

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

CONCLAVE AT DELHI

The National Executive Meeting of NFTE BSNL took place on 27th and 28th August to take stock of the situation and to decide future course of action on some of the issues particularly implementation of strike agreement of 12th June and evolving of BSNL's own Rules for recognition of the unions in the PSU. There had been apprehensions and doubts at certain quarters that the fixation benefits of 78.2% IDA merger may not get nod of the BSNL Board. But to great relief of the employees the Board took a very realistic and positive view of the issue as it was BSNL alone PSU in the country where employees were denied 78.2% IDA fixation benefits in the wage revision agreement. The joint struggle and constant pursuance by NFTE and others brought the result. The BSNL Board approved the 78.2% IDA merger and NE-12 scale proposals in its meeting of 28th August at the time when we are also in the session. Now ball will be in the court of DoT. There are thorns in the way but we have to move on. Similarly, the chief labour commission held Tripartite meeting on 27th August for change in recognition rules. The major unions particularly NFTE, BSNLEU,

NUBSNLW (FNTO) and others favoured change and demanded that the BSNL should evolve its own rules. It is unfortunate some unions particularly BSNLMS, Tepu opposed and favoured status-quo. one can understand their compulsion. The CLC, however, has directed the BSNL management to hold bi-lateral meeting with unions to evolve rules for recognition. Thus there has been headway on the twin issues.

The two day meeting of National Executive proved very fruitful. The NFTE HQr will now strive hard and will not rest till the above two issues are not finally clinched.

The conclave at Delhi had been very timely as assembled stalwarts made valuable contributions in respect of policy and programme of the union. The meeting expressed serious concerns on financial health of the company and suggested way and means for upward trend. VRS proposal was vehemently opposed. The presence of young and energetic comrades from NE-2 circle added lustre to the meeting. The NFTE is marching ahead organisationally in NE-2 circle.

- 1. NE-12 Scale in NEPP is approved by Board. Matter may will not go to DoT for its approval.**
- 2. 78.2% IDA fixation benefits to employees also approved by Board on 28th August. Now it will be sent to DoT for approval.**
- 3. BSNL Board has approved 2670 Vacancies for recruitment in the Cadre of TTA.**
- 4. 1898 vacancies in JAO have been approved by Board for holding departmental examination. Notification for examination is expected shortly.**
- 5. BSNL Management may hold meeting for evolving the Recognition Rules.**

Resolutions adopted in NE Meeting

- 1) The National Executive Meeting of NFTE BSNL held on 27th/28th August Expresses its deep appreciation to BSNL Board for approval of 78.2% IDA merger and NE-12 scale and assures that the giant organisation stands to reciprocate the same. However after in depth deliberations the meeting urges upon the BSNL Hqr to take early steps for obtaining approval from DoT.
- 2) The National Executive Meeting of NFTE BSNL being held on 27th/28th August resolves that the 6th verification should take place only on the basis of BSNL's own rules for recognition. The present code of Discipline is for central TUs and not at all applicable on non-affiliated unions. Therefore, the August Body urges upon the management to take effective and urgent steps for evolving BSNL's own rule of recognition ensuring maximum participation of workers in the Negotiating Machineries at different levels for redressal of their grievances. The management should also extend minimum Trade union facilities to the applicant unions for healthy Trade unionism and to ensure harmony and peace in the service provider PSU. The Ernakulam High court decision does not prevent BSNL administration to evolve its own rules for recognition.
- 3) The National Executive Meeting of NFTE BSNL being held on 27th/28th directs the CHQ to withdraw immediately the writ petition filed at Chennai High Court for change in code of Discipline
- 4) The National Executive Meeting of NFTE BSNL being held on 27th/28th August expresses deep concern on the present financial health of the PSU. The TRAI has recommended Rs. 2750/- crores as subsidy for BSNL but the Govt. (DOT) is delaying the release of the same. This is affecting the growth of BSNL services. Further, the BWA spectrums have been surrendered by BSNL to Govt in respect of some circles but the money deposited by the PSU is yet to be refunded.
The August Body after in depth discussions and deliberations resolves that the govt. (DOT)

should immediately grant necessary subsidy as recommended by TRAI and refund the surrendered spectrum deposits which may help in improving the financial health of the PSU.

- 5) The BSNL has proposed for grant of VRS to employees which is pending in the DOT. An expenditure of Rs. 18,000/- crores is estimated in the completion of VRS. exercise.

The NFTE BSNL is firmly and stoutly opposed to VRS and makes it clear that it will resist its implementation tooth and nail. The Govt should honour its commitment on job security of employees absorbed in BSNL. Moreover, VRS cannot be applied on absorbed employees as they are entitled for Govt scheme of pension.

Therefore the National executive meeting urges upon the BSNL management/DOT to drop the proposal of VRS and instead of this the Replacement scheme as mooted in years 2003/2004 by NFTE BSNL be introduced. The Railway Department has already introduced the replacement scheme. The BSNL HQR and DOT should not ignore the fact that the implementation of VRS has not brought fruitful result in the MTNL.

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TELECOM

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Message of Shri R.K. Upadhyay, CMD BSNL on the eve of Independence Day

On the eve of India's 66th Independence Day, I extend my heartiest greetings and good wishes to all of you and your family. This day reminds us of several sacrifices made by our ancestors, leaders and freedom fighters in their struggle to achieve independence for us.

India's telecom network is the third largest in the world on the basis of the customer base and it has one of the lowest tariffs in the world enabled by hyper competition in the market. The present tele-density in the country is 78.55% and broadband density in the country is 1.17%. BSNL is engaging in fierce competition to regain its leadership in the telecom market. Though we are still the leading service provider in fixed-line, Internet/ broadband and National long distance-segment, our overall market share has been

consistently dropping, Our present market share is around 12.46% and we have slipped to 4th position as an operator. BSNL is at 1st position as an operator in providing broadband services with market share of 63.73%. We are seriously concerned with the continued drop in the market share as also our declining revenue which is eroding profitability.

Friends, we are greatly perturbed over large number of disconnections of landline phones in the past few years. We have lost some high ARPU customers to our competitors, The drop in our fixed line phones is a matter of great concern for us, and all of us need to ponder over this problem seriously and take concreted action. Though some churn in the customer base is natural in a multi

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- 6) There is deep sufferings, hardships and discrimination in Non-Executive Promotion Policy particularly in respect Regular Majdoor, TTA and Sr. TOA Cadres due to average gradings. The National Executive Meeting resolves and urges the BSNL administration to redress the grievances of the staff relating to NEPP and demands implementation of NE-12 Pay scale besides providing reservation benefits for SC/ST employees as in the case of OTBP/BCR.
- 7) There is wage erosion in respect of sizeable number of staff sequel to implementation of revised IDA pay scales wef 1st January, 2007. The union has submitted a detailed note in the matter listing examples.
The National Executive Meeting of 27th/28th August resolves and request the management that urgent steps be taken to protect the loss of pay of affected i.e. TTAs, Sr. TOAs, RMs, TMs staff and save them from recurring disadvantages by granting 30% fitment.
- 8) The National Executive Meeting of 27th/28th at Delhi urges upon the BSNL administration to grant minimum Bonus to staff since thousnads of crores of rupees as revenue is generated

by the hard work of employees. They should not be penalised for the mismanagement of the BSNL management.

