

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

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EDITORIAL

TASK BECOMING DIFFICULT

The unions and associations in BSNL had been continuously exerting and exhorting the employees to increase the bottom line revenue to wipe out the present loss of the company. But unfortunately silver linings are not visible. Apparently *the management and the Govt. both had not been interested to arrest the company from the worsening condition what to place it on right track*. It is really very disgusting for the all the stake holders including the work force.

The Union had been crying from pillar to post that materials and equipments are not at all available in the field. The non-availability of these are seriously affecting the maintenance as well as expansion of the BSNL services. Despite assurances and declarations from house top the management miserably failed to provide materials in the field in the name of paucity of resources. The Vociferous demand for **supply of materials has actually proved a cry in the wilderness** what ever may be the plea of the management.

There has been shortage at the managerial level also. The posts of Directors in BSNL as well as of GMs and Dy. GMs are vacant in SSAs for a very long time causing set back to the services. There are several instances where officers of the rank of SAG/JAG are holding charge of two SSAs doing no justice to the development and maintenance of the services. Even CGM Posts are unfilled. It is irony of fate that there has been no recruitment of middle level managers since formation of the BSNL. It is definitely pity that the management could not recruit even

Management Trainees in 15 years. The recruitment got stayed many times due to vested interest and the PSU is made to pay the price for it. In absence of middle level officers the supervision has become nobody concern much to the disadvantage of the services.

The Govt. as well as the top management unless adopt realistic approach to the twin issues the task of putting the PSU in strong financial position will be difficult if not impossible. The Govt., DoT, being the owner owns moral responsibility to intervene before it is late and the financial health of the company reaches to the alarming stage. The present Govt. is very much expected to act fast as it was the BJP Govt. which corporatised the Telecom Services in year 2000 and formed BSNL with assurances and commitments to ensure its financial viability. *It is heartening that the present Telecom Ministry is intending to revamp the BSNL. But the decisions for revamping should not take long time as the company is starved of materials and equipments. The procurement is not possible unless capital money is made available to the PSU.* The previous Govt. consumed 2 years in the name of revamping but nothing could come on surface. The Lakhs of employees will rise to the occasion if materials and equipments are made available in the field. The know that the BSNL is their bread earner.

Will BSNL board and Govt. hear our voice in the interest of the people and the country. Time has come when the ministry of communication to act fast for the rescue of their own created "Baby" (BSNL) as UPA Govt. withdrew many concessions during their regime.

30th National Council Minutes

Minutes of the 30th meeting of the National Council held on 23rd April, 2014 under the chairmanship of Director (HR), BSNL Board.

No. BSNL/39-3/SR/2013 Dated the 28th May, 2014

The 30th meeting of National Council was held at 11:00 AM on 23rd April, 2014 in the Conference Hall, Bharat Sanchar Bhavan, and New Delhi. The list of participants is available in the enclosed Annexure.

2. At the outset, GM (SR) welcomed Director (HR), Chairman National Council and all the members of National Council and greeted Shri John A. Thomas, PGM (IB&EB) and Shri A.K. Singhal, GM (Admn.) who were attending the National Council meeting for the first time. He mentioned that with the cooperation of both sides, the present meeting was being conducted timely in the month of April, as agreed in the last meeting of National Council. He stated that new recognition rules introduced in BSNL for non-executive unions are being smoothly implemented with minor initial problems noticed in formation of local council in some of the circles. He expressed hope that such problems will be resolved with the cooperation of both the recognised unions and the new rules will yield the desired results as perceived by the unions and management at the time of their promulgation. He informed the council that as per the past practice, nomination from staff side has been called for formation of Standing Committee which will monitor the progress of decisions taken in the National Council meetings. He also informed that the demand of staff side for raising the level of Standing Committee has been agreed to and now it will be constituted at the GMs level. After his opening speech, he invited the Chairman to address the council

Chairman

3. Director (HR), Chairman National Council, welcomed all the members of Staff Side and Official side and informed the members that the operating revenue of BSNL is growing only by 2% which is not good enough to meet the needs/targets but in spite of that there is good aspect/sign that gives hope for improvement which is recent trend of upward revision in tariff in the Telecom industry. He stressed that all concerned should evolve methods, through mutual dialogue, to reorganize the work force by using tools like ERP so that it may result in better customer service

and reduce the operative expenditure of BSNL. He invited feedback from staff side and hoped that collectively the organization will strengthen its position in the Telecom industry.

4. Thereafter Leader of Staff Side welcomed the members and expressed his happiness over the holding of National Council meeting at the appropriate time and settlement of one item after the last National Council meeting. However he voiced his resentment over the decision taken by the management on formation of Tower Company without consulting the staff side. He also stated that Works Committees are not functioning properly in the SSAs and necessary action may be taken to refurbish the scheme. He requested the management to address various other demands raised by them in past, viz. shortage of material, banning of demonstrations/dharna, wage loss of post 1.1.2007 appointees, PLI, stagnation of RMs/ Group 'D', rules for superannuation benefits for DR staff, non-holding of HPC for CG appointments, TA for PH personnel; and hoped that management will take necessary steps in resolving them which will help in improving the industrial peace.

TELECOM

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Secretary, Staff Side

5. Secretary Staff Side welcomed Shri John A. Thomas, PGM (IB&EB) & Shri A.K. Singhal GM (Admn.) who were attending the National Council meeting for the first time and other members/participants of the National council. He thanked management, especially Director (HR) for organized by management but he *expressed his resentment over the decision of the management on formation of Tower Company, as pointed out by the Leader Staff side. He expressed his anxiety over the formation of subsidiary Tower Company by BSNL and strongly opposed the same.* He further stated that Joint Action Committee of unions has submitted a list of **long pending items to CMD, BSNL on 09.04.2014 and requested management to resolve/settle these issues at the earliest.** He also protested against the stand taken by management at various forums where it projected that **wage expenditure is the root cause for BSNL losses whereas as per his understanding the revenue earned by the company is decreasing rapidly and the cost of wages is almost static over the past few years.**

Chairman

6. On the observations/statements made by the Staff Side, Director (HR) replied that management has no intention to project that wage expense is the only cause of worry but it is a reality which is to be accepted by all that out of total revenue earned major part/percentage is spent on payment of wages. Regarding the objection/concern of the staff side against formation of Tower Company, GM(SR) informed the council that views of the Unions & Associations expressed during the awareness session held on 21/04/2014 have already been submitted for information of the BSNL management.

7. Thereafter, agenda items submitted by the staff side were taken up for discussion, as per details given in the succeeding paragraphs.

7.1 Lesser standard of evaluation for the JAO and JTO exams.

Staff side members have submitted before the council that the pass percentage in the JAO part-II exam is very low in most of the circles and cited examples from some circle viz. Rajasthan Circle, Andhra Pradesh, Chennai, Punjab, West Bengal etc. where only a few candidates have passed. They mentioned that in Rajasthan circle those who opted to answer the questions in Hindi and answered the

practical paper in English have been declared fail as no marks have been given for practical questions. There are a large number of unfilled vacancies in all the circles due to poor result.

Similarly, very less number of candidates have passed in the JTO LDCE, for which exam was held on 02.06.2013. According to the staff side members there are a large number of complaints from candidates of various circles regarding out-of-syllabus questions, and many questions were with wrong answer options & question paper related to General English and G.K. was of very high standard. Staff Side members also pointed out that the negative marking introduced in the exam, is also one of the reasons due to which a large number of candidates have failed.

After explaining their position on the issue staff side members requested that the results of JAO Part-II exam. may be reviewed by granting grace marks to fill up the vacancies of the JAO posts & adopt lesser standard of evaluation and to review the results of this exam.

Management side members replied that the matter of review of results of JAO part-II for lesser standard of evaluation and granting grace marks has already been examined in detail and it has been decided that no grace mark shall be given to OC candidates. It was also informed by management side that the Scheme and Syllabus of JAO LICE against 40% and 10% quota has already been revised and the new structure has been notified vide letter dated 27.02.2014. As per the new pattern, exam will be objective in nature and may be less difficult. This would be conducive for better result and would thus meet the demand of the staff side.

Regarding option to answer in Hindi or English is concerned, it was explained that a mandatory column was provided in the application form which emphatically stated that "whether the applicant is to answer the question in Hindi or English only". Hence, the candidate was to answer in the language as opted by him/her.

As regards JTO promotion, it was informed that the exam for promotion to the grade of JTO was held on 02-06-2013 in all Recruiting Circles in decentralized manner as JTO being a Circle cadre. All activities i.e. paper setting, evaluation of OMR sheets & declaration of results were completed by the Circles. Circles have also taken appropriate corrective measure in the case of discrepancies etc.

As regards Negative marking, this is an integral part of OMR based exams to minimize guess work & cheating etc. Thus, it cannot be dispensed with.

After detailed discussions, the management side agreed to look into to *demand of Staff Side to re-examine the cases of Rajasthan Circle candidates of JAO exam., who opted to answer the questions in Hindi, but answered the practical paper in English. Further, it was also agreed to consider cases where discrepancies in question papers were reported and necessary letter in this regard will be issued by Rectt. Branch to all the CGMs for taking remedial measures in such cases.*

7.2 Regular promotion to the officials who are officiating as JTOs.

Staff Side members stated that a large number of officials are officiating JTOs and they are performing all the duties of JTO. It is most unjustified to extract the works and responsibilities of JTOs from these officials, without giving them regular JTO promotion. Hence, immediate steps may be taken to promote all these officials as regular JTOs, through personal upgradation or by creating supernumerary posts. Management side replied in order to provide relief to official working as officiating JTO, Recruitment Rule of JTO is being revised and a provision is being made in the proposed RR to accommodate such officiating JTO on regular basis.

7.3 Eligibility of Non-Executive to appear Management Trainee exam.

The staff side members mentioned that the issue of allowing those Non-Executives, with requisite qualification, to appear the Management Trainee exam was originally discussed in the National Council meeting and as per the decision arrived at on the floor of the National Council, necessary amendments were made to the Recruitment Rules of Management Trainees. However, in the recently released RR of the Management Trainees, the Non-Executives have been precluded from appearing in the exam. In view of the fact that highly educated, young and energetic Non-Executives are available in BSNL; the RR of the MTs should be suitably modified to allow the Non-Executives with requisite qualification to appear in the MT exam.

It was informed by management that the MT examination is at advanced stage of conduction after modification of RRs and as such changes are not possible at this stage. After detailed discussions on

the issue, ***it was agreed that after conducting the first MT exam under the new rules, this issue will be re-examined.***

7.4 Amendments proposal for JTO (T), JTO (E), JTO(C) and JAO recruitment Rules.

The staff side members demanded that the service condition be reduced to 3 years on uniform basis and the past service of Ex-servicemen be counted for LICE. Further they suggested that TTAs and other equivalent cadres of BSNL holding direct recruitment qualification for JTO as prescribed in column 8 and holding 10 years service in the post of Technician/TTA" etc. be given promotion by absorption Management side informed that the suggestions made by staff side have been considered sympathetically by the Committee formed for framing/amending Recruitment Rule for JTO (T) and its recommendation are being submitted to Management Committee for approval. Similar provisions would then be considered for other streams.

7.5 Filling up of SC/ST back log vacancies.

Staff Side members requested that immediate steps may be taken to fill up the SC/ST back log vacancies in all cadres.

Management side replied that for TTA cadre, Special Recruitment Drive was conducted in the year 2010 and 2012 for filling up backlog vacancies of SC/ST. As on date there is no backlog vacancy in DR quota of TTA Cadre. LICE quota examination in JTO cadre has been conducted on 02/6/2013 for the vacancies up to March 2013.

After detailed discussion on the item, Staff Side members requested that the breakup of quarterly report submitted by BSNL to parliamentary committee/DoT on backlog vacancies of SC/ST may be provided to them. It was agreed that it will be supplied to the staff side by the concerned branch.

7.6 Regularisation of TSMs and Casual labourers appointed on compassionate grounds.

The Staff side mentioned that there are TSMs as CGA Casual labourers who are awaiting regularization. They have not entered in the department through back door. Supreme Court verdict is also not applicable in their cases. Hence, the Staff side urged that the above category of staff be regularized.

