को शेयर हेतु उपलब्ध किया है। इसमें प्रगति हुई है। मोबाइल टार्वर्स को किराए पर दिया गया है। बैंड विथ उपयोग हेतु भी टेन्डर किया गया है। जमीन तथा भवनों द्वारा भी अतिरिक्त रेवेन्यू अर्जित करने की योजना है।

नेटवर्कस का विस्तार

मोबाइल, फिक्सडलाइन तथा ब्राड बैंड नेटवर्कस के विस्तार हेतु टेन्डर जारी किए गए हैं। भविष्य में नेटवर्कस विस्तार में कठिनाई नहीं होगी। इस समय टेन्डर में कोई कानूनी-अदालती अड़चन नहीं है।

एमटीएनएल – बीएसएनएल पेंशन मुद्दे लोकसभा में

- अनस्टार्ड प्रश्न 3970 उत्तर 5.9.2012 संक्षिप्त में**
- (ए) क्या एमटीएनएल तथा बीएसएनएल के पेंशन मुद्दों का समाधान अभी तक नहीं हुआ है।
- (बी) यदि हाँ तो विस्तृत ब्यौरा तथा कारण बताएं।
- (सी) आवश्यक कार्यवाही तथा कितनी अवधि में समाधान होगा?

उत्तर

- (ए) बीएसएनएल में सम्मिलित कर्मचारियों का पेंशन

भुगतान नियम 37ए के अन्तर्गत सरकार द्वारा किया जाता है। एमटीएनएल कर्मचारियों का पेंशन भुगतान एमटीएनएल कर रहा है।

(बी) तथा (सी) कार्यवाही हेतु संलग्न I प्रस्तुत है।

एमटीएनएल में नॉन-इक्जीक्यूटिव कर्मचारियों का ऐबजार्पशन 1.11.98 में हुआ था।

पेंशन की पात्रता डीओपी तथा पी डब्ल्यू मेमोरैन्डम 5.7.89 के अनुसार है। परन्तु एमटीएनएल के अधिकारी (ए तथा बी) कम्पनी में 1.10.200 को शामिल हुए हैं। इनकी पेंशन पात्रता नियम 37ए के अनुसार है।

नियम 37 ए बीएसएनएल की स्थापना के समय बना था। नियम 37ए के सब रूल 21 के अनुसार बीएसएनएल में सम्मिलित कर्मचारियों को पेंशन का भुगतान सरकार द्वारा किया जाता है।

नियम 37ए बनने के पश्चात् एमटीएनएल एसोशिएशनों की मांग रही है कि बीएसएनएल कर्मचारियों के भांति उनका भी पेंशन का भुगतान हो। दिनांक 14.12.2004 को सचिवों की बैठक इसका समाधान नहीं कर सकी क्योंकि वेतन में विषमता है। बीएसएनएल कर्मचारियों को एमटीएनएल से एक स्तर नीचे वेतनमान मिला है। एमटीएनएल एसोशिएशन पेंशन फन्ड/ट्रस्ट बनाने का भी विरोध कर रही हैं। दिनांक 23.2.2009 को कैबिनेट नोट भेजा गया था। मतभेद के कारण तय हुआ कि मतभेद सचिवों की समिति में सुलझाया जाय तत्पश्चात् कैबिनेट में प्रस्तुत हो। कानून मंत्रालय ने नोडल विभागों से विचार मांगे हैं। डीओपी तथा डीपीई की राय आ चुकी हैं। वित्त मंत्रालय की राय नहीं आई है। सीएमडी एमटीएनएल प्रयत्नशील है कि एसोशिएशन बीएसएनएल के वेतनमान ले लें। पेंशन फन्ड/ ट्रस्ट बनाने की दिशा में भी कार्य हो रहा है। यह नीतिगत मामला है। अतः समाधान हेतु समय निर्धारित करना सम्भव नहीं है। फिलहाल एमटीएनएल कर्मचारियों के पेंशन का भुगतान कर रही है।

संघों की टेलीकाम कमीशन से बैठक

बीएसएनएल के प्रमुख संघों तथा टेलीकाम कमीशन के

मध्य निम्न मुद्दों पर 20 सितंबर को बैठक हुई। चेरमैन टेलीकाम कमीशन, श्री आर चन्द्रशेखर ने बैठक की अध्यक्षता की। निम्न मुद्दों पर चर्चा हुई:

- 1) आईटीएस ऐबजार्पशन/रिपैटरिएशन
- 2) 78.2 प्रतिशत आईडीए प्रस्ताव का अनुमोदन
- 3) बीएसएनएल को ट्राय की सिफारिश के अनुसार आर्थिक सहायता।

चेयरमैन की प्रतिक्रिया

आईटीएस का मामला सरकार के पास है। उद्योग में अस्थिरता का होना उचित नहीं होगा।

78.2 प्रतिशत आईडीए प्रस्ताव का अनुमोदन अभी प्रक्रिया में है। बीएसएनएल को आर्थिक सहायता देने के मामले में डीओटी में गंभीरता से विचार हो रहा है। एनएफटीई के पक्ष से अध्यक्ष तथा महामंत्री ने बैठक में भाग लिया।

मान्यता नियम

बीएसएनएल ऐप्लीकेंट संघों से मान्यता के अपने नियम बनाने हेतु लिखित विचार मांगे हैं। अंतिम तिथि 1 अक्टूबर, 2012 है।