OTHER RESOLUTION

1. REGULARISATION OF OFFICIATING JTOs: TTAs who qualified the JTO promotion test in the year 2000 and undergone training are not promoted even after 12 years. This is the biggest staff issue prevailing since many years. BSNL management has been delaying the matter citing court litigation of Hon'ble High Court Haryana and Punjab. But it is the matter of fact that the litigation is only in the matter of diversion of direct recruitment vacancy to departmental promotion. Hence it is demanded to settle the issue of promotion of JTO qualified officials by post upgradation as JTO on a one time measure without affecting departmental vacancies.

2. The NE Conference resolves that the union's subscription be enhanced from Rs. 10 to 20/- per month and allocation will be as under:

I. CHQ - Rs. 5/-

II. Circle - Rs. 5/-

III. SSA/Districts - Rs. 10/-

District unions will distribute Rs. 5/- per member to branch unions.

operator system, such a large scale surrender of lines is certainly alarming. Landline connections have been our conventional source of business and a dent in this business is a serious setback for us. Our broadband service can help us a lot in our objective to bring back our landline customers and retain the existing landline customers. Our technical capability has never been questioned and our services are at par with our competitors, if not better. The need of the hour is to approach the customer right at his doorsteps rather than waiting for the customer to approach us. Only a personalized service to the customers can help us tide over the growing trend of customer churn, Let us start thinking like a businessman and bring professionalism in our approach and behaviour. If we do not change with time, I am afraid our business interests are going to suffer. BSNL launched 3G services on 27th Feb. 2009 and has provided 3G facility to all its customers using 2G/3G technology. We have rolled out 3G Network in 967 cities across the country which is the largest roll out by any telecom service provider. Customers having 3G handset can use mobile broadband and watch live TV streaming, large files and generate video calls and many other customer friendly services.

BSNL, has already launched BWA (Wi-Max) services in rural areas of the country to provide wireless broadband connectivity to rural CSCs and village panchayats for Government Programmes. BSNL showed a positive increasing trend in both revenue as well as in number of fixed broadband business in financial year 2011-12. The total number of broadband connections of fixed broadband services was approximately 9 million. BSNL has a major share in broadband market in India. In order to provide better experience to broadband customers BSNL is procuring international bandwidth from market which over a period has increased to nearly 1200 STM Is BSNL is also planning to lease internet bandwidth to neighbouring countries e.g. internet bandwidth has been leased to Nepal Telecom. BSNL has also started new services like ITFS (International Toll Free Service) with M/s MCI. Our enterprise business has been growing in the past few years which must be sustained. We have

taken to segregate this as a focused segment. BSNL has already started Video and Voice over Broadband services (VVoBB) which provide facility of Video Telephony and International Calling based on IP Protocol. The services is already available in West and North zone of India and likely to be expanded to South and East zone of India shortly. To make this service available to common people, who cannot afford their own Video and Voice over Broadband (VVoBB) connection. BSNL, is shortly announcing the policy of Video and Voice over Broadband service on PCOs, This service is also likely to be made available to common people through various Post Offices. BSNL has set up Internet DATA Centre on revenue share basis for offering IT services to customers at Faridabad. (Ghaziabad, Ludhiana, Jaipur, Ahmedabad, Mumbai, Bangalore, Hyderabad, Allepey (Kerala). To bring standardization and streamlining the call centre for PSTN have been set up at Bangalore. Hyderabad, Chennai, Mohali, Noida, Bhopal, Ahmedabad and Kolkata.

BSNL has already signed master services agreement (MSA) with nine operators for leasing out the BSNL towers on PAN-India basis. BSNL, has the best domain expertise to rollout the NOFN project which includes complex geographical aspects. Recently the Government has identified train block in Ajmer district for a pilot rollout in its 30 panchayats. For Urban households / business and corporate customers we have rolled out Fibre to Home (FTTH) technology. This technology supports high speed band width such as voice high speed Internet, IPTV, video on demand/ High speed game VPN & Leased circuit. We have rolled out this technology in 125 cities across the country.

We have to strive really hard to come out of present situation. We are technically capable and professionally competent to meet the challenges. We would earnestly endeavor to ensure that our provided prompt and efficient service through our state-of-the-art network and infrastructure. I look forward to your whole-hearted and committed support to improve the physical and financial performance of the company. I wish you all the success in this mission!

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATION AND INFORMATION TECHNOLOGY
RAJYA SABHA
QUESTION NO 833

ANSWERED ON 17.08.2012

Accumulating losses of MTNL and BSNL

833 SHRI PRAKASH KESHAV JAVADKAR

Will the Minister of COMMUNICATION AND INFORMATION TECHNOLOGY be pleased to state:-

(a) the details of accumulated profit/loss of BSNL and MTNL since 2004, respectively, year-wise;

(b) the reasons for their rising losses; and

(c) the steps Government has taken to check their accumulating losses?

ANSWER

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI MILIND DEORA)

(a) The details of profit / loss and accumulated profit / loss of BSNL and MTNL since financial year 2004-05 are as follows:

(Figures in Crores)

Please see Annexure for table

(b) The reasons for the rising losses of BSNL and MTNL are due to decline in revenue/income and increase in expenditure. The reasons for the decline in revenue/income are as follows:

- ***Fixed to mobile substitution***
- ***Stiff competition in mobile sector.***
- ***Payment towards 3G & BWA spectrum charges resulting in reduction in interest income.***
- ***Decrease in Average Revenue Per User (ARPU) in mobile sector.***

The reason for the increase in expenditure is mainly due to large legacy work force whose wages is around 50% of the revenue.

(c) Department of Telecommunications (DoT) reviews the performance of BSNL and MTNL periodically to improve their financial health. Some

of the steps taken by BSNL and MTNL to make them profitable are as follows:

BSNL

- Fortification of stable revenue streams through concerted focus on Broadband, Next Generation Network (NGN) voice and enterprise businesses with major focus on government projects.

- Sustained operational focus on customer care, service delivery, service assurance revenue management and asset management.

- Sharing of Passive infrastructure along with Monetization of real estate.