The Management side explained that a complete ban on engagement of Casual Labourers has been

imposed since 1988. In 1991, the ward of such Temporary Status Casual Labourer who die in harness leaving behind their family in indigent condition, was ordered to be given casual employment in relaxation of the ban orders, with the specific approval of CGM concerned. In 1999, the power to engage the wards of TSMs as Casual Labourer was given to the TCHQ HPC dealing with the cases of Compassionate Ground Appointments.

Further, in 2000, all the Casual Labourers/TSMs were regularised. As such there is no possibility of any such ward of any deceased TSM still being working as Casual Labourer unless the appointment of such deceased Casual Labourer is done after 01.10.2000 in defiance of ban orders.

Management side further explained that in view of the judgment of Constitutional bench of Hon'ble Supreme court on 10.04.2006 in Uma Devi case, the TSM scheme and regularisation of TSM/Casual Labour as RM has become untenable and hence no TSM can be regularised. As a matter of fact, had the TSM-whose ward had been give compassionate appointment- been alive, he/she could also not be regularised post Uma Devi Judgment. As such the question of regularising his/her ward who was appointed as Casual Labour of compassionate ground does not arise.

7.7 Revision of stipends of the trainees.

Staff side demanded that BSNL employees have been given wage revision w.e.f. 01.01.2007, which has resulted in the increase of their emoluments. However, the stipends of the trainees belonging to various cadres have not been revised. The same may be revised without delay.

Management side informed the council that clarification on this issue has already been issued. In case any further clarification is required in the matter, they may submit their apprehensions /comments for consideration of the Trg. Cell.

7.8 Fresh recruitment of staff.

Staff side proposed that BSNL may start fresh recruitment of staff as large number of Non-Executives are retiring every year and within the next few years the strength of Non-Executives will become very thin. They have mentioned that already there is acute shortage in certain cadres such as Sr.TOA. No fresh recruitment is taking place except in the cadre of TTA. After a few years there will be hardly sufficient strength to do the works. Hence, it is requested to

initiate steps for fresh recruitment.

Management side replied that BSNL has been doing direct recruitment in JTO, JAO and TTA cadres since its formation. Recruitment in a cadre is done based on the overall requirements, depending upon the workload, norms, ceiling limits etc. A lot of non-executives cadres have been declared as wasting cadre in the past and no fresh induction is being done in those cadres. The services of these wasting cadre officials are being utilized in that area where there is requirement and paucity of staff. Shortage, if any, has to be seen in overall context after implementation of ERP and BSNL should have multi skilled cadre system.

The management side opined that there is no shortage in non-executive cadres in any of the Circle. However, M/s. Deloitte Touche Tohmatsu India Private Limited has been hired for taking up the work of Comprehensive review of BSNL, including fresh recruitment, and to prepare the revival plan of BSNL including the staff requirement of the company.

7.9 Empowerment of lady staff and their motivation in BSNL.

Staff Side members stated that the role being played by the women staff, for the growth of BSNL as well as for the society as a whole, should be recognised and demanded that as token of recognition of their role the lady staff be granted one day special casual leave every month.

In reply to their demand, Management Side members explained to the council that BSNL follows DOP&T leave rules, which do not provide for any such facility for lady staff. Even as on date, DOP&T / DPE has not introduced any leave like special casual leave every month for female staff. Therefore, it is not possible to accede to the demand.

7.10 Pay fixation in case of Non-Executives absorbed in BSNL, who have opted for IDA pay scale from the date of promotion after 01.10.2000

Staff side members mentioned that in case of executives are given option of their pay fixation for IDA pay scale from the date of promotion after 01.10.2000 and requested that the same may kindly be implemented in respect of the Non-Executives also.

Management side replied that similar to Executives' pay fixation in IDA Scale from the date of promotion after 1.10.2000, the case of pay fixation of non-executives who have opted for pay fixation in IDA scale from the date of promotion falling after

01.10.2000, has been referred to DoT for obtaining approval of the Govt. DoT decision in this regard is still awaited.

7.11 Provision of BSNL SIM card to all the Non-Executives.

The Staff Side demanded that the facility of BSNL SIM, worth Rs.200/- which has already been provided to the Non-Executives working in the outdoor may be extended to the Non-Executives working in Indoor / offices also. They also demanded that access to other network customers and also to the CUG of Executives should be provided.

Management side informed that information relating to non-executives working in 'out-door' and indoor is being collected from the circles. The demand will be examined in consultation with field units and concerned cells and appropriate action will be taken. The Staff side requested for expeditious decision on their demand, without waiting for inputs to be received from the Circles.

7.12 Hardships to employees due to inordinate delay in finalization of disciplinary cases.

Staff Side pointed out that there is inordinate delay in finalising disciplinary cases, which has also resulted in acute delay in the issuing of Presidential Orders, and demanded prompt action on this count. Management replied that the CVO office has already issued letter to all CGMs to finalise disciplinary cases without further delay.

Management side informed the Council members that regular Zonal meetings are being held in which emphasis is given to conclude all the disciplinary cases timely. Beside this necessary instructions are being regularly issued to all the disciplinary authorities to expedite the inquiries and to submit the report in time bound manner. DOs to all CGMT have been written to expedite the pending inquiries in their circles.

7.13 Creation of post of Section Supervisor in the Circle/Administrative offices.

Staff side members asserted that after introduction of restructured cadres, Section Supervisor posts are abolished and as a result of which responsibility/work of Section Supervisor is being borne by the JTO/JAOs. JTO is basically a technical cadre and their experience in administrative job is very less whereas senior most non-executives working in the Circle/Administrative office from the very beginning is supposed to have gained experience in rules, provi-

sions and their appropriate application in the relevant situation. The Staff Side suggested that the post of Section Supervisor may be reintroduced in the Circle Administrative offices for improving productivity.

Management side replied that after the staff unions agreed for introduction of restructuring of cadres, the same was done by way of conversion of clerical staff in the administrative offices from LDC/UDC to TOA pattern vide letter No. 27-4/87-TE-II dated 09.09.1992. As a consequence of restructuring the existing cadres were re-designated in terms with the scheme of restructuring. It is, therefore, wrong to say the post of Section Supervisor has been abolished. As a matter of fact, the post of Section Supervisor, Senior Section Supervisor and Chief Section Supervisor were re-designated as Sr. TOA Gr.II, Sr. TOA Gr.III and Sr. TOA Gr.IV (it was earlier 10% of BCR posts) respectively. Further it was enquired from some of the circles (Assam, Haryana, Odisha, UP(East) and UP(West)), and it was found that in administrative offices the Sr. TOAs of all the grades are reporting directly to the SDE concerned irrespective of the fact whether a JTO is posted in that section or not.

After detailed discussion on the issue, it was agreed that this demand will be discussed separately by the unions with Establishment Cell.

7.14 Independent SSA status for Anantnag and Baramulla in J&K Circle.

Staff Side demanded that Anantnag and Baramulla in J&K circle should be granted full SSA status, in view of the fact that TDE and AO are already posted in these places with full administrative and financial powers. Staff Side also pointed out how SSA status has been already granted for smaller districts.

Management side replied that a Committee was formed in the J&K Circle which has already examined the proposal and submitted its report. J&K Circle is considering the report in view of financial and other logistics required for the upgradation to SSAs. The management assured that developments on this issue will be informed to staff side.

7.15 Issue of Presidential orders of TSMs, regularized on 01.10.2000 or thereafter, and DOT employees opted for absorption in BSNL.

Staff side members mentioned that there are still sizeable number of TSMs in the circles who have been regularized w.e.f. 01-10-2000 or thereafter, but their POs are not issued till date. They demanded ac-

tion may be taken to collect details of such cases for early finalization of disciplinary cases for issuance of POs. They also requested that the POs of employees opted for absorption in BSNL which are pending due to Disciplinary cases may be decided at the earliest.

It was informed by the Management side that Circles were requested on 28.05.2012 to send all the left over cases of issuance of PO of such TSMs who were having TSM status on 30.09.2000 and were regularized as RM on or after 01.10.2000. In the year 2013-14, a total of 473 cases were received from circles out of which 106 were found ineligible. Out of the remaining 367 cases, approval for issuance of PO has been issued in respect of 280 cases whereas 87 cases are pending with DoT. Circles were again requested on 09.04.2014 to send the list of eligible left over cases of TSMs regularized on or after 01.10.2000, to the Corporate Office for processing for issuance of PO. Regarding finalization of cases in which POs are not issued due pending disciplinary cases, it was informed that vigilance wing is making all possible efforts for their early settlement.

8. While concluding the meeting, it was agreed to hold the next meeting of National Council in the second/third week of August, 2014.

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

Annexure

List of Members who participated in the 30th meeting of National Council held on 23rd April, 2014

Management Side	Staff Side
1. Director (HR)	Sh. Islam Ahmad Leader, Staff Side
2. PGM (IB&EB) Chairman	Sh. P. Abhimanyu Secretary, Staff Side
3. Gm (Estt.)	Sh. V.A.N. Namboodiri
4. GM (Pers.)	Sh. Chandeshwar Singh
5. GM (Corp. Restg.)	Sh. Animesh Chandra Mitra
6. GM (Admn.)	Sh. R. Pattabiraman
7. GM (Training/SR)	Sh. Swapan Chakraborty
8. GM (EF)	Sh. Mahabir Singh
9. GM (FP)	
10. DGM (Rectt.)	
11. DGM (SR)	

Ravi Shankar Prasad discusses BSNL, MTNL revival strategy with senior management



Ravi Shankar Prasad today met the senior management of BSNL and MTNL to discuss the blueprint for reviving the loss-making PSU telecom companies

NEW DELHI: Minister of Communications and IT Ravi Shankar Prasad today met the senior management of BSNL and MTNL to discuss the blueprint for reviving the loss-making PSU telecom companies.

"Discussed strategy for revival of BSNL and MTNL with senior management. No excuse for poor performance will be acceptable," Prasad tweeted.

He said he will personally monitor the performance of their network.

"Will personally monitor progress made by BSNL and MTNL in augmenting infrastructure and increasing customer base on monthly basis," another tweet by Prasad said.

Prasad in another tweet said he has laid out strict timelines for meeting expansion and modernisation targets for BSNL and told management to strictly honour these timelines.

A couple of days back also, Prasad has announced setting up of an NOC (network operating centre) in his chamber in which number of BSNL-MTNL towers working or not working will appear on a screen.

He has asked the public sector firms to take steps to improve quality of service and customer satisfaction.

"Directed BSNL & MTNL to take immediate steps to enhance quality of service and customer satisfaction and to resolve grievances," he tweeted.

In 2012-13, MTNL recorded a net loss of Rs 5,321.12 crore on annual revenue of Rs 3,428.6 crore.

BSNL losses, as per unaudited results, stood at Rs 8,198 crore for 2012-13.

(ET Courtesy)

FORUM OF BSNL UNIONS/ASSOCIATION

26.5.2014

To,
Shri Ravi Shankar Prasad,
Hon'ble Minister for Communication & IT,
Sanchar Bhawan, 20, Ashoka Road,
New Delhi - 110001

Hearty Congratulations and Best Wishes to you on your assumption as the Minister of Communications from the Forum of BSNL Unions and Associations, representing the more than 2,50,000 non-Executives and Executives working in the PSU Telecom Company, BSNL ! We warmly welcome you in your new post.

We are fully aware that you will be extremely busy in your new assignment. But still we feel that it will be only appropriate that we bring to your kind notice some of the important issues faced by BSNL, a fully government owned company, which is facing serious crisis in growth and in providing a better service to the people. We seek your full support and initiative to strengthen and Revive BSNL and to improve its service to the nation.

1. Honouring of assurances given to BSNL at the time of its formation in 2000.

The NDA Government assured at the time of formation of BSNL in October 2000 that in order to provide Telecom services on reduced rental in the rural areas of the country, the BSNL's deficits will be compensated by paying Access Deficit Charge (ADC) collected from the private telecom operators. It was also stated that though BSNL has to pay the license fee to government, it will be reimbursed. Another assurance was that funds will be provided from USO Fund to compensate the loss in providing service to the rural and remote areas which are loss making but essential to implement the government policy of providing universal service. After a few years, the UPA government has stopped all these financial assistance, except USO Fund, but which is only a token amount. We request that the assurances given at the time of formation of BSNL be honoured and continued to be implemented. In lieu of ADC, which has been discontinued in July - 2011, an amount of Rs. 1,500 crore for 2011 - 12 and Rs. 1,250 crore for 2012-13 was recommended by TRAI and allotted by DOT from USO

Fund. While the former amount has been paid, the amount, Rs. 1,250 crore is yet to be paid. This may be paid early.