संगठनात्मक गतिविधियां

आंध्र प्रदेश: दिनांक 8 तथा 9 सितंबर को राजमुंद्री में तीन जिलों (विजयवाड़ा, यरूलू तथा राजमुंद्री) के शाखा सचिवों की तथा प्रांतीय कारिणी की बैठकें हुईं जिसे साथी इस्लाम, अध्यक्ष ने संबोधित किया। विभिन्न मुद्दों पर प्रकाश डालते हुए उन्होंने कंपनी तथा एनएफटीई को शक्तिशाली बनाने पर बल दिया। एनएफटीई कर्मचारियों के भविष्य पर चिंतित हैं। अतएव इसने पेंशन के संबंध में एक विस्तृत पत्र संचार मंत्री को भेजा है।

जेटीओ वर्ग में पदोन्नति हेतु विभागीय परीक्षा के विरुद्ध याचिका खारिज

केरल हाईकोर्ट ने याचिका खारिज कर दी है। विभागीय परीक्षा हेतु भर्ती नियम में सेवाकाल का संशोधन, 10 के स्थान पर 7 वर्ष, पूर्व तिथि से लागू होगा।

जगमगाते "हीरे" का अन्त

साथी इन्दरसेन चढढा जो कि "इन्दर" के नाम से मशहूर थे दिनांक 9 सितम्बर को अपनी पुत्री के निवास पर अन्तिम सांस ली। इस जगमगाते "हीरे" के अन्त से श्रमिक वर्ग विशेषकर एनएफटीई को गहरा दुख तथा आघात हुआ है।

साथी इन्दर का जन्म वर्ष 1924 में हुआ था। उन्होंने ग्रेजुएशन की डिग्री लाहौर युनिवर्सिटी से प्राप्त की थी। देश के विभाजन के पश्चात वे दिल्ली आए तथा पी एन्ड टी में वायरलेस आपरेटर की नौकरी की। परन्तु शीघ्र नौकरी से त्यागपत्र देकर अपने को 1946 में श्रमिक आन्दोलन में समर्पित कर दिया। उन्होंने यूपीटीडब्ल्यू, एनएफपीटीई, एनएफटीई तथा एनएफटीई बीएसएनएल में साथी के रामामूर्ति दादा घोष, अन्जनालू, डी. गनैया, प्रीमानाथन, तथा ओ. पी. गुप्ता के साथ क्रमशः अप्रैल 2006 तक कार्य किया तथा श्रमिकों की समस्याओं के समाधान में अभूतपूर्व सहयोग तथा योगदान दिया। उनकी विशेषता यह रही है कि किसी ने कभी भी उनकी शिकायत नहीं की। वे चिन्तक तथा मृदुभाषी थे। मुद्दों पर अपने विचार स्पष्ट रूप से व्यक्त करते थे।

दुखद समाचार की प्राप्ति के पश्चात् साथी ओ पी गुप्त, चन्द्रेश्वर सिंह (महामंत्री), ए.राजमौली (सचिव) (सचिव, एनएफटीई), एच के गोयल (प्रान्तीय सचिव, हरियाणा) तथा श्री कृष्णा (ऑफिसर क्लर्क) दिवंगत साथी की पुत्री के गुडगांव स्थित निवास पर जाकर श्रद्धांजली अर्पित की तथा अन्तिम विदाई भी दी। एनएफटीई परिवार शोक संतृप्त परिवार के साथ है।

साथी इन्दर दुनिया में नहीं है परन्तु उनके योगदानों को नहीं भुलाया जा सकता है।

साथी इन्दर अमर रहे।

दुखद सूचना

मैं 7 सितम्बर से राजमुन्दरी (आंध्र) में संगठनात्मक दौरे पर था। दिनांक 9 सितम्बर को प्रातःकाल दिवंगत साथी इन्दर की मृत्यु की सूचना मुझे उनकी पुत्री से मिली। यह अत्यन्त ही दुखद था। वे एक चिन्तक, विद्वान तथा आकर्षक व्यक्ति थे। उनकी तुलना मैं प्रायः अपने गुरु तथा पथ-प्रदर्शक दिवंगत साथी जे.एल.राय से करता था तथा मैंने उन्हें इस तथ्य से अवगत भी करता था। साथी जे.एल.राय टेलीग्राफ मिनिस्ट्रियल यूनियन के अग्रणी नेता तथा संस्थापक थे। कुछ दिन पूर्व जब मैंने साथी गनैया, भूतपूर्व सेक्रेटरी जनरल को यह बताया तो उन्होंने भी इसकी सराहना की। (इस्लाम)

अपील

टीटीए वर्ग के दोनों पक्षों से एनएफटीई हेडक्वार्टर की अपील है कि अदालती लड़ाई बंद करके वार्ता करें। अदालती लड़ाई से सभी 35 प्रतिशत तथा 15 प्रतिशत के कर्मचारियों को हानि हुई है।

एनएफटीई हेडक्वार्टर सभी के हितों का ध्यान तथा सम्मान करेगा।

200 रुपये के टॉक वैल्यू का सिम

एनएफटीई द्वारा उठाये गए निम्न बिंदुओं पर कार्पोरेट कार्यालय में गंभीरता से विचार हो रहा है।

- 1) 94 की सुविधा
- 2) सिम मुफ्त हो।
- 3) टीटीएज को सुविधा एसएसए हेड्स द्वारा प्रदान हों।
- 4) उच्च अधिकारियों से संपर्क करने पर पैसे की कटौती नहीं हो।