- Seeking reimbursement of deficit on account of commercially non-viable services.

- ***With a view to rationalize staff cost, BSNL has prepared a Voluntary Retirement Scheme (VRS) aimed at reducing its workforce by 1,00,000.***

MTNL

- MTNL is reviewing its tariff for various products and services so as to make them customer friendly and to suit various segments of the society.

- MTNL has taken a lot of measures to facilitate easy payment of telephone bills to meet the requirement of all segment of society.

- Online booking of different services and complaints for landline and mobile are now available.

- MTNL is having Sanchar Haats in Delhi and Customer Service Centers (CSCs) at Mumbai, where customer can get various services like registration for new service, duplicate bills of cellular connection, bill payment, VCC cards etc.

In addition, the National Telecom Policy (NTP-2012) inter-alia envisages following role of Public Sector Units, including BSNL and MTNL:

- To recognise the strategic importance of Telecom PSUs in nurturing/ enhancing

Government's intervention capabilities in matters of national security or international importance, including execution of bilateral projects funded by Government of India.

- To encourage Public Sector Units under the DoT to identify and exploit strategic and operational synergies so that they play a significant role in service provision, infrastructure creation, and manufacturing.

- To exploit individual strengths of organisations under DoT/ Department of Information Technology (DeitY) to their mutual benefit for ensuring these organisations to effectively flourish in the competitive telecom market while adequately supporting the security

YEAR	BSNL		MTNL	
	Profit/Loss	Accumulated Profit/Loss	Profit/Loss	Accumulated Profit/Loss
2004-05	10183	17241	939	939
2005-06	8940	23053	580	1519
2006-07	7806	27938	682	2201
2007-08	3009	28590	587	2788
2008-09	575	29165	212	3000
2009-10	(-)1823	27343	(-)2611	388
2010-11	(-)6384	20958	(-)2802	(-)2413
2011-12 unaudited)	(-)8851	12108	(-)4110	(-)6523

needs of the nation. Efforts will be made for according preferential treatment for procurement of products and services rendered by individual organisations.

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATION AND INFORMATION TECHNOLOGY
RAJYA SABHA
QUESTION NO 850
ANSWERED ON 17.08.2012
VRS in BSNL

850 SHRI PRASANTA CHATTERJEE

Will the Minister of COMMUNICATION AND INFORMATION TECHNOLOGY be pleased to state:-

- (a) whether Government is going to introduce VRS in BSNL;
- (b) if so, the terms and conditions thereof; and
- (c) the reaction of Unions thereon functioning in BSNL?

ANSWER

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI MILIND DEORA)

(a) & (b) Department of Telecommunications (DoT) has received a proposal of Voluntary Retirement Scheme (VRS) from BSNL. The main features of the proposed VRS Scheme are as follows:

Eligibility:

The scheme will apply to employees who

have completed the age of 45 years and have served BSNL as regular employee for 15 years.

Financial benefits:

Ex-gratia amount of 60 days salary (Basic+DA) for each completed year of service or salary for number of months of service left, whichever is less. However, the compensation would be subject to maximum of 60 months salary.

The ex-gratia amount will be in addition to the normal retirement benefits. Likely expenditure on ex- gratia for approximately 1 Lac employees is estimated to be about Rs. 12,371 Crores. In addition, there will be expenditure on normal retirement benefits viz Gratuity, Pension, leave encashment and transfer grant.

(c) BSNL had consultations with its Executive Associations and Staff Unions. BSNL has reported that majority of Associations / Unions have opposed the scheme or expressed their reservations.

LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

Recruitment of Junior Hindi Translators through Limited Internal Competitive Examination to be held on 18th November, 2012

**No/ 50-1/2012-DE Dated - 16-08-2012 to All
CGMs, BSNL Telecom Circles, CGM Chennai/
Kolkata Telephones Distt, BSNL CGM
Maintenance, NTR, BSNL New Delhi**

It has been decided with the approval of Competent Authority to hold a Limited Internal

Competitive Examination to fill in vacancies in the grade of Junior Hindi Translator. The examination shall be held as per Recruitment Rules issued vide letter No. 201-3/2003-Pers-III (Issue No. 7) dated 10.10.2003. Circular No.201-03/2012-Pers III dated 27-06-2012 stipulating relaxed educational qualification and Syllabus/Scheme of examination circulated vide letter No. 201-01/2012- Pers. III dt. 27-1-2012.

2. The detailed time-table of the examination is given below:-

Paper	Subject	Marks	Date & Day	Timings
I. Objective Type (OMR Based)	(i) General Hindi	100	18.11.2012	10.30 AM to
	(ii) General English	100	(Sunday)	12.30 PM (2 Hours)
II. Conventional Type	Translation -4 passages of 150 words 12 each from Hindi to English & vice versa)	200	-do-	02.00PM to 04.00 PM (2 Hours)

NOTE:- Paper-II of proficiency Test shall be evaluated of only those candidates who attain a minimum qualifying standard in Paper-I

3. i. Recruitment year for the LICE will be 2012.

ii. Cut-off date for determining eligibility condition in accordance with provisions laid in column-II of the R/Rs of Hindi Translator will be 1.7.2012.

iii. Vacancies arising/Likely to arise upto 31.3.2012 may be taken into account for the said examination.

iv. In case fate of some of the candidates of earlier LICE (s) have not been decided on account of court case or any other reasons, the Circles may keep equivalent number of vacancies reserved for them before notifying the vacancies for LICE 2012.

4. The vacancies arising out of or likely to arise due to promotion of Junior Hindi Translator to Senior Hindi Translator and/or Rajbhasha Adhikari are also to be taken into consideration while notifying the vacancies for the LICE. The non-recruiting Circle/ Unit Heads shall communicate the status of Senior/ Junior Hindi Translator Vacancies to the concerned recruiting circles so that these are also accounted for in the proposed LICE. Instructions issued vide letter No. 201-01/2010-Pers.III dated 19.5.2011 may also be taken into account for calculating the

exact number of vacancies of Jr. Hindi Translator.

5. Eligibility to appear in the above examination shall be strictly in accordance with the Pers-III Branch circulars stated in Para 1 above. In case of any doubt regarding eligibility for admission to the examination, it may kindly be addressed to AGM (Pers-III), BSNL Corporate Office, 5th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001

6. In pursuance of letter No. 201-1/2012-Pers-III dt. 27th January, 2012 the minimum qualifying standard in both the papers taken together, will be as under:-

30% in each paper and 37% in aggregate for OC Candidates.

20% in each paper and 30% in aggregate for SC/ST Candidates.