2. Provide Financial Assistance to BSNL

BSNL is in a financial crisis at present with an accumulated loss of more than Rs. 25,000 crore for the last four years. It requires fund for development and expansion. The loss has been due to the continuous loss in revenue from the earlier Rs. 40,000 crores to about Rs. 26,000 crore this year. Sufficient equipments have to be purchased for expansion, for which capital is necessary.

3. Refund of Spectrum Charges paid by BSNL to government

More than Rs. 18,500 crores have been paid by BSNL to the Government towards 3G and BWA spectrum charges for providing pan India services. But at the same time the private companies are allowed to provide pan India services even with license in a few circles, the amount for which comes to less than one third of the spectrum charges paid by BSNL. While BSNL was not allowed to bid in the auction, it was arbitrarily compelled to pay the maximum bid price at all India level. As the BWA spectrum allotted for BSNL was not suitable to the latest technologies (4G etc.), it has been surrendered. Although it was assured that the spectrum charges will be refunded for the spectrum surrendered, it has not been paid so far.

It is requested that the entire amount paid by BSNL towards spectrum charges be refunded. It is also requested that considering the fact that BSNL is a fully state owned company, spectrum be allotted free.

4. Formation of new/subsidiary companies disintegrating BSNL be stopped.

The UPA Government formed another company called BBNL from BSNL for providing Broadband services in the Panchayats etc. There is no need for a separate company as BSNL itself has been providing these services. It has also proposed formation of a Tower Company, by bifurcating BSNL. It is also understood that there is a proposal to form a Cable company utilising the huge cable/ optical fibre cable infrastructure of BSNL. These will com-

pletely result in disintegration of BSNL and ruin its financial strength, which is at low ebb even now. These proposals may be dropped and BSNL be allowed to function without carving out new companies out of it.

5. Filing up the posts of Directors of the BSNL Board.

Two posts of Directors viz. Director (Finance) and Director (HR), are vacant for many months. For the efficient functioning of the company, these posts are required to be filled up early.

6. Pension contribution on the basis of the actual pay instead of the maximum of the pay-scale

At the time of corporatisation in 2000, it was assured by the Government that the DoT employees who will be absorbed in BSNL will be paid pension by the government, since they were government employees. Accordingly, pension contribution is being paid by BSNL to Government for all BSNL absorbed employees till retirement on the basis of the maximum of the IDA pay scale of the employee concerned. According to the Government orders, pension contribution is to be paid only on the basis of the actual pay of the employee while on deputation etc. But BSNL is compelled to remit an extra huge amount since it is directed to pay the contribution on the maximum of the pay-scale. This may be changed in to payment on the basis of the actual pay of the employee.

8. BSNL/MTNL services to be made mandatory for central/state/PSU establishments

As in the case of Air India, BSNL/MTNL services should be made mandatory for all the establishments in Central/State governments and their PSUs.

9. Absorption of ITS Officers

The lack of professional top management is one of the reasons for the inefficiency in BSNL. The permanent deputation of ITS officers in BSNL should be put an end to and sufficient number of professionals be recruited to run this organisation.

10. 78.2% IDA merger for the BSNL Pensioners

BSNL employees have been granted 78.2% IDA merger fixation notionally w.e.f. 01-01-2007

and actually from 10-06-2013, the date on which DOT issued orders for the same (DOT 64-01/2012-SU dated 10-06-2013). But the pensioners who retired before 10-06-2013 have not received the same in their pension, as separate orders are required, which are yet to be issued. To settle the issue, the Presidential Directive issued by DOT has to be revised to extend the benefit of merger of 50% IDA with basic pay w.e.f. 01-01-2007, effectively amounting to 78.2% for the purpose of fitment and pay fixation on actual basis, instead of notional pay fixation keeping the arrear payment deferred as per agreement. This fixation is based on the govt. orders of the VI Central Pay Commission and is implemented in all Departments and PSUs. But the BSNL pensioners are denied the benefit of the same. This is pending long in DOT /Dept. of Expenditure without any decision, resulting in deprivation of the same to the BSNL pensioners. Favourable decision may kindly be taken in the matter at the earliest which will be a great relief to these senior citizens.

Sir,

We request you to kindly consider the above issues favourably and issue necessary orders/directions so that BSNL can once again be made financially viable as also efficient to enable it to provide a better service to the nation. In this connection, we request that a meeting be granted to the Forum to present our case.

With kind regards,

Yours Sincerely,

Yours Sincerely,

(Signature)
 (V. A. N. NAMANDIRI)
 Convenor Forum
 BSNL
 (PRAHLAD DAS)
 GS, BSNL CA

(Signature)
 Romesh Kumar
 GS, BTU-BSNL
 S-G NTFBE
 RULOR

(Signature)
 K. Sebastian
 GS, NTA

(Signature)
 281514
 (SURESH KUMAR)
 GS BSNL MS
(Signature)
 281514
 (RUDDRA PAL SHARMA)
 GS, BSNL OA
 GANESHPAL KUMAR
 GS, BSNL CA

(Signature)
 (P. ABHIMANYU)
 GS, BSNL CA

(Signature)
 (JSLAM AHIMATH)
 President, NTFBE
 BSNL

(Signature)
 (Soniil Gautam)
 (Exe. Member, SNATTA)

(Signature)
 JAYAPRAKASH
 GS, NTFBE

NEWS - VIEWS

Verification for majority union in Executive

The 12th December, 2014 is fixed for 1st verification to know the majority union.

Merger of BSNL and MTNL

There is presently no priority for merger of two Telecom PSUs

Revival of BSNL/MTNL

Telecom Minister has reportedly directed the DoT to increase investment on infrastructure of BSNL/MTNL to strengthen both the companies. Both the Companies have to focus to improve the quality of service being provided to the customers.

The BSNL and MTNL have given presentation to the Minister for revival plan.

Wait and see which way the winds blow.

Sale of Real State property

BSNL has prepared plan for sale of real state property.

Tower Business

BSNL has proposed for formation of subsidiary Tower company and thereafter to sale the same.

MNP

Govts, DoT is expected soon to decide the issue of mobile Numbers portability.

MOU with Oriental Bank

MOU is signed between BSNL & BSNL on 9-6-2014 for loan to BSNL employees.

JAO/R/R

The BSNL Management has agreed for 5 years service condition for JAO 40% departmental quota examination. The proposal has been sent to Board for approval.

Kerala circle conference

GS hoisted the NFTE flag at 11.00. The circle conference started as per earlier notification. The first session was presided over by Com. Radhkrishanan, circle President and it was addressed by Com. Jayadevan, M.P. Trissur, Com. K.P. Ra-

jendran, Ex. Revenue Minister Kerala and Com. Prakash Babu CPI Leader. BSNLEU Circle President and leaders from executive associations also addressed the meeting. After lunch a seminar was organised which was presided by Com. C.K. Mathivanan, Dy.GS. Besides CHQ Leaders the seminar was addressed by Shri A. Jayshankar President Indian Association of lawyers. Shri S.S. Thampi PGM T Trissur SSA and other leaders from Bank etc. GS, Dy.GS and Com. Gopal Krishnan All India organizing Secretary are attending the conference. The seminar concluded after a Vote of Thanks by Com. M. Samsuddin D.S. Palakkad SSA.

2nd day of Kerala circle conference:

The delegate session started at 10.30am and it was inaugurated by the General Secretary. GS exhorted all the long pending HR issues for which the JAC submitted a memorandum to the CMD. He also explained the negatives of Tower sharing subsidiary company. Latter Com. D.Das circle Secretary placed the report on activities as well as financial report which was passed by the house after through Discussion. After lunch break the house again assembled at 0315 and elected a team of 21 office bearers lead by Com. P.K. Radhakrishnan Trissur, Com. Lolita G. Nair, Kalicut, Com. K. Abdullah Malapuram as president, circle Secretary and Treasurer respectively. The meeting ended with a vote of thanks by Com. Dharmdas out-going circle Secretary. He appealed to the newly elected office bearers to work hard to make the NFTE more strong and which will help us to save the BSNL.



General Secretary addressing the Conference Session

LETTERS FROM BSNL MANAGEMENT

Parliamentary Committee acts on Representation from the General Secretary, National Federation of Telecom Employees (BSNL), New Delhi regarding concessions/relaxations to SC/ST employees in BSNL.

No.8(87)/SCTC/2014 Dated 20 May, 2014 to the Secretary, Ministry of Communication and Information Technology, (Deptt. of Telecommunications) Govt. of India, Sanchar Bhawan, Rafi Marg, New Delhi and copy with a copy of the representation forwarded for information and necessary action to the CMD, BSNL Bharat Sanchar Bhavan, Harish Chandra Mathur Lane, Janpath, New Delhi and Copy forwarded for information Shri Chandeshwar Singh, General Secretary, NFTE(BSNL) New Delhi

The undersigned is directed to forward herewith a copy of the representation dated 27 January, 2014 addressed to the Hon'ble Chairman, Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes received from Shri Chandeshwar Singh, General Secretary, National Federation of Telecom Employees (BSNL), C-4/1, Bangla Sahib Road (Baird Road), New Delhi-110001 on the subject mentioned above for due consideration/necessary action.

2. The Ministry of Communication and Information Technology (Deptt. of Telecommunications), Government of India, are requested to take appropriate action in the matter on priority under intimation to the representationist directly. A copy of such communication to the representationist may please be sent to this Secretariat for information of the Parliamentary Committee.

Voluntary Contribution of one day's pay towards 'Prime Minister National Relief Fund for victims of flood in Uttarakhand -reg.

No.500-31/2012-13/CA-I/BSNL Dated 16.06.2014 to The Chief General Manager All BSNL Circles
Ref: This office Circular CA Nos. 300 & 300A dated 28/06/2013 & 11/07/2013 respectively.

Kindly refer to circulars under reference issued

by this office on the above mentioned subject. In this regard, various fields units intimated that the employees are facing problem during submission of Income Tax Return as the 80G column in I-Tax Return requires to fill up with some data related to donations (i.e. Name, Address and PAN of Donee), which are not available in filed units. To facilitate the employees in filing ITR, the requisite details is furnished below:

Name of Donee : Prime Minister National Relief Fund

Address of Donee: Gate No.5, South Block, Defence Headquarters, New Delhi-110011

PAN of Donee : AACTP4637Q

Kindly give wide publicity among the staff so that employees of BSNL may submit their Income Tax Return without any inconvenience.

Immunity from transfer to the elected office bearers of the recognized union-regarding.

F. No. BSNL/39-2/SR/2014 Dated: 21.05-2014 to The Chief General Manager, Bharat Sanchar Nigam Limited, Bihar Telecom Circle, Patna.

Ref: General Secretary, NFTE-BSNL letter No. TF-20/3 (d) 08.05.2014

Please find enclosed a copy of above, letter dated 08.05.2014 of General Secretary, NFTE-BSNL regarding non-implementation of BSNL's Transfer Policy in Bihar Telecom Circle. This is in continuation of this office letter of even No. BSNL/1-1/SR/2012 dated 02.04.2014.

2. Considering the fact that guidelines are very clear to bring the office bearers (GS, AGS, FS) of the recognized union to the Hqrs. office, it is requested that necessary action may please be taken in this regard under intimation to this office.