Negative marking will be adopted in all objective type question papers of LICE and for each wrong answer 25% of the mark of that question should be deducted. In case of any doubt in this regard, it may kindly be addressed to AGM (Pers-III) BSNL Corporate Office

7. All arrangements for conducting the examination will be made by the Circles strictly in accordance with the rules laid down in Appendix No. 37 of P & T Manual Vol-IV (5th Edition). The Heads of Telecom Circles will be responsible for

actual conduct of the examination including in respect of the candidates permitted to appear by the Heads of other Administrative office estimated within their territorial jurisdiction. For the candidates of Chennai Telephones & Kolkata Telephones, the examination will be conducted by the concerned Telephone District. In Delhi Chief General manger maintenance, NTR New Delhi will conduct the examination including for the candidates of BSNL Corporate office.

8. The question papers for paper-I and Paper-II would be arranged centrally by Recruitment cell. BSNL Corporate office. Answer sheets for Paper-I (OMR Sheets) and Paper-II (conventional Type) Shall be arranged by Circles concerned. All post examination work such as nomination of examiners, evaluation of answer books by such examiners, preparation and declaration of result, etc. will be undertaken by the respective Telecom Circles as being done in a decentralized examination. Evaluation of answer books may be carried out as per procedure detailed in Circulars No. 7-3/2005 and scheme & syllabus of the Exam. Circulated vide No. 201-1/2012-Pers.III dt. 27-1-2012

9. The eligible candidates may be advised to submit their application to the Head of Telecom Circle under whose jurisdiction they are working. The last date of submission of application may be fixed as 21.09.2012. Application received after the last date i.e. 21.09.2012 should not be entertained.

10. The Heads of Circles are requested to intimate to the Deputy Manger, (DE-I) BSNL, Room No. 222, Eastern Court Janpath, New Delhi- 110001 the following information positively by 28.09.2012:-

a. Name of Centre.

b. Name, designation & complete Postal Address/E-mail I.D/Fax/Telephone Number/Mobile Number of Exam. Co-ordinators and Center Supervisor.

c. Number of total vacancies (category wise) number of vacancies kept reserved

d. Number of candidates taking the examination.

11. The result of the examination may please be declared within one month of holding of the examination under intimation to this office as well as AGM (Pers-III) BSNL C.O

12. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

Holding of Limited Internal Competitive Examination (LICE) for promotion of UDC to the grade of Assistant Manager in BSNL Corporate Office.

No. 20-1/2012-DE Dated: 30th July, 2012 to The CGMs BSNL Telecom Circles etc.

It has been decided to hold a Limited Internal Competitive Examination (LICE) to fill up the vacant posts in the grade of Assistant Manager of BSNL C.O. pertaining to the recruitment year 2012 as per the provisions of the Recruitment Rules issued vide BSNL C.O. letter 27-1/2001-CSS dated 4th July, 2003.

2. The scheme and syllabus of the examination will be as circulated vide BSNL C.O.'s O.M. No. 140-1/2005-CSS dated 18-08-2005 and subsequent partial modification issued by OM No. 140-1/2005-CSS dated 1-2-2007. The details of papers and time-table of the examination (LICE) will be as under:-

Paper	Subject	Marks	Date & Day	Timings
Paper I (Objective, Multiple Choice with negative marking)	i) General Awareness	50		3 Hours
	ii) General English	50	Sunday the	(11.00 A.M.
	iii) Computer Fundamental	50	21st Oct.	To
	iv) Service Rules	50	2012	1.00 PM
Paper II (Conventional)	i) Noting & Drafting	50	-do-	3 Hours
	ii) Service Rules	100		(2.00 PM To 5.00 P.M.)

3. Eligibility to appear in the above examination shall be strictly in accordance with the CSS Branch circular stated in Para 1 and 2 above. Any doubt regarding eligibility for admission to the examination may kindly be addressed to AGM (CSS), BSNL Corporate 4th floor, Bharat Sanchar Bhawan, New Delhi.

Officials who are eligible in accordance with the eligibility conditions and who desire to appear in this examination should submit their application in the enclosed Proforma to DGM (Pers.), BSNL Corporate Office. Closing date for receipt of application by DGM (Pers.) BSNL Corporate Office is 27-08-2012. Applications received after the due date, i.e., 27-08-2012 shall not be entertained under any circumstances. DGM (Pers.) BSNL Corporate Office will, in turn, forward the application of eligible candidates to CGM, NTR, New Delhi, after determining their eligibility, latest by 7th Sept., 2012 under intimation to DE Section, BSNL CO.

Holidays to be observed in BSNL Offices during the year 2013.

No. 3-1/2010-TE Dated: 16-08-2012 to All Heads of Telecom. Circles/ All Heads of Metro Distts./ Other Administrative Units, BSNL

In the list of holidays to be observed in BSNL Offices during the year 2013 circulated vide this office letter of even number dated 21.06.2012, the following corrections are made:-

1) For the festival of Holi (at S.No.3 of Annexure I), on 27th March, 2013, the saka date may read as "CHAITRA 06" Instead of "PHALGUNA 06".

2) For the festival of Rath Yatra (at S.No.19 of Annexure-II), on July 10, 2013, the day may be read as "Wednesday" Instead of "Thursday".

Performance of Circles regarding realization of outstanding telephone revenue under Basic Service through different schemes-reg.

No: 2-Misc/2008-BSNL/TR [Pt-I] Dated 17 - 8 -

Annexure to Letter No. 2-Misc/2008-BSNL/TR[Pt.I] Dated August, 2012 Recovery made through different schemes during 2011-12 (Amount in Rupees)

S. No.	Name of Circle	Outstanding as on 31-3-2011	Discount Scheme	Recovery made through different schemes			Total Amount	Performance % age=8/3* 100
				Staff Incentive Scheme	Lok-Adalat	Arrear of Land Revenue		
1	2	3	4	5	6	7	8	9
1	Andman & Nikobar	106157000	0	0	0	0	0	0.00
2	Andhra Pradesh	3198173000	4562589	7689227	18526492	495692	31274000	0.98
3	Assam	715631000	0	0	0	0	0	0.00
4	Bihar	3223674000	4826053	1536779	4203259	0	10566091	0.33
5	Jharkhand	1392780000	4076685	0	46768324	0	50845009	3.65
6	Gujarat	1030018000	2856932	6876398	7062314	0	16795644	1.63

2012 to All Heads of Telecom Circles/ Metro Telephone Districts, Bharat Sanchar Nigam Limited.

All the Circles were requested to popularize different recovery scheme for recovery of outstanding dues during the year 2011-12 and were also requested to send performance report thereof at the end of the financial year 2011-12 vide Circular of even no. dated 14.5.2012.

In this regard the details received from different Circles have been compiled and are indicated in the Annexure in descending order of performance of Circles vis-à-vis their outstanding telephone revenue as on 31.3.2011.