Grant of Selection Grade Scale of the Lift Operator in BSNL

No. 250-13/2014 -Estt. III dated 3-6-2014

In compliance of DoT order No. 19-6/2010-EW dated 9-4-2013 (copy Enclosed), I am directed to convey the approval of the Management Commit-

tee of BSNL Board for grant of Selection Grade to the Lift Operators on completion of 8 years of service in the grade or completion of 8 years of service from the date of joining whichever is later with effect from 1.1.1979 onward and arrear drawn from 1.4.1981 as detailed below:

Period	Scale granted in lift Operator Grade as per CPWD award	Selection Grade Scale
1.4.1981-31.12.1985	260-400 (CDA)	330-480 (3rd CPC)
1.1.1986-31.12.1995	950-1500 (CDA)	1200-1800 (4th CPC)
1.4.1996-30.09.2000	3050-4590 (CDA) applicable	4000-6000 (5th CPC) As per DoT order)
1-10-2000-31-12-2006	4550-140-6650 (IDA)	5700-160-8100 (Pre. revised IDA Scale)
1-10-2007-31-12-2006	8700-16840 (IDA)	10900-20400 (Revised IDA Scale)

2. Pay in the IDA scale/revised IDA scales shall be fixed as per BSNL orders dated 7-8-2002 and 7-5-2010 and the provision of BSNL Non-Executive Promotion Policy issued vide No. 27-7/2008-TE.II dated 23-3-2010 shall be applicable to the SG Lift Operators.

No. 19-6/2010-EW dated 9-04-2013

Order

In accordance with direction of the Hon'ble CAT, Principal Bench, New Delhi in judgement dated 22-3-2000 in Q.A. filed by Shri Hukum Singh and seven others, the benefit of CPWD award was granted vide order No. 106-1/96-BW dated 25.8.2000.

2. It has now been decided to grant the selection grade scale to the lift operators on completion of 8 years of service in the grade or completion of 8 years from the date of joining of service whichever is later.

3. The selection grade scale granted to the lift operators on the basis of arbitration award of the CPWD w.e.f. 1.1.1979 onwards and arrears drawn from 1.4.1981. The scale granted as per the CPWD award and the corresponding selection grade scale existing at that time are as below:

Period	Scale granted in lift operator Grade as per CPWD award	Selection Grade Scale
1.4.1981-31.12.1985	260-400	330-480 (3rd CPC)
1.1.1986-31.12.1995	950-1500	1200-1800 (4th CPC)
1.4.1996-30.09.2000	5th CPC scale as applicable	4000-6000 (5th CPC)

4. This issues with the concurrence of Telecom Finance vide then Dy. No. 726 N/F/13 dated 6313 and approval of Secretary (T) vide FTS no. 11034 dated 6-3-2013.

BSNLMRS-guidelines for regulation of expenditure on indoor treatment- cases where no CGHS rates are prescribed for any treatment/procedure.

No.BSNL/Admn/15-3/11(Vol.II) Dated: June 13, 2014 to, All CGMs, BSNL

Cases are referred to corporate Office settlement of medical claims where CGHS rates are not available. Where CGHS rates are not available, the cases are settled as per AIIMS rates. On seeking rates from AIIMS for various implants/device and procedure, Administrative Office (H) of AIIMS has informed that the rate list of AIIMS is available on their website-www.aiims.edu/www.aiims.ac.in (link Hospital Zone patient care service), where the rates or a particular disease are not available, the concerned Department/specialist doctor may be contacted (copy enclosed)

All the field units are request to refer the rate list of AIIMS at their website and in case of non-availability of rates in the rate list they may directly refer their cases to concerned department of the AIIMS.

Cost implants/devices & procedures -reg.

No.F-16, Dated 6.5.2014 to Raj Kumar Kushtwar Assistant General Manager (admn.III), BSNL, Corporate Office, New Delhi-110001

Please refer to your letter No. BSNL@ Admn.I/15-3/11(Vol.II) dated 28-4-2014 reg, subject mentioned above and to inform you that the complete rate list as applicable for various diagnostic & Therapeutic procedure is available on our

website- www.aiims.edu/www.aiims.sc.in(link Hospital Zone-patient care service). However in case of non-availability of any rate list of a particular disease, you may contact the concerned department/specialist doctor for any such cost estimate.

Issue of HRA in respect to employees of Central Public Sector Enterprises (CPSEs) under 2007 pay scales.

No.1-12/2009-PAT(BSNL) Dated: 6th June, 2014

The undersigned is directed to endorse a copy of Ministry of Heavy industries & Public enterprises Office Memorandum No.2 (46)/2012-DPE (WC)-GL.I/2013 dated 7th January, 2013 regarding issues of HRA in respect of employees of central public Sector Enterprises (CPSEs) under 2007 pay scales to all concerned for information and necessary action.

The above Office Memorandum shall be from 27-2-2009, i.e. the date of issue of Presidential Directives.

Issue of HRA in respect of employees of Central Public Sector Enterprises (CPSEs) under 2007 pay scales

F.No. 2(46)/2012-DPE(WC)-GL I/2013

The undersigned is directed to refer to Para '7' of DPE C.M. dated 26.11.2008, which provides for the rates of HRA (based on population of a city) to the employees of CPSEs under 2007 pay scales. In this regard para '2' (iii) of DPE O.M. dated 02.04.2009 may also be referred to. The criteria for determining admissibility of, and for calculating HRA is clearly laid down in above said DPE O.Ms. However, as CPSEs and their administrative Ministries/Departments frequently seek clarifications on the issue of classification of cities and the rates of HRA applicable to them, it is clarified that:-

The Department of Expenditure O.M. dated 29.08.2008 relating to grant of HRA to Central Government employees is based on classification of cities/towns as 'X', 'Y' & 'Z', where 'X' stands for cities with population of 50 lakhs and above, 'Y' stands for cities with population of 5 to 50 lakhs, and 'Z' stands for places with population less than 5 lakh. HRA is calculated @ 30%, 20% and 10% of basic pay of individual employees for each of the three categories of cities/towns respectively. The same criteria

of classification of cities/towns is also applicable to the employees of CPSEs for admissibility of HM. The criteria of rates of HRA will be the same for all employees of CPSEs (following 2007 pay scales) posted in a city/town covered under a particular classification, as provided for in DoE O.M. dated 29.08.2008 read with subsequent amendments, and as further extended by DPE to the employees of CPSEs.

2. This issues with the approval of Minister (H & PE).

LICE result in respect of Kolkata TD- Request for review.

No.22-24/2012-Rectt.(Pt.) Dated 12-06-2014 to, The CGM Telecom, BSNL, Calcutta Telephones, Telephones Bhawan, 34,B.B.D.Bag, Kolkata-700001

I am directed to refer to NFTE Union letter No. TF-14-2(b) dated 30-05-2014 enclosing a representation of Shri Prakash Ranjan TTA, Calcutta Telephones on the subject noted above. NFTE Union has requested to advise the Kolkata TD circle to take necessary steps to redress the grievance of the applicant.

In this connection, it is stated that JTO is circle cadre and exam was conducted by Kolkata TD including paper setting & evaluation of OMR sheets. As such you are requested to take appropriate action as deemed fit at your end and send a report to Recruitment Branch of BSNL Co.

Adherence of Procedure in OMR based Departmental Examinations for preparation of result in BSNL-confirmation regarding.

No.5-8/2013-DE, Dated 27.5.2014 to, All Chief General Managers Telecom Circles, All Chief General Managers Telecom –Kolkata/Chennai, All Chief General Managers, Mtce, NTR, N. Delhi

Please refer to this office letter No. 2-3/2011-rectte-I dated 15th February, 2011 (copy enclosed) wherein detailed procedure has been given for handling OMR answer sheets for evaluation and preparation of result after considering representation of candidates regarding discrepancies/omissions in provisional answer key, if any, by a committee constituted for the purpose.

It has been brought to our notice by the unions/ Association that few circles have not followed the procedure as detailed in the above said letter which resulted in poor result and mass failing of candidates in JTO Departmental exam held on 2.6.2013, 1.9.2013 and 8.12.2013

All circles which conducted the exam are requested to send a certificate of compliance in this regard. Circles which have not followed the above procedure are requested to furnish reasons for the same.

The above information may please be sent to this office by 6th June 2014.

Manning of vacant posts of Junior Hindi Translators (JHT) through local arrangements- regarding.

No.201-01/2013/Estt.III, Dated 28/05/2014 to, All CGMs Telecoms Circle/Districts, Bharat Sanchar Nigam Limited

1. I am directed to refer to this office letter of even number dated 26/7/2013 on the above mentioned subject wherein it was decided that the vacant post of Junior Hindi Translators in the Field units be manned by the non-executives having requisite qualification as per existing RR of JHT till regular incumbents are available for appointment against these vacancies subject to the terms and conditions therein.

2. In this regard it is requested that a consolidated report regarding the number of such officials who have been ordered to man these vacant posts of JHT in your Circle may be sent at the earliest by FAX in the FAX NO. 23725255

Rotation of officers posted on Sensitive Posts-regarding

No.400-25/2012 Pers.I Dated: May 26th, 2014 to All Heads of Telecom Circles & Administrative Units of BSNL

The undersigned is directed to invite attention to this office letters of even number on the cited subject requesting thereby to comply the Central Vigilance Commission guidelines and instructions or carrying out the rotational transfers holding the sensitive posts for more than 3 years and compliance to this office.

2. In this regard, perusal of compliance reports received from the Telecom Circles Units revealed that 70% of the rotational transfers have been meted out with assurance doing rest of the transfers in periodic manner.

3. But to utter surprise, as per report compiled by the CVO, BSNL office (Copy enclosed) in respect of 39 Telecom Circles Units only 504 rotational transfers have been done since 01.04.2013 out of 2405, thereby pending 1901 transfers.

4. The Competent Authority, has therefore taken a serious note and has directed to comply guidelines of the CVC strictly in true spirit. Further, cases for which transfers orders are to be issued from BSNL Corporate Office, may be referred to this office immediately. Needless to say that model code of conduct of the Election Commission may not now be a plea for effecting the rotational transfers.

Compliance for effecting the pending rotational transfers be submitted to this office within 10 days of time.

LETTERS TO BSNL MANAGEMENT

NFTE seeks intervention of MOC

Revamping of BSNL - regarding

TF- 6/9 date 23.6.2014 to Shri Ravishankar Prasad, Hon'ble Minister of Communications and Govt. of India, Sanchar Bhawan, New Delhi

We are extremely pleased that you have taken over the charge of Ministry of Communications and I.T. we heartily welcome and congratulate on the great distinction conferred on you.

The National Federation of Telecom Employees (BSNL), NFTE BSNL, is second recognised and

representative union of non-executive employees in the company. Needless to mention that the organisation has played a constructive role alongwith two other federations (FNTO, BTEF) in year 2000 during the period the Telecom Services were corporatarised due to which the peaceful transition from Govt. to Public Sector could materialised.

However, the employees are full of anxieties as the condition of BSNL is deteriorating day by day and it is in loss for last four years. There are manifold reasons for this. The union do not want to dilate on those issues as it is no use to cry over the split

milk. But the facts remain that the erstwhile Govt. has withdrawn many concessions and relaxation from the PSU which were extended by NDA Govt. from years 2000 to 2004.

We are happy to note that revamping of BSNL has received your priority. The UPA II Govt. also took up this task but even after two years nothing was done to strengthen the organisation.

Presently, the field units are starving for want of materials and equipments. The BSNL Hqr. is not able to purchase and supply the materials/equipments in the field due to no money causing serious setbacks to expansion of the services as well as their maintenance. The private operators are grabbing the market. We strongly feel that there is dire necessity that the BSNL be provided with suitable capital amount exclusively for purchase of materials etc. we assure you, sir, once materials are available the employees will rise to the occasion to earn revenue and help the company to become financially strong.

It is pertinent to mention that there has been no intake of middle level managers, Management Trainees, in the entity for last 15 years. This has also affected the services and growth of BSNL.

We, therefore, implore upon you, sir, to kindly take very urgent steps to address the above two issues which will definitely help in the revamping of the BSNL.

Lesser standard of evaluation for the JAO and JTO examinations

TF -14(B)(C)/2014 Dated: -30-04-2014 to Director (HR) BSNL, New Delhi

Refce:- Item (1) of National council for the meeting held on 23rd April, 2014.

Kindly recall our demand for grant of grace marks to JAO/JTO Candidates in the last departmental examinations of two Cadres. We are sorry to state that it was not agreed to even after lengthy discussions.