It is observed that the performance of Circles in realising the outstanding due through different recovery schemes approved by this office is not encouraging as is evident from the details given in the Annexure. Therefore, all the Circles are requested to devote more of their attention towards effecting of recoveries through the schemes in vogue for the current year and boost their performance. The non-performers are requested to analyse and intimate the reasons for 'Nil' progress against the recovery schemes besides taking steps to initiate action for effecting maximum recovery of outstanding dues under different schemes during the year 2012-13.

Progress of recovery in respect of all Circles shall be watched through monthly reports, which may kindly be provided by the dates prescribed already for each scheme. The information may also be e-mailed to mailing address kuberbsnl1@gmail.com Encl: Annexure

7	Haryana	1046822000	1195545	249904	591291	158000	2194740	0.21
8	Himachal Pradesh	216190000	339241	0	70289	0	409530	0.19
9	Jammu & Kashmir	819782000	1088595	282298	0	0	1370893	0.17
10	Karnataka	2390023000	5565213	5148024	3047667	86266	13847170	0.58
11	Kerala	641913000	1951715	1777	0	17710909	19664401	3.06
12	Madhya Pradesh	2133007000	0	0	0	0	0	0.00
13	Chattisgarh	602589000	2872340	0	798023	0	3670363	0.61
14	Maharashtra	4673428000	6936781	4213000	53292171	1578773	66020725	1.41
15	N-I	823996000	2714713	2626668	0	0	5341381	0.65
16	NE-II	2577152000	34277	444690	0	0	478967	0.02
17	Orissa	981458000	0	462764	8276405	0	8739169	0.89
18	Punjab	997284000	1424641	356255	4617000	0	6397896	0.64
19	Rajasthan	769918000	4462082	2203778	4248617	0	10914477	1.42
20	Tamilnadu	860600000	889216	1694500	9924000	0	12507716	1.45
21	UP (West)	4613540000	6178612	1458267	0	0	7636879	0.17
22	UP (East)	1697458000	25903945	34503400	6350952	0	66758297	3.93
23	Uttaranchal	422748000	715777	205229	0	0	921006	0.22
24	West-Bengal	1419157000	6517098	4591568	3112040	0	14220706	1.00
25	Kolkata TD	2450468000	196836	0	0	0	196836	0.01
26	Chennai TD	997091000	0	0	2148631	0	2148631	0.22
TOTAL		40801057000	85308886	74544526	173037475	20029640	352920527	0.86

Name of Circle with NIL recoveries in various Schemes

Discount Scheme:	A&N, Assam, MP, Orissa and Chennai TD
Staff Incentive Sch.:	A&N, Assam, Jharkhand, HP, Kerala, MP, Chhatisgarh, Kolkata TD & Chennai TD
Lok Adalats:	A&N, Assam, J&K, MP, NE-I, NE-II, UP (W), Uttranchal, Kolkata TD. A&N, Assam, Bihar, Jharknd, Gujarat, HP, J&K, MP, Chattisgarh, NE-I, NE-II, Orissa,
Arrears of Land RA:	Punjab, Rajasthan, Tamilnadu, UP(E), UP(W), Uttranchal, WB, Kolkata TD, Chennai TD.
Over All:	A&N, Assam, MP

Clarification issued by Department of Telecom in respect of quarters allotted to DoT units and Relieved repatriated DoT officers regarding.

No. BSNL/6-1/SR/2011 Dated the 21.08.2012 to All CGMs BSNL

Reference this office letter number BSNL/6-1/SR/2011 Dated 22.06.2012 issued regarding retention of quarters by relieved repatriated officers

2. In response to several representations received from relieved repatriated DoT officers as well as correspondences from BSNL/MTNL

regarding remittance of license fee and HRA in respect of allotment of quarters to organizations viz. VTM, DoT Cell etc, to BSNL/MTNL, the Department of Telecom has informed, vide its letter number 11-9/2010-Estates dated 03.08.2012, with the approval of Secretary (T) that BSNL/MTNL shall not insist upon deposition of the amount equivalent to HRA for the quarters retained by relieved repatriated officers for a period of one year i.e. up to 31.07.2013 or till transfer of assets or completion of absorption process, whichever is earlier. However BSNL is entitled to receive standard license fee of these' quarters for the purpose of proper maintenance

3. Necessary action is to be taken accordingly.

Blackberry devices on EMI to BSNL Employee as a Special Festival offer

File No. 10-1/2009-P&P-CM Dated: 22nd August, 2012 to The Chief General Managers, All Telecom Circles & Metro Districts, BSNL.

It has been approved by the competent authority to offer the Blackberry devices available in the Circle to BSNL employee as a festival offer on 12 equal monthly Instalments which is to be recovered from the salary.

The offer is on first come first serve basis till the stock of blackberry devices lasts.

It is requested that all out efforts be made to offer to BSNL's employee these devices and feedback on the sale may be sent to P&P-CM, cell of corporate office.

Prevention of Sexual Harassment of women employees at their workplace

No. 6-1/2005 SG(SCT)PT/395 Dated: 21-08-12 to All the CGMs

From time to time BSNL CO is issuing guidelines to the field units for prevention of sexual harassment of women employees at their work places, While reviewing the issue in the BSNL CO, it has been decided that there is a need to create a greater awareness among the officials of BSNL and the field units may be advised again to take all necessary steps scrupulously (as per the supreme court guide lines) to spread awareness among all the employees regarding zero tolerance for sexual harassment at work places and also to make the Sexual harassment committee of respective units more active in settling the cases within the given time frame.

All the CGMs are requested to kindly take necessary steps in this regard to spread awareness among all the employees as mentioned above,

This may kindly be treated as IMPORTANT.

Limited Internal Competitive Examination (LICE) for promotion to the Grade of Rajbhasha Adhikari on the basis of RRs of Rajbhasha Adhikari, 2005

No. 60-1/2012 -DE dated 22nd August, 2012 to All Heads of Telecom Circles, BSNL, Head of Telephone Distt. BSNL, Chennai/Kolkata, Chief General Management, Maintenance, NTR, BSNL, New Delhi

I am directed to state that it has been decided to hold the LICE for promotion to the post of Rajbhasha Adhikari on 2.12.2012 (Sunday) as per the pattern, scheme and syllabus circulated vide letter No. 27-2/2005-Pers -II dated 16-8-2005 and modifications issued vide BSNL CO letter No. 20-05/2009-Pers.II dated 24-11-2011 & 29-11-2011 LICE shall be conducted taking into account accumulated vacancies which have occurred due to retirement promotion death or otherwise in the grade of Rajbhasha Adhikari upto 31-3-2012 including unfilled/carry forward vacancies of previous years. LICE may not be held in the details for appearing in the said examination will be as prescribed in Recruitment Rules of Rajbhasha Adhikari circulated vide letter No. 22-35/2001-Pers.II dated 5th August, 2005. The test will be held at the Headquarters of the territorial Circles and such other centers as may be fixed by CGMs.

2. The detailed time-table of the examination is given below:

Paper	Subject	Marks	Day & Date	Duration	Timings
Paper-I (Multiple Choice)	i) General Hindi	75	2-12-2012 (Sunday)	2 hours	10:30 AM to 12:30 PM
	ii) General English	75			
Paper-I (Conventional)	i) Translation-Four passages (150 words each) 2 each from Hindi to English and vice versa)	100	22-12-2012 (Sunday)	3 hours	02:00 PM to 05:00 PM
	ii) Official Language Policy	50			

3. Eligibility to appear in the above examination shall be strictly in accordance with the Pers II Branch circulars stated in Para 1 above. In case of any doubt regarding eligibility for admission to the examination it may kindly be addressed to AGM (Pers.II). BSNL Corporate Office, 4th Floor, Bharat Sanchar Bhawan,

Janpath, New Delhi-110001.

4. The Question papers for Paper-I & II would be arranged centrally by Recruitment Cell, BSNL Corporate Office. Answer sheets for Paper-I & Paper II (Conventional type) shall be arranged by Circles itself. All post examination work such as nomination of examiners, evaluation of answer books by such examiners, preparation and declaration of result etc. will be undertaken by the respective Telecom Circles as being done in a decentralised examination. Officers not below the level of JAG from outside the Circle be appointed as examiners for evaluation of the answer books. Procedure as detailed in Circulars No. 7-3/2005-DE dated 8-8-2005 and 60-1/2005-DE dated 15-12-2005 may be followed for appointment of examiners.

5. All arrangements for conducting the examination will be made by the Circles strictly in accordance with the rules laid down in Appendix No. 37 of P&T Manual Vol. IV (5th Edition) and instructions issued in this regard from time to time. The Heads of Telecom Circles will be responsible for actual conduct of the examination in respect of the candidates permitted to appear by the Heads of other Administrative offices situated within their territorial jurisdiction. For the candidates of Chennai Telephones & Kolkata Telephones, the examination will be conducted by the concerned Telephone District in Delhi, Chief General Manager, Maintenance, NTR, New Delhi will conduct the examination including for the candidates of BSNL Corporate Office.

6. Examination (Paper -I) will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble by a black ball point pen only in the OMR answer sheet accordingly. In case of wrong answer, 25% marks of that question would be deducted for each incorrect answer and as such the candidates are advised not to resort to arbitrary selection of answer.

7. The minimum qualifying marks will be as per modified Note (ii) below A of letter No. 27-2/2005-Pers.II dated 16-8-2005 issued vide BSNL CO letter No. 20-05/2009-Pers.II dated 24-11-2011, which is reproduced below:-

For General Candidates: 30% in Paper-I, 37%

in Paper-II and 37% in aggregate.

For SC/ST Candidates: 23% in Paper-I, 30% in Paper-II and 30% in aggregate.

In case of any doubt in this regard, it may kindly be addressed to AGM (Pers.II) BSNL Corporate Office.

8. The eligible candidates may be advised to submit their application to the Head of Telecom Circle under whose jurisdiction they are working. The last date of submission of application may be fixed as 29-9-2012. Application received after the last date i.e. 29-9-2012 should not be entertained.

9. The Heads of Circles are requested to intimate to the AGM (DE), BSNL, Room No. 222, Eastern Court, Janpath, New Delhi-110001 the following information positively by 12-10-2012 in each centre.

a. Name of Centre

b. Name, designation & complete Postal Address/Fax/Telephone Number/Mobile Number of Exam. Coordinators and Supervising Officers.

c. Number of candidates taking the examination.

10. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

Notice of Chief Labour Commissioner for Tripartite Meeting

W.P. (C) No. 35399 of 2010 of Hon'ble High Court of Kerala -Meeting of Trade Unions and 7 management of BSNL in compliance of Order dated 11 June, 2012 (received on 6.8.2012)

No.32(22)/2012-Vfn. Government of India Ministry of Labour & Employment O/o Chief labour Commissioner[C] New Delhi Dated: 9th August, 2012 to (1) Chairman & Managing Director, Bharat Sanchar Nigam Ltd, (2) The General Secretary All the Trade Unions Operating in BSNL(list Enclosed)

The Hon'ble High Court of Kerala has disposed off the above Writ Petition with a direction to the Chief labour Commissioner (Central) [Respondent No.3]

xvii) "to convene a meeting of the trade unions of the employees as well as the management of

Contd. on page 16

GURUDAS DAS GUPTA

MEMBER OF PARLIAMENT
(LOK SABHA)

GENERAL SECRETARY
ALL INDIA TRADE UNION CONGRESS



35-36, Deen Dayal Upadhyay Marg
Rouse Avenue, New Delhi-110002
Tel. 23217320/23220264
Fax: 23222427
Mobile 9868180640

Dated 16.8.2012

Dear Shri Sarangi,

I hope you have received my letter dated 8.8.2012 regarding change in Code of Discipline (COD) to facilitate recognition of more than one union in BSNL. I am glad CLC has finally fixed meeting on 27.8.2012. According to Kerala High Court judgement, the task of CLC is to evolve consensus.

What I want to bring to your notice is that there is already consensus. In the meeting held on 16.9.2010 two unions namely BSNLEU and TEPU opposed immediate change in COD. (Copy of the minutes enclosed) BSNLEU being largest union (46.5%), their views could not be ignored. Now BSNLEU too favours change to facilitate recognition of more than one union. They have given in writing which letter is with CLC. The other union which opposed change was TEPU with vote share of 0.06%. This opposition is negotiable and can be ignored.

In view of the aforementioned facts, a consensus already exists. I shall be grateful if you kindly advice CLC to recommend to BSNL to change the rules.

With regards,

Yours sincerely,


(Gurudas Das Gupta)

Shri Mritunjoy Sarangi,
Secretary,
Ministry of Labour & Employment,
Govt. of India,
Shram Shakti Bhawan,
New Delhi 110001.

LETTERS TO ADMINISTRATION / MANAGEMENT

Non-transfer of GPF amount of Shri D.P. Singh, Sr. TOA (T) CTO. Araria, Bihar by Assam circle.

TF-05 Dated:-09-08-2012 to Director (Finance) BSNL New Delhi.