We have submitted that there had been wrong questions and Answer Keys, questions out of syllabus and of BE standard, confusing questions in JTO examination due to which the candidates were placed in disadvantageous position and result affected. In course of prolonged discussions we have particularly drawn the attention about the situation

prevailing in Karnataka, Kolkata, TO, Chhattisgarh, Punjab, Bihar, MP etc. circles where candidates are badly and severely affected. The leader staff side of National council has given a detailed documents to you in the meeting how the questions were set of BE standard in Karnataka. The union vide letters TF-14/2(b), 24-08-2013, 27-08-2013, 05-09-2013,19-09-2013, 31-10-2013, 08-11-2013,18-11-2013, 04-01-2014 have referred the cases of the concerned circles. The result in Kolkata TO was zero. We are sorry to state that no action has been taken by BSNL HQR to mitigate the hardships of the employees. After detailed discussions you agreed that the corporate office will send communication to all the CGMs to examine and review the cases.

As for as JAO examination is concerned the Answer Books of candidates were not evaluated because they answered some papers in Hindi. Is it sin to answer in Hindi? The candidates should not suffer on account of this. Apart from above the candidates of Andhra, Maharashtra, Gujrat have also suffered in JAO examination. The cases have already been referred to BSNL HQR vide our letters No.-TF-14/2(c), dt-31-10-2013, 08-11-2013, 18-11-2013, 05-12-2013, 09-12-2013 etc but the grievances could not get due attention of corporate office. This has caused deep frustration amongst the employees. On our pleadings you have agreed to take appropriate action.

We, therefore, once again implore upon you to get the needful done as assured in the NC meeting.

One time special recruitment to the Cadres of TTA and Sr. TOA in respect of Andaman and Nicobar circle- regarding. TF-12/1(d) Dated:-26-05-2014 to Shri R. K. Upadhyay Chairman and Managing Director

The Andaman and Nicobar circle was formed on 01-10-1994 after bifurcation of West Bengal circle. Sequel to bifurcation most of the group 'C' and 'D' employees sought repatriation to the West Bengal. The new circle functioned with the deputationist from Tamilnadu and West Bengal circles.

After some time in year 1997 the circle recruited 8 Sr. TOAs and TTAs and now they all have been promoted to the Cadres of JTO and JAO. This has resulted in manning of vital sections by contract labourers.

According to information the performance of A and N circle in year 2013-14 has been excellent and has earned. The circle has secured 1st position in Enterprise and also achieved targets in basic and CMTS segments as fixed by corporate office.

There are opportunities and prospects to increase the revenue further but the circle is handicapped on account of acute shortage of staff. Most of the officers come on deputation for 2 years and they don't take interest in the expansion and development area.

Under the circumstances we implore upon you, Sir, to consider for one time special recruitment to the Cadres of TTA and Sr. TOA in the larger interest of the PSU. We strongly feel it will be of immense benefit to BSNL if the demand of the responsible union is considered dispassionately and in real perspective.

A line in reply will oblige us.

JAO LICE as per revised scheme and syllabus -reg.

TF-14/2(c) Dated:-26-05-2014 to Director (HR), Director (F) BSNL, New Delhi

Kindly refer to BSNL HQR letter No.-4-16/2013-SEA, dt-13-03-2014. The LICE for JAO is contemplated as per new scheme and syllabus.

It is stated that in the NC meeting, held on 23-04-2014, the official side has agreed for 5 years of service eligibility condition in respect of deptt. candidates akin to JTO(T). The commitment made in the meeting should be honoured before LICE is notified.

Kindly, therefore, take appropriate steps for amendment of service condition for 5 years in place of existing 10 years.

An early action is urged for.

Acute shortage of materials and equipments in Rajasthan Circle-Reg.

TF - 21 Date 23.6-2014 to Shri R.K. Upadhyay CMD, BSNL, New Delhi

Few weeks back our All India President was in Rajasthan circle where there is acute shortage of materials and equipments. Even very basic materials and equipments. Even very basic materials are not available at Jaipur TD. In absence of materials

the employees and officers both are helpless and not able contribute for the growth of BSNL.

Kindly, therefore, get the needful done in the matter.

Non-settlement of problems in Bihar -regarding.

TF-5 Dated:-23-06-2014 to Shri Neeraj Verma Sr. GM (SR), BSNL, New Delhi.

We are enclosing herewith a list of problems which are awaiting redressal for long period. The circle administration is adopting indifferent and casual approach for settlement of the problems of the employees. This has created genuine resentment amongst the staff.

It is added that the circle administration is even avoiding to implement the orders of BSNL HQR Despite orders from corporate office the Treasurer of Gaya has not been brought to SSA HQR.

The POS duly approved by DOT/BSNL HQR are not even being delivered to the concerned staff.

Therefore, under compelling situation the circle union has served the notice for agitation including indefinite hunger strike.

We urge upon you to intervene to ease the situation.

HRA in respect of CPSE employees (CPSEs) under 2007 Pay scales -reg.

TF-10/4 Dated:-23-06-2014 to Director (HR), BSNL, New Delhi.

Kind reference is invited to the Department of Public Sector Enterprise letter No.- 2(46)/ 2002-DPE (WC)-GLI/2013, dt-07-01-2013 enclosed vide BSNL letter No.-1-12/2009- PAT(BSNL), dt-06-06-2014. The orders contained in office memorandum dt-07-01-2013 of OPE are effective from 27-02-2009 in respect of BSNL staff.

It is stated that the employees in the company is being paid HRA on the basis of 68.8% IDA fixation benefit whereas other PSU employees are getting on 78.2% IDA merger fixation benefit.

We request you to please consider for grant of HRA to the BSNL employees on the basis of 78.2% IDA fixation. The staff are getting frustrated due to denial of their rightful claims of HRA.

कार्य में कठिनाई

बीएसएनएल के संघ तथा एसोसिएशन कर्मचारियों से निरंतर अनुरोध तथा आह्वान करते रहे हैं कि रेवेन्यू में वृद्धि करें जिससे कि उपक्रम की वर्तमान हानि की भरपाई हो। परंतु अभाग्य है कि इस दिशा में आशा की किरणें दिखाई नहीं दे रही हैं। वास्तविकता यह है कि सरकार तथा प्रबंधन दोनों कंपनी की गिरावट पर लगाम नहीं लगाया एवं सही दिशा में ले जाने का प्रश्न तो कोसों दूर है। यह रवैया स्टेक होल्डर्स, कर्मचारियों सहित, के लिए निराशाजनक है।

संघों ने बारम्बार प्रबंधन को अवगत किया है कि क्षेत्र में सामानों तथा उपकरणों की नितांत कमी है। सामग्रियों की कमी के कारण सेवाओं का संरक्षण तथा विकास-विस्तार दोनों बाधित हैं। आश्वासनों के पश्चात् भी समाधान नहीं हुआ है तथा सामानों को उपलब्ध कराने में प्रबंधन पूर्णतः विफल रहा है। सच तो यह है कि संघों की सामानों की मांग नक्कार खाने में तूती की आवाज साबित हुई है। तर्क कुछ भी दिया जाय।

सामग्रियों की कमी के साथ-साथ प्रबंधकों की भी कंपनी में कमी है। बीएसएनएल हेडक्वार्टर में निदेशकों के पद रिक्त हैं। क्षेत्र में जीएम/डीजीएम का अभाव है। इस वर्ग के अधिकारी दो-दो एसएसएज का कार्यभार ग्रहण कर रखा है। जिसके परिणामस्वरूप विकास तथा रखरखाव दोनों की उपेक्षा हो रही है। सीजीएम के पद भी रिक्त हैं। कंपनी की स्थापना को 15 वर्ष हो चुके हैं। परंतु मध्यम वर्ग के प्रबंधकों की भर्ती अभी तक नहीं हो सकी है। इतने अधिक समय में भी मैनेजमेंट ट्रेनीज की भर्ती नहीं हुई है। भर्ती की प्रक्रिया में स्वार्थ के कारण रूकावट हुई है जिसकी कीमत अब कंपनी चुका रही है। मध्यम वर्ग के अधिकारियों के अभाव में सुपरविजन अत्याधिक प्रभावित हुआ है।

सरकार तथा प्रबंधन यदि उपर्युक्त दोनों बिंदुओं पर सकारात्मक रवैया नहीं अपनाते तो कंपनी को आर्थिक रूप से मजबूत करना यदि असंभव नहीं तो कठिन अवश्य होगा। कंपनी का स्वामित्व सरकार, डीओटी के पास है। ऐसे में इसकी नैतिक जिम्मेदारी है कि समय रहते हस्तक्षेप करें जिससे कि

यह दयनीय दशा में नहीं पहुंचे। वर्तमान सरकार से आशा है कि वह तीव्रता से हस्तक्षेप करेगी क्योंकि वर्ष 2000 में बीजेपी सरकार ने ही आश्वासनों के साथ दूरसंचार सेवा का निर्माण किया था। आश्वासन था कि बीएसएनएल को आर्थिक रूप से सुदृढ़ रखा जाएगा। समय आ गया है जब संचार मंत्रालय अपने निर्मित "बीएसएनएल" की रक्षा करें। पूर्व की यूपीए सरकार ने बीएसएनएल की उपलब्ध अनेक रियायतों को बीएसएनएल से छीन लिया है। बीएसएनएल के लाखों कर्मचारी एक साथ खड़े होकर उपक्रम को सुदृढ़ करने में लग जाएंगे बशर्ते दोनों बिंदुओं पर तत्काल सकारात्मक कार्यवाही सुनिश्चित हो।

वर्तमान में संचार मंत्रालय की कंपनी का पुनर्निर्माण प्राथमिकता है। यूपीए-II सरकार ने इस दिशा में दो वर्ष लगाये परंतु परिणाम कुछ भी नहीं आया। **निगम के पास धन नहीं है कि वह सामग्री क्रय करें। इसे धन शीघ्रता से मिलना चाहिए। जनता के हित में क्या सरकार तथा बीएसएनएल बोर्ड संघ की आवाज पर ध्यान देंगे। देश के सबसे विशाल उपक्रम को गैर-कानूनी शिशु के रूप में देखना अनुचित होगा।**

30वीं नेशनल कौंसिल बैठक की संक्षिप्त विवरणी

(बीएसएनएल/39-3/एसआर/2013 दिनांक 28.5.2013)

दिनांक 23 अप्रैल को नेशनल कौंसिल की बैठक सम्पन्न हुई।

प्रारम्भ में जीएम (एसआर) ने निदेशक (कार्मिक), चैयरमैन नेशनल कौंसिल तथा अन्य सदस्यों विशेषकर सर्वश्री जॉन ए.थॉमस (पीजीएमआईबी तथा ईबी), ए.के. सिंघल, जीएम (प्रशासन) का स्वागत किया। सर्वश्री जॉन तथा सिंघल नवीन सदस्य हैं। सहमति के अनुसार बैठक अप्रैल में हो रही है। मान्यता के नए नियमों का कार्यान्वयन कुछ सुगमता से हो रहा है। कुछ सर्किलों में कौंसिल की गठन में कठिनाई है। दोनों संघों के सहयोग से इनका समाधान सम्भव है। उन्होंने आशा व्यक्त किया कि मान्यता के नए नियम प्रबंधन तथा संघों की सोच के

अनुसार वांछित परिणाम देगा। कर्मचारी पक्ष से स्टैंडिंग कमेटी के लिए नाम मांगा गया है जो कि नेशनल कौंसिल के निर्णयों को मॉनिटर करेगा। स्टैंडिंग कमेटी जीएम स्तर का होगा।

निदेशक (कार्मिक)

चेयरमैन, नेशनल कौंसिल प्रबंधन तथा कर्मचारी पक्ष के सदस्यों का स्वागत करते हुए कहा कि बीएसएनएल के ऑपरेटिंग रेवेन्यू में केवल 2% की वृद्धि हो रही है जो कि लक्ष्य/ आवश्यकताओं के अनुसार उचित नहीं है। परन्तु परिस्थिति सुन्दर है क्योंकि दूरसंचार उद्योग में टैरिफ वृद्धि की दिशा में जा रहा है। उन्होंने श्रम शक्ति के पुर्नगठन पर बल दिया जिससे कि ईआरपी जैसे टूल्स का प्रयोग करके खर्च को कम किया जा सके।

लीडर, कर्मचारी पक्ष

नेता, कर्मचारी पक्ष सदस्यों का स्वागत करते हुए प्रसन्नता व्यक्त किया कि सही समय से बैठक बुलाई गई है तथा कम से कम एक मुद्दे का समाधान हुआ है। यद्यपि उन्होंने नाराजगी जताई कि कर्मचारी पक्ष को बिना विश्वास में लिए प्रबंधन ने टावर कम्पनी बनाने का निर्णय लिया है। उन्होंने बताया कि वेतनमान में भी वर्कर्स कमेटी कार्य नहीं कर रही है। उन्होंने मांग किया कि अन्य मांगों जैसे कि सामग्रियों की कमी, मीटिंग/ प्रदर्शनों पर रोक, 1.1.2007 के पश्चात् नियुक्त कर्मचारियों के वेतन में कमी, पीएलआई (बोनस), नियमित मजदूर/ गुप 'डी' मजदूरों का स्टैगनेशन, सीधे भर्ती कर्मचारियों के लिए पेंशन लाभ नियम, अनुकम्पा नियुक्ति हेतु हाई पॉवर कमेटी की बैठक विकलांग कर्मचारी के लिए ट्रान्सपोर्ट भत्ता का शीघ्र समाधान हो। इन मांगों का समाधान औद्योगिक शक्ति स्थापित करने में सहायक होगा।

सचिव, कर्मचारी पक्ष

सचिव सदस्यों का स्वागत करते हुए चेयरमैन, नेशनल कौंसिल के प्रति आभार व्यक्त किया कि उन्होंने वादे के अनुसार अप्रैल में बैठक आयोजित कराई। टावर कम्पनी से संबंधित "जागरूकता प्रस्तुति" पर प्रसन्नता व्यक्त किया। परन्तु एकतरफा निर्णय पर उन्होंने असंतोष व्यक्त किया। नेता कर्मचारी पक्ष की भांति उन्होंने विरोध किया। सचिव, कर्मचारी

पक्ष ने कहा कि 9.4.2014 को लम्बित मुद्दों की एक सूची सीएमडी को दी है। उन्होंने जेएसी अनुरोध किया कि मुद्दों का शीघ्रता से समाधान हो। उन्होंने प्रबंधन के इस दृष्टिकोण का विरोध किया कि कर्मचारियों के वेतनभार के कारण कम्पनी हानि में है। सत्यता तो यह है कि कम्पनी के रेवेन्यू में निरन्तर गिरावट है। जबकि वेतन खर्च वर्षों से स्थिर है।

निदेशक (कार्मिक) ने उत्तर दिया कि खर्चों के उजागर करने का प्रबंधन का कोई इरादा नहीं है। परन्तु यह वास्तविकता है कि अर्जित रेवेन्यू का अधिकांश अंश वेतन भुगतान का होता है। जीएम (एसआर) ने बताया कि टावर कम्पनी से संबंधित कर्मचारी पक्ष की प्रतिक्रियाओं से प्रबंधन को अवगत करा दिया गया है। इसके पश्चात् एजेन्डा आईटम पर चर्चा प्रारम्भ किया गया।

7.1 जेएओ तथा जेटीओ हेतु मूल्यांकन के स्तर पर शिथिलता : बृहत चर्चा के उपरांत प्रबंधन पक्ष की सहमति हुई कि राजस्थान के जेएओ परीक्षा में प्रैक्टिकल प्रश्नों का उत्तर देने के मामलों पर देखा जाएगा। यह भी सहमति हुई कि प्रश्नों की त्रुटियों के मामलों पर विचार होगा तथा सर्किलों को कार्यवाही के लिए पत्र जारी होगा।

7.2 ऑफिसिएटिंग जेटीओज का नियमितिकरण: ऑफिसिएटिंग जेटीओज के नियमितिकरण हेतु जेटीओज का भर्ती नियम प्रस्तावित है। इसमें नियमितिकरण का प्रावधान किया जा रहा है।

7.3 नॉन-इक्जीक्यूटिव कर्मचारियों का मैनेजमेन्ट ट्रेनी हेतु पात्रता: प्रस्तावित परीक्षा के पश्चात् मुद्दे पर विचार किया जायेगा।

7.4 जेटीओ (टी), जेटीओ (ई), जेटीओ (सी) तथा जेएओ भर्ती नियम में संशोधन का प्रस्ताव: कर्मचारी पक्ष के प्रस्ताव पर समिति में विचार हुआ है। प्रस्ताव को प्रबंधन समिति को अनुमोदन हेतु भेजा गया है। जेटीओ (टी) के पश्चात् संबंधित प्रावधान को अन्य वर्गों में लागू करने पर विचार होगा।

7.5 एससी/एसटी बैकलॉग रिक्तियां: एससी/एसटी बैकलॉग रिक्तियां नहीं है। तिमाही रिपोर्ट जो कि संसदीय समिति को जाती है। उसकी प्रतिलिपि कर्मचारी पक्ष को दी जाएगी।

7.6 टेम्पोरेरी स्टेटस मजदूरों तथा दैनिक मजदूरों

का नियमितीकरण: उमा देवी मामले में सुप्रीम कोर्ट के निर्णयानुसार टीएसएम का नियमितीकरण सम्भव नहीं है।

टिप्पणी:— चेयरमैन ने व्यक्तिगत मामलों पर विचार के लिए सहमति दी है।

ट्रेनिज के स्टार्इपेन्ड का संशोधन 1.1.2007 से संशोधन हेतु आदेश जारी कर दिया गया है।

7.8 नए स्टाफ की भर्ती: नान-इक्जीक्युटिव कर्मचारियों की कमी नहीं है। बीएसएनएल में मल्टी स्किल्ड सिस्टम की पद्धति होनी चाहिए। मेसर्स डिलाइट टच टोहमटसू इन्डिया लिमिटेड कम्पनी की नियुक्ति की गई है जो कि नवीन भर्ती तथा बीएसएनएल के पुनर्त्थान हेतु कम्पनी की आवश्यकता को ध्यान में रखते हुए प्रस्ताव देगा।

7.9 महिला कर्मचारियों का उत्साहवर्धन: महिला कर्मचारियों की सोसायटी तथा कम्पनी के प्रति योगदानों की सराहना होनी चाहिए। उन्हें प्रत्येक माह एक दिन का स्पेशल कैजुअल लीव देने की कर्मचारी पक्ष ने मांग की। प्रबंधन का कहना था कि कम्पनी डीओपी के दिशा-निर्देशनों का पालन करता है। डीओपी ने अभी तक आदेश जारी नहीं किया है। अतः मांग स्वीकार करना सम्भव है।

7.10 बीएसएनएल में सम्मिलित कर्मचारियों का आईडीए वेतनमान में 1.10.2000 के उपरान्त प्रोन्नति की तिथि से विकल्प के आधार पर वेतन निर्धारण: इक्जीक्युटिव के भांति नान-इक्जीक्युटिव मामले को भी डीओपी को अनुमोदन हेतु भेजा गया है। निर्णय की प्रतीक्षा है।

7.11 नॉन-इक्जीक्युटिव कर्मचारियों को बीएसएनएल का सिम कार्ड: सूचनाएं मांगी गई हैं। कर्मचारी पक्ष ने शीघ्र निर्णय पर बल दिया।

7.12 अनुशासनात्मक कार्यवाही में विलम्ब के कारण कर्मचारियों को कठिनाइयां: सीजीएमस को अर्धशासकीय पत्र जारी हुआ है कि लम्बित मामलों का शीघ्र निपटारा कराएं। सक्षम अधिकारियों को भी आदेश दिया गया है।

7.13 सर्किल/प्रशासनिक कार्यालयों में पर्यवेक्षक : सहमति बनी की स्थापना अनुभाग से पृथक रूप से चर्चा होगी।

7.14 जेके सर्किल में अनन्तनाग तथा बारामूला में स्वतंत्र एसएसएज की स्थापना: सर्किल में विचार हो रहा है।

7.15 टीएसएमस का नियमितीकरण के उपरांत पीओ जारी होना: सर्किलों से सूचना मांगी गई है।

बैठक की समाप्ति के समय निर्णय हुआ कि अगली बैठक अगस्त के द्वितीय/तृतीय सप्ताह में आयोजित होगी। प्रबंधन पक्ष से निदेशक (कार्मिक)-चेयरमैन, पीजीएम (आईबी तथा ईबी), जीएम (स्थापना), जीएम (पर्स), जीएम (रिस्ट्रक्चरिंग), जीएम (प्रशासन), जीएम (ट्रेनिंग/एसआर), जीएम (ईएफ), जीएम (एफपी), जीएम (भर्ती) तथा डीजीएम (एसआर) थे।

कर्मचारी पक्ष से सर्वश्री इस्लाम अहमद (लीडर), पी. अभिमन्यू (सचिव), वी.ए.एन. नम्बूदरी, चन्देश्वर सिंह, ए.सी. मिश्रा, आर. पट्टाबीरमन, स्वपन चक्रवर्ती तथा महावीर सिंह थे।

बीएसएनएल के संघो/एसोशियशनों के फोरम का श्री रविशंकर प्रसाद, माननीय संचार तथा प्रौद्योगिकी मंत्री को ज्ञापन

संख्या फोरम/जीएल दिनांक 26.5.2014

आदरणीय मंत्री जी,

फोरम जो कि 2,50,000 से अधिक कर्मचारियों, अधिकारियों सहित बीएसएनएल में प्रतिनिधित्व करता है। संचार मंत्रालय का कार्यभार ग्रहण करने पर हार्दिक स्वागत करता है तथा बधाई देता है।

हम सभी आपकी व्यस्तता से भली भांति परिचित हैं। परन्तु कुछ महत्वपूर्ण मुद्दों की जानकारी देना आवश्यक है जिसका बीएसएनएल वर्तमान में सामना कर रहा है। बीएसएनएल का विकास ठप्प है तथा गुणवत्ता के साथ सेवा प्रदान करने में कठिनाइयां हैं। हम आपके सहयोग की अपेक्षा करते हैं। जिससे कि कम्पनी आर्थिक रूप से मजबूत हो तथा इसकी सेवा में सुधार हो।

1. वर्ष 200 में निगमीकरण के समय के आश्वासनों तथा वादों का सम्मान करना:— निगमीकरण के समय एनडीए सरकार वर्ष 2000 में आश्वस्त किया था कि ग्रामीण क्षेत्रों में कम किराए पर दूरसंचार सेवा देने से बीएसएनएल की हानि की भरपाई एडीसी (एसएस डिफिसिट चार्ज) की वसूली द्वारा भरपाई होगी जो कि निजी कम्पनियों से लिया जाएगा।

यह भी कहा गया था कि यद्यपि बीएसएनएल को लायसेंस फीस देना पड़ेगा परन्तु इसकी वापसी होगी। यह भी कहा

गया था कि यूएस के फन्ड से आर्थिक सहायता दी जाएगी जिससे कि ग्रामीण तथा दूरदराज क्षेत्र में सेवा देने से हानि की भरपाई हो सके।

कुछ वर्षों पश्चात यूपीए की सरकार ने यूएसओ फन्ड की सहायता को छोड़कर सभी बंद कर दिया है। यूएस के फन्ड भी नाम मात्र है। एडीसी जुलाई, 2011 से बंद है। एडीसी के स्थान पर ट्राय ने वर्ष 2011-14 तथा 2012-13 में रूपया 1500 करोड़ तथा 1250 करोड़ देने की सिफारिश की थी। रूपया 1250 करोड़ का भुगतान अभी तक नहीं हुआ है। इसका भुगतान शीघ्र हो।

2. बीएसएनएल को आर्थिक सहायता:- कम्पनी की सेवाओं के विकास हेतु आर्थिक सहायता आवश्यकता है। कम्पनी हानि में है। रेवेन्यू में गिरावट है जो कि वर्तमान 40,000 करोड़ से 26000 करोड़ पर गिर गया है। सामाग्रियों की खरीदारी भी जारी है जिससे कि विकास हो।