Shri D.P. Singh Sr. TOA(T) was transferred in Rule-38 from Assam circle to Bihar circle in the month of May, 1994. The G.P.F balance amount Rs. 31,791/- has not been transferred to Bihar till date. His account No. is TC/ASM8825. The official submitted series of representations to concerned officer but all in vain. The copies of A/cs slips and transfer order are enclosed for perusal and ready reference.

We, request you to take urgent action in the matter to avoid hardship to the official.

Fraud and loss at Khammam SSA in Andhra Telecom circle

TF-36/1 Dated:-11-08-2012 to Chairman Cum Managing Director BSNL, New Delhi.

Vide our letter No.- TF-36/1 dt-01-012-2011 (copy enclosed) we have reported about the frauds occurring at Khammam SSA. Some officers have looted the company.

Sequel to our complaint the investigations were conducted and charges established. But no action is being taken against the erring officers who were involved in the fraud and misdeeds resulting loss to the company.

We are told efforts are on to protect the erring officers and our union office bearers are being intimidated and threatened for the complaint.

Kindly, therefore, bring the culprits to justice and fair play.

LDCE for promotion to TTA Cadre against vacancies of year 2008-Case of Eastern UP circle.

TF-14/2(a) Dated:-11-08-2012 to Sr. GM (Est) BSNL, New Delhi.

Kindly recall our talks of 9th instant.

It is stated that the Eastern UP circle has issued notice LDCE for promotion to TTA Cadre against 40% quota of departmental vacancies. In the said notification the age limit is prescribed as 40 years

on the last date of submitting the application. Due to this such officials who were not above 40 years in years 2008 their applications are not being accepted on the plea of over age. This does not appear rationale and logical as they were eligible in year 2008. Further, there is no age limit prescribed in R/R issued vide BSNL HQR letter No.-250-41/2001-Pers-III dt-27-07-2001 and clarificatory Letter No.-250-41/2001-Pers-III(PT) dt-04-02-2002.

Therefore, we request you to intervene very urgently so that confusions are avoided and employees are allowed to appear in the examination.

Arresting of Surrender of Basic Phones.

TF-19/3 Dated :-23-08-2012 to Shri R.K. Upadhyay CMD BSNL, New Delhi

Vide BSNL HQR letter No. 8-23/2012/PHM Dated 02-08-2012 orders have been issued for prevention of surrender of landline Telephones. However, the surrender is continuing unabated as defective phones are not being restored and set right due to non-availability of materials. It is strange while corporate office is maintaining that the necessary materials have been supplied the field units are starving and complaining about non-availability.

We may state that very recently our All India President, Shri Islam Ahmed, was at Allahabad where phones are out of order in thousands particularly in Meerapur, Kareli, Keedganj Allahpur, Patrika Colony etc and are not being repaired on the plea of non- availability of materials and men. We strongly feel the maintenance of service should not suffer due to paucity of fund and material as similar situation may be at other places' resulting immense loss to company.

We, therefore, request you to please take appropriate action in the best interest of the company as surrender of phones are matter of deep concerns for everyone.

Redeployment of Telecom Mechanics in Bihar Telecom Circle.

TF-05 Dated:-23-08-2012 to Chairman Cum Managing Director BSNL New Delhi.

Contd. on next page

BSNL to Spend 400 Cr to Revamp Landline Services

Telco to offer facilities such as video calling and free call transfer from mobile phones

PRESS TRUST OF INDIA NEW DELHI

State-run BSNL is planning to invest around 400 crore to transform its landline services that will bring a host of modern facilities, including video calling and free call transfer from mobile phones, by end of this financial year. We have started process of converting all our exchanges in to NGN (Next Generation Network) exchanges. This will bring to landlines all facilities that are currently available on mobile phones like video calling, call transfer, directory among others, BSNL Chairman and Managing Director R.K. Upadhyay said.

The BSNL CMD said there are total of 37, 639 exchanges out of which 30, 008 exchanges are based on technology from C-DoT and rest from imported technology.

"Conversion of C-DoT exchanges in to NGN exchange will require very less amount. Those based on imported technology will involve cost for

which we have floated tender. We estimate it will cost between. 300-400 crore," he said.

The NGN technology will bring modern services to customers like call transfer facility from a mobile phone to the landline when the user is at his/her home, Upadhyay said.

"At present, call transfers from mobile to another mobile phone is charged but we will provide call transfer from mobile to landline free of cost when the person is inside his home, he said. BSNL will also push for adoption of NGN-based fixed line connection among corporate customers as these phones can be converted in to a small exchange for transferring calls within an organisation via the extension number route for employees.

"These are some of the initial services that will be available on phone. We will provide a host of value-added services on a single phone as we proceed. We expect to complete this project by end of this fiscal," Upadhyay said.

Contd. from pre. page

We understand the BSNLE union has taken up the case of transfer of Telecom Mechanics from circle office to other places. This is out of grudge and animosity against the employees who are having allegiance with the NFTE BSNL. Hundreds of Telecom Mechanics are working in administration, CSCS, circle offices including BSNL HQR you will appreciate that the raising of the issue of Bihar only is due to obvious reasons. We firmly hold the view that in changed situation the deployment of staff is the prerogative of the management.

We, therefore, request you to please consider the matter in real perspective and urge that a uniform policy is issued by corporate office on the issue.

Restoration of union notice board

**TF -1/1 (f)4 .Dated: -23-08-2012 to PGM (SR)
BSNL, New Delhi.**

Please refer to your Communication No. BSNL/ 39-2/SR/2012 (PT) dt-22-08-2012 on the subject

cited above.

The notice Boards of NFTE BSNL were removed in all SSAs except Wardha TO and circle office in Maharashtra after 3rd verification. The notice boards were intact after 2nd verification as the union secured more than 50% votes in the second referendum. However the notice boards in all the SSAs in Rajasthan circle were removed after the second verification itself.

Kindly, therefore, take appropriate action for restoration of notice board in above two circles.

An early action is urged for.

Union's car to be returned to Com. Gupta, Ex SG

Com. Gupta has been insisting for return of Car presently being used at CHQ. He has been maintaining that the Car was given to him as gift by E-4 Unin and it is in his name.

The NE meeting at Delhi has decided and directed the GS to return the Car.

Minutes of the Meeting of BSNL Unions and Management under the Chairmanship of C.L.C.(C) held on 27.8.2012

A meeting of the BSNL management and unions operating in BSNL held under the Chairmanship of Shri N.K. Prasad, CLC(C), New Delhi on 27.8.2012 at 1500 hrs at C-Wing, Committee Room, Shram Shakti Bhavan, as per order dated 11.6.2012 of Hon'ble High Court of Kerala in Writ Petition (Civil) No.35399 of 2010.

The management representatives and union representatives are present as per Attendance Sheet. Smt. Naina Bakshi, Dy.CLC(C) and Shri A.C. Katoch, ALC(C) also attended.