3. बीएसएनएल द्वारा सरकार को भुगतान किया हुआ स्पैक्ट्रम चार्ज की वापसी:- बीएसएनएल ने 3जी तथा बीडब्ल्यू स्पैक्ट्रम चार्ज का भुगतान सम्पूर्ण भारत सेवा (पैन इंडिया सर्विस) के आधार पर रूपया 18,500 करोड़ से अधिक सरकार को भुगतान किया है। परन्तु इसके ठीक विपरीत निजी कम्पनियों को कुछ सर्किलों में लाईसेंस से ही सम्पूर्ण भारत में सेवा देने की इजाजत है। इसके लिए निजी कम्पनियों को केवल एक तिमाही भुगतान करना पड़ा है। बीएसएनएल को नीलामी में शामिल होने की इजाजत नहीं थी। परन्तु इसे मनमाने ढंग से सम्पूर्ण भारत में सेवा देने के आधार पर भुगतान हेतु मजबूर किया गया। बीडब्ल्यू स्पैक्ट्रम आधुनिक तकनीकियों (4जी आदि) उपयुक्त नहीं थी। अतएव इसे वापस किया गया। परन्तु इसके लिए जमा धनराशि की वापसी सरकार ने नहीं की है। अतः सम्पूर्ण जमा धनराशि की वापसी का अनुरोध है। बीएसएनएल शत प्रतिशत सरकारी उपक्रम है। अतः इसे स्पैक्ट्रम उपयुक्त में दिया जाय।

4. नवीन/ सब्डीडियरी कम्पनियों की स्थापना बंद हो:- बीएसएनएल को तोड़ने के लिए यूपीए सरकार ने एक बी बीएनएल कम्पनी की स्थापना ग्राम पंचायतों के ब्राड बैंड सेवा देने के लिए किया है। एक टावर कम्पनी बनाने का भी

प्रस्ताव है। अत्याधिक केबिल/ऑप्टिकल फायबर के प्रयोग के लिए केबिल कम्पनी की स्थापना पर विचार हो रहा है। यह बीएसएनएल को तोड़ने हेतु है तथा बीएसएनएल आर्थिक रूप से अधिक प्रभावित होगा। ऐसे सभी प्रस्तावों को निरस्त किया जाय तथा बीएसएनएल का विभाजन नहीं किया जाय।

5. बीएसएनएल में निदेशक पदों की पूर्ति:- निदेशक (वित्त) तथा निदेशक (कार्मिक) के पद दीर्घ समय से रिक्त है। सेवाहित में इसको शीघ्र भरा जाय।

6. पेंशन योगदान का वेतनमान के अधिकतम के स्थान पर वास्तविक वेतन पर भुगतान:- बीएसएनएल से पेंशन योगदान की उगाही वेतनमानों के अधिकतम वेतन पर सरकार द्वारा की जा रही है। केन्द्रीय कर्मचारियों का यह वास्तविक वेतन पर है। निगमीकरण के समय सरकार ने कहा था कि बीएसएनएल में सम्मिलित डीओटी कर्मचारियों को सरकारी पेंशन मिलेगी। अतः निगम पेंशन योगदान जमा करता है। अनुरोध है कि यह वास्तविक वेतन पर हो।

7. केन्द्रीय/राज्य/उपक्रमों हेतु बीएसएनएल/एमटीएनएल की सेवाएं आवश्यक:- एयर इंडिया की भांति यह आवश्यक हो कि सभी केन्द्रीय/राज्य/उपक्रम के स्थापना बीएसएनएल/एमटीएनएल की सेवाएं लें।

8. आईटीएस अधिकारियों का ऐब्जार्पशन:- प्रोफेशनलों की भर्ती हो तथा आईटीएस का डिपुटेशन का अंत हो।

9. पेंशनधारियों के 78.2% आईडीए मरजर :- बी एस एन एल कर्मचारियों जो कि 10.6.2013 से पूर्व सेवानिवृत्त हुए हैं उन्हें 78.2% आईडीए मरजर का लाभ नहीं मिलता है। मामला अधिक समय से लम्बित है। इसका समाधान शीघ्र हो।

(संघों के हस्ताक्षर अंग्रेजी में देखें)

प्रबंधन से पत्र

संसदीय समिति चेयरमैन, एससी/एसटी ने
एनएफटीई प्रतिवेदन का संज्ञान लिया

संख्या 8(87)/एससीटीसी/2014 दिनांक 20.5.2014,
सचिव, डीओटी तथा प्रतिलिपि सीएमडी, बीएसएनएल को।

एससी/एसटी कर्मचारियों को बीएसएनएल में
शिथिलताएं

महामंत्री, एनएफटीई पत्र दिनांक 27.1.2014 माननीय चेरमैन, एससी/एसटी के कल्याण की संसदीय समिति को सम्बोधित पत्र की प्रतिलिपि विचारार्थ तथा आवश्यक कार्यवाही हेतु अग्रसारित है।

संचार मंत्रालय, भारत सरकार अनुरोध है कि प्राथमिकता के आधार पर कार्यवाही हो तथा प्रतिवेदनकर्ता को सीधे उत्तर दें। उत्तर की एक प्रतिलिपि संसदीय समिति को जानकारी हेतु भी भेजें।

बीएसएनएल में लिफ्ट ऑपरेटर्स को सेलेक्शन संख्या 250-13/2014-इस्ट III दिनांक 3.6.2014 सभी सीजीएमएस आदि को

डीओटी के पत्र संख्या 19.6.2010 ईडब्ल्यू दिनांक 9.4.13 के अनुपालन में बीएसएनएल बोर्ड की प्रबंधन समिति ने अनुमोदित किया है ग्रेड में 8 वर्षों की सेवा अथवा प्रवेश तिथि से 8 वर्ष की सेवा पूर्ण होने पर जो भी बाद में है से सेलेक्शन ग्रेड 1.1.79 से दिया जाएगा। एरियर का भुगतान 1.4.81 से निम्नवत होगा।

समय	सीपीडब्ल्यूडी एवार्ड के अनुसार लिफ्ट ऑपरेटर्स को ग्रेड की स्वीकृति	सेलेक्शन ग्रेड
1.4.81-	260-400	330-480
31.12.85	(सीडीए)	(तीसरा सीपीसी)
1.1.81-	950-1500	1200-1800
31.12.95	(सीडीए)	(चतुर्थ सीपीसी)
1.1.96-	3050-4590	4000-6000
30.9.2000	(सीडीए)	(पांचवां सीपीसी)
1.10.2000-	4550-	5700-160
31.12.2006	140	-8100 (संशोधित
	-6650	आईडीए वेतनमान के
	(आईडीए)	पूर्व का वेतनमान)
1.1.2007	8700-	10900-20400
के आगे	16840	संशोधित आईडीए
	आईडीए	वेतनमान।

आईडीए वेतनमानों/संशोधित आईडीए वेतनमानों में वेतन निर्धारण बीएसएनएल के आदेशों 7.8.2002 तथा 7.5.2010 के अनुसार होगा। बीएसएनएल की एनईपीपी (27-7/2008-टीई II दिनांक 23.3.2010) सेलेक्शन ग्रेड लिफ्टमैन पर लागू होगी।

विभागीय परीक्षाओं में कमियों/त्रुटियों के निराकरण हेतु पद्धति

उत्तर कुंजी से संबंधित संख्या 5.8.2013-डीई दिनांक 27.5.2014 सभी सीजीएमएस को

पत्र संख्या 2-3/2011-रेक्ट I दिनांक 15.2.2011 में विस्तृत ब्यौरा है कि किस प्रकार अभ्यर्थियों की त्रुटियों/ कमियों के प्रतिवेदनों पर विचार करके ओएमआर उत्तर पुस्तिका का मूल्यांकन हो तथा परिणाम बनाया जाया त्रुटियों पर गठित समिति को विचार करना है। संघों ने प्रतिवेदन दिया है कि जेटीओ की परीक्षा जो कि 2.6.2013, 1.9.2013 तथा 8.12.2013 को हुई है निर्धारित पद्धति का अनुपालन सर्किलों में नहीं हुआ है। जिसके कारण परिणाम निराशाजनक रहा है। अतः सभी सर्किल 6.6.2014 तक सार्टिफिकेट भेजे कि निर्धारित पद्धति का अनुपालन किया गया है। यदि नहीं किया है तो कारण बताएं।

सीजीएचएस रेट नहीं होने पर इन्डोर इलाज खर्चों का समाधान

बीएसएनएल/एडमिन I/15-3/11(वाल II) दिनांक 13.6.2014 सभी सीजीएमएस को

मेडिकल सम्बंधी ऐसे मामले कॉर्पोरेट कार्यालय को भेजे जाते हैं जिसमें सीजीएमएस रेट निर्धारित नहीं है। सीजीएमएस रेट निर्धारित नहीं होने पर मेडिकल दावों का निस्तारण एम्स दरों पर होता है। एम्स का प्रशासनिक अधिकारी (एच) ने अवगत किया है कि उनके वेबसाइट www.aims.edu/www.aims.ac.in (लिंक हॉस्पिटल जोन पेंशंट केयर सर्विस) पर उपलब्ध है। यदि रेट वेबसाइट में नहीं है तो सीधे एम्स के संबंधित विभाग से सम्पर्क करें।

सीपीएसई कर्मचारियों हेतु एचआरए (मकान भत्ता)

बीएसएनएल पत्र संख्या 1/12/2009- पीएटी

(बीएसएनएल) दिनांक 6.6.2014 सभी सीजीएमस को डीपीई का मेमो संख्या 2 (46)-डीपीई (डब्ल्यू सी)-जीएल I/2013 दिनांक 7.1.2013 की प्रतिलिपि अग्रसारित है। यह एचआरए का आदेश 2007 के वेतनमानों पर लागू होगा। इसका प्रभावी तिथि 27.2.2009 होगी।

सीपीएसई कर्मचारियों को 2007 के वेतनमानों में एचआरए

डीपीई पत्र संख्या 2(46)/2012-डीपीई (डब्ल्यू सी जी एल I) 2013 दिनांक 7.1.2013 सभी प्रशासनिक मंत्रालयों को

वित्त मंत्रालयों के ओएम 29.8.2008 में एचआरए कर पात्रता शहरों के वर्गीकरण पर आधारित है। इसके लिए 'X', 'Y' तथा 'Z' श्रेणी है जो कि क्रमशः 50 लाख अथवा इससे अधिक 5 से 50 लाख तथा 5 लाख से कम आबादी के लिए है। इस प्रकार शहरों का वर्गीकरण किया गया है। ऐसे शहरों में कार्यरत कर्मचारियों के मकान भत्ते की गणना मूलवेतन के 30%, 20% तथा 10% के दर से किया जाता है।

यहीं पद्धति केन्द्रीय निगम कर्मचारियों पर भी लागू होगी।

प्रबंधन को पत्र

संचार मंत्री हस्तक्षेप करें

टीएफ-6/7 दिनांक 23.6.2014

हमें अत्यंत हर्ष तथा प्रसन्नता है कि आपने संचार मंत्रालय तथा प्रौद्योगिकी का कार्यभार ग्रहण किया है। संघ सहृदय आपका स्वागत करता है।

नेशनल फेडरेशन ऑफ टेलीकॉम इम्प्लॉईज (बीएसएनएल) उपक्रम में द्वितीय मान्यता प्राप्त तथा प्रतिनिधि संघ है। निगमीकरण के समय एनएफटीई अन्य दो महासंघों (एन एफ टी ओ तथा बी टी ई एफ) के साथ मिलकर सक्रिय भूमिका का निर्वाह किया जिसके परिणामस्वरूप सरकारी क्षेत्र से उपक्रम में परिवर्तन हो सका।

परन्तु, आज कम्पनी की दशा पर कर्मचारी चिन्तित है। कम्पनी दिन-प्रतिदिन शिखर की दिशा में/चार वर्षों से निरन्तर हानि में है। इसके अनेक कारण हैं जिन पर चर्चा करना उचित नहीं है। परन्तु एनडीए सरकार न जो रियायतें- शिथिलताएं

वर्ष 200 से 2004 तक दी थी उन सभी को वापस कर लिया गया है।

यह प्रसन्नता की बात है कि उपक्रम का पुनर्गठन आपकी प्राथमिकता है। यूपीए 2 सरकार ने इस कार्य को प्रारंभ किया था परन्तु दो वर्षों में कम्पनी को मजबूत करने की दिशा में कोई ठोस कार्य नहीं किया।

आज क्षेत्र में सामग्रियों-उपकरणों की कमी है। धनाभाव के कारण बीएसएनएल सामग्रियों की खरीदारी में असमर्थ है। इससे सेवाओं का रखरखाव तथा विस्तार दोनों प्रभावित हैं। निजी कम्पनियां मार्केट पर कब्जा कर रही हैं। संघ का दृढ़ मत है के बीएसएनएल को सामग्रियों की खरीदारी हेतु धन दिया जाय। हम आश्वस्त करना चाहते हैं कि सामानों- उपकरणों के उपलब्ध होने पर कर्मचारी जी-जान से कार्य करेंगे तथा कम्पनी को आर्थिक रूप से सुदृढ़ करेंगे।

यह बताना भी आवश्यक है कि मध्य वर्ग के मैनेजर्स की कम्पनी में भर्ती नहीं हुई है। इससे भी सेवाएं प्रभावित हुई हैं।

हमारा अनुरोध है कि उपर्युक्त दोनों बिन्दुओं पर उचित कार्यवाही सुनिश्चित करें।

सामान-उपकरण की राजस्थान में कमी

टीएफ-21 दिनांक 23.6.2014 श्री उपाध्याय, सीएमडी को

कुछ समय पूर्व संघ के राष्ट्रीय अध्यक्ष राजस्थान सर्किल में थे। सर्किल में सामग्रियों की कमी है। जयपुर जिले में मूल सामान भी नहीं है। सामानों के अभाव में कर्मचारी सेवाओं के विकास में योगदान नहीं दे पा रहे हैं।

कृपया उचित कार्यवाही सुनिश्चित करें।

टीटीए/सीनियर टीओ वर्गों की अंडमान-निकोबार में एक बार भर्ती

टीएफ-12/1(डी) दिनांक 26.5.2014 श्री आर.के उपाध्याय, सीएमडी को तथा प्रतिलिपि निदेशक (कार्मिक) को

अंडमान-निकोबार सर्किल 1.10.94 को पश्चिम बंगाल सर्किल के विभाजन के पश्चात अस्तित्व में आया। अधिकांश कर्मचारी पश्चिम बंगाल को वापस हो गए। नवीन सर्किल का संचालन प्रतिनियुक्तियों द्वारा हो रहा था। कुछ समय पश्चात सर्किल ने 1997 में 8 सीनियर टीओएज तथा टीटीएज

भर्ती किए जो कि सभी अब जेटीओ तथा जेएओ हो गए हैं। महत्वपूर्ण कार्य कान्ट्रैक्ट लेबर द्वारा हो रहा है। वर्ष 2013-14 में सर्किल में इन्टरप्राइज में प्रथम स्थान प्राप्त किया है तथा सभी लक्ष्यों को प्राप्त किया है। सर्किल में विकास के अवसर हैं।

अतः अनुरोध है कि कम्पनी के हित में टीटीए/सीनियर टीओए का सर्किल में एक बार भर्ती का जाय।

जेएओ विभागीय परीक्षा संशोधित स्कीम तथा

पाठ्यक्रम

टीएफ-14/2सी दिनांक 26.5.2014 निदेशक (कार्मिक)

तथा निदेशक (वित्त) को

कृपया कॉर्पोरेट कार्यालय पत्र संख्या 4-16/2013-एसईए दिनांक 13.3.2014 का संदर्भ लें। नवीन पाठ्यक्रम तथा स्कीम के अनुसार परीक्षा होनी है।

दिनांक 23.4.2014 की सम्पन्न नेशनल कौंसिल की बैठक में सहमति हुई थी कि जेटीओ (टी) की भांति 5 वर्ष का सेवाकाल का शर्त जेएओ में भी होगा। इसका सम्मान होना चाहिए।

कृपया भर्ती नियम में संशोधन सुनिश्चित करें।

जेएओ तथा जेटीओ परीक्षाओं हेतु शिथिलता

टीएफ-14(बी)(सी)/2014 दिनांक 30.4.2014 निदेश

(कार्मिक) को

संदर्भ:- 23.4.2014 को सम्पन्न नेशनल कौंसिल आयटम।

संघ उपर्युक्त परीक्षाओं हेतु ग्रेसमार्क की मांग की थी। जिसे बैठक में स्वीकार नहीं किया गया। प्रतिनिधियों ने आपको अवगत किया था कि त्रुटिपूर्ण प्रश्न-उत्तर, पाठ्यक्रम से बाहर के तथा बीई स्तर के प्रश्नों के कारण अभ्यर्थीगण है। चर्चा के मध्य कर्नाटक, कोलकत्ता टीडी, छत्तीसगढ़, पंजाब, बिहार, मध्य प्रदेश आदि की स्थिति से अवगत किया गया था कि किस प्रकार अभ्यर्थी प्रभावित हुए हैं। कर्नाटक सर्किल से संबंधित एक पत्रावली भी प्रस्तुत किया गया है। संघ ने पत्र संख्या टीएफ-14/2(बी) दिनांक 24.8.2013, 27.8.2013, 5.9.2013, 19.9.2013, 31.10.2013, 8.11.2013, 18.11.2013, 4.1.2014 द्वारा ध्यान

आकर्षित किया है। कोलकत्ता का परिणाम शून्य था। परन्तु अभी तक कोई कार्यवाही नहीं की गई है। जिससे कर्मचारी कष्ट में है। 23 अप्रैल की बैठक में सहमति हुई थी कि उचित कार्यवाही तथा पुनर्वालाकन हेतु कार्पोरेट कार्यालय पत्र जारी करेगा। जेएओ की परीक्षा में आंध्र, महाराष्ट्र, गुजरात प्रभावित हुए हैं। हिंदी में उत्तर देने के कारण राजस्थान में मूल्यांकन नहीं किया गया है। इस मुद्दे पर टीएफ-14/2(सी) दिनांक 31.10.2013, 1.10.2013, 18.11.2013, 5.11.2013, 9.12.2013 आदि द्वारा संघ ने ध्यान आकर्षित किया था। परन्तु कार्यवाही अपेक्षित है।

कृपया हस्तक्षेप करें जिससे कि मामलों का निपटारा हो।

बिहार सर्किल में कर्मचारियों की समस्याओं के

समाधान में उदासीनता

टीएफ-5 दिनांक 23.6.2014 जीएम, एसआर को

प्रांतीय संघ का मेमोरेण्डम संलग्न है। प्रशासन के उदासीन रवैये के कारण समस्याओं का समाधान नहीं हो रहा है। इससे कर्मचारियों में असंतोष है। सर्किल प्रशासन हेडक्वार्टर के आदेशों का भी कार्यान्वयन नहीं कर रहा है। गया के खजांची तथा पीओ का वितरण नहीं करना इसके उदाहरण हैं। संघ आंदोलन, भूख हड़ताल सहित का नोटिस दिया है।

कृपया हस्तक्षेप करें।

2007 के वेतनमानों पर 30 प्रतिशत, 20 प्रतिशत

तथा 10 प्रतिशत की दर से 78.2 आईडीए वेतन

निर्धारण के आधार पर एचआरए का भुगतान

टीएफ-10/4 दिनांक 23.6.2014 निदेशक (कार्मिक) को

संघ का अनुरोध है कि मकान भत्ता आईडीए 78.2 प्रतिशत आईडीए मरजर के आधार पर कर्मचारियों को भुगतान किया जाये। यह डीपीई के दिशा-निर्देशनों के आधार पर है।

नेशनल फेडरेशन ऑफ टेलीकॉम इम्प्लायज

यूनियन का जिला अधिवेशन

सुरेश पाल सिंह अध्यक्ष और रामगोपाल

सचिव निर्वाचित

शुक्रवार को नेशनल फेडरेशन ऑफ टेलीकॉम इम्प्लायज

यूनियन बिजनौर का 9वां जिला अधिवेशन संचार विहार कालोनी के प्राण में का. सोमपाल सैनी, परिमण्डल सचिव सहारनपुर की अध्यक्षता तथा का. रामगोपाल जिला सचिव एनएफटीई बिजनौर के संचालन में हुआ। अधिवेशन में सुरेश पाल सिंह जिलाध्यक्ष तथा रामगोपाल पुनः जिला सचिव निर्वाचित हुए।

जिला अधिवेशन का शुभारम्भ महाप्रबंधक दूरसंचार बाबूराम ने दीप प्रज्ज्वलित कर दिया। विशेष अतिथि चन्देश्वर सिंह जनरल सेक्रेटरी नई दिल्ली, एलएम सिंह सहायक महाप्रबंधक, हरि सिंह टीटीए मेरठ, एहसान जिला सचिव मुरादाबाद, अभिषेक टीटीए मेरठ आदि वक्ताओं में सम्मेलन को संबोधित किया। जिला अधिवेशन में जिला कार्यकारिणी का चुनाव सर्वसम्मति से सम्पन्न हुआ।

सूचनाएं आदि

बीएसएनएल तथा ओरिएन्टल बैंक के मध्य समझौता

दिनांक 9 जून 2014 को बीएसएनएल तथा ओरिएन्टल बैंक के मध्य एमओयू पर हस्ताक्षर हुआ है। बीएसएनएल कर्मचारी उपर्युक्त बैंक से ऋण ले सकते हैं।

बीएसएनएल-एमटीएनएल

फिलहाल-विलय की कोई योजना नहीं है।

बीएसएनएल-एमटीएनएल की सुदृढ़ता

दोनों कम्पनियों को सुदृढ़ करने हेतु संचार मंत्रालय ने इनके इन्फ्रास्ट्रक्चर पर निवेश वृद्धि का बल साथ ही उन्हें ग्राहकों को मिलने वाली सेवाओं को बेहतर करना होगा।

बीएसएनएल-एमटीएनएल का पुनुत्थान

दोनों कम्पनियों ने पुनुत्थान हेतु संचार मंत्रालय का प्रस्तुति दी है।

रियल स्टेट प्रॉपर्टी की बिक्री घाटे से उबरने के लिए बीएसएनएल ने देशभर में अपनी रियल एस्टेट प्रॉपर्टी को बेचने की योजना तैयार की है।

टावर बिजनेस

बीएसएनएल एक सहायक टावर कम्पनी की स्थापना करके बेचने की तैयारी कर रही है।

एमएनपी

मोबाइल नम्बर पोर्टेबिलिटी पर निर्णय शीघ्र होने की आशा है।

एकजीक्यूटिव संघों का चुनाव

दिनांक 12.12.2012 को प्रथम वेरीफिकेशन होना है।

जेएओ भर्ती नियम

प्रबंधन ने 5 वर्ष की सेवा शर्त को स्वीकार कर लिया है। मामले का अनुमोदन अब बीएसएनएल बोर्ड करेगा।

स्टैंडिंग कमेटी नेशनल कौंसिल की बैठक

दिनांक 26 जुलाई को बैठक सम्पन्न हुई। प्रबंधन पक्ष से सर्वश्री नीरज वर्मा, जीएमएसआर, गोयल, जीएम स्थापना तथा श्रीमती चौधरी, ईएफ तथा श्री वाधवा डीजीएम, एसआर थे। कर्मचारी पक्ष से साथी इस्लाम अहमद, चंदेश्वर सिंह, नंबदूरी, अभिमन्यु एवं मित्रा ने भाग लिया। 23 अप्रैल की सम्पन्न नेशनल कौंसिल बैठक के मुद्दों पर चर्चा हुई। कुछ मुद्दों जैसे कि सभी नान-एकजीक्यूटिव कर्मचारियों को 200 रु. का सिम उपलब्ध होगा। आदेश शीघ्र जारी होंगे।

कर्मचारी को 20 रूपया सिम का मूल्य देना होगा।

दूसरे अन्य बिंदुओं पर भी प्रगति हुई है। विस्तृत ब्यौरा अगले बुलेटिन में प्रकाशित किया जायेगा।

Meeting of Standing Committee of National Council

The meeting was held on 26th July, 2014 in which Comrades Islam Ahmed, Chandeshwar Singh, Namboodiri, Abhimanyu and Mitra participated. The official side was represented by S/Shri Niraj Verma, GMSR, R.K. Goyal, GM Est, and Smt. Choudhary. Shri Wadhva Deputy GMSR was also present. The Committee discussed progress on items of national council which were discussed on 23rd April.

Orders on the demand of Rs. 200 value Sim card are expected very soon. The employees have to pay Rs. 20 a cost of a sim card. There is progress on other items also which will be published in next bulletin.