Hon'ble High Court has directed CLC(C) "to ascertain whether there is a consensus among the unions for effecting changes in COD for conducting a referendum for the purpose of recognizing the trade unions in the establishment".

During the discussions, two unions TEPU and BSNL Mazdoor Sangh have suggested in writing that there is no need to change the Code of Discipline and COD can be changed only by ILC. Other unions present are also of the view that there should be no change in the COD. Majority of the unions has also expressed that without going of making changes in COD through ILC, BSNL management should make their own rules for giving recognition to more than one union and limited trade union facility to all the unions, bilaterally.

Management have expressed that as already agreed before Hon'ble High Court, unions getting more than 15% votes can be considered for recognition, if there is consensus amongst the unions.

Unions have demanded that the issue of recognition to more than one union and limited, trade union facility to all unions should be discussed bilaterally by the management in separate meeting.

The management has expressed that they are open for discussions on above two issues and for the above said purpose, they will shortly call a meeting.



CMD with NFTE leaders at Srinagar Kashmir

Contd. from page 12 : Letters from BSNL Management Administration

second respondent (BSNL) and to ascertain whether there is a consensus among the unions for effecting changes in the COD for conducting a referendum for the 'purpose of recognizing the trade unions in the establishment. The meeting shall be convened as expeditiously as possible and at any rate within a period of 2 months from the date of receipt of copy of this judgment.

xviii) The third respondent [CLC(C)] is further directed to forward the proceedings of such meeting if there is a consensus for the purpose of being considered by the Ministry of labour & Employment to effect necessary changes in the COD, with the consent of the management"

In compliance of above direction, a meeting of the all trade unions operating in BSNL and management of BSNL is proposed to be held on 27/08/2012 at 1500 hrs. under the chairmanship of Chief labour Commissioner(C), in the Committee Room, C-Wing, Shram Shakti Bhavan, Rafi Marg, New Delhi.

You are requested to attend the meeting on the above said date and time positively. It is requested that only one representative may be nominated by each union for participating in the above said meeting.

No TA/DA will be paid to the participants by the CIC(C) for attending the above meeting.

दिल्ली में बैठक

एनएफटीई की राष्ट्रीय कार्यकारिणी की बैठक 27/28 अगस्त को दिल्ली में सम्पन्न हुई। इस बैठक को गम्भीर मुद्दों विशेषकर 12 जून के हड़ताल समझौतों तथा संघों की मान्यता के नियम आदि पर चिन्तन करके कार्यवाही का निर्णय लेना था। एनएफटीई तथा अन्य संघ बारम्बार मांग करते रहे हैं कि बीएसएनएल प्रशासन मान्यता के अपने नियम बनाए जिससे कि कर्मचारियों की समस्याओं का समाधान हो। क्षेत्र में चिन्ताएं तथा शंकाएं थी कि 78.2 प्रतिशत आईडीए मरजर के प्रस्ताव को बीएसएनएल बोर्ड अनुमोदित नहीं करेगा क्योंकि कम्पनी वर्तमान में आर्थिक हानि में है।

परन्तु बोर्ड वास्तविकताओं को ध्यान में रखते हुए 28 अगस्त की बैठक में प्रस्ताव का अनुमोदन कर दिया उस समय एनएफटीई की बैठक भी हो रही थी। वास्तविकता यह थी कि बीएसएनएल सम्पूर्ण भारत में अकेला ऐसा उपक्रम था जहां पर वेतन समझौते में कर्मचारियों को 78.2 प्रतिशत आईडीए मरजर लाभ से वंचित कर दिया गया था। बोर्ड ने एनपीपी में एनई-12 वेतनमान का भी अनुमोदन कर दिया है। यह संयुक्त आंदोलन का परिणाम था जिसके फलस्वरूप चिन्ताग्रसित कर्मचारी को राहत मिली है। परन्तु हम चुप होकर हाथ पर हाथ रखकर नहीं बैठेंगे क्योंकि मार्ग में कांटे हैं। डीओटी से अनुमोदन प्राप्त करना जरूरी है। दूसरे गम्भीर मुद्दे, संघों के मान्यता के नियम, पर चीफ लेबर कमिश्नर ने 27 अगस्त को त्रिपक्षीय बैठक बुलाई। मुख्य तथा अधिकांश संघों ने मांग किया कि बीएसएनएल अपने नियम बनाए। परन्तु कुछ संघ विशेषकर टीपू, बीएसएनएल मजदूर संघ यथावत स्थिति की मांग की। हम उनकी मजबूरी को समझ सकते हैं। चीफ लेबर कमिश्नर ने प्रबंधन को निर्देश दिया है कि द्विपक्षीय वार्ता करके इस गम्भीर समस्या को समाधान करें। इस प्रकार दोनों मुद्दों पर प्रगति हुई है।

एनएफटीई की दो दिनों की राष्ट्रीय कार्यकारिणी की

बैठक सफल रही है। परन्तु आश्वस्त होकर बैठना उचित नहीं होगा। दोनों गंभीर मुद्दों पर अंतिम निर्णय तक प्रयत्नशील रहना होगा।

दिल्ली की बैठक समयानुसार थी क्योंकि प्रतिनिधियों ने पॉलिसी तथा प्रोग्राम के बहुमूल्य सुझाव प्रस्तुत किये। कंपनी की आर्थिक दशा पर चिन्ता व्यक्त की। बैठक ने वीआरएस प्रस्ताव को सिरे से खारिज कर दिया।

राष्ट्रीय कार्यकारिणी की बैठक में पारित प्रस्ताव

- 1) बीएसएनएल बोर्ड द्वारा 78.2 प्रतिशत आईडीए मरजर के प्रस्ताव अनुमोदन करने पर बैठक ने प्रसन्नता व्यक्त करते हुए अनुरोध किया कि मामले को शीघ्रता के साथ डीओटी भेजा जाय। बैठक ने प्रशासन को आश्वस्त किया कि बीएसएनएल को आगे बढ़ाने में कर्मचारी सक्रिय तथा संकारात्मक भूमिका का निर्वाह करेंगे।
- 2) राष्ट्रीय कार्यकारिणी की बैठक में चर्चा के उपरांत प्रस्ताव पारित किया कि छठवां वेरीफिकेशन बीएसएनएल के

1. एनईपीपी में एनई-12 वेतनमान का अनुमोदन बोर्ड ने कर दिया है। अब मामला डीओटी को नहीं जाएगा।
2. 78.2 प्रतिशत आईडीए वेतन निर्धारण लाभ के प्रस्ताव को बोर्ड ने मंजूरी दे दी है। यह भी मामला डीओटी को जाएगा।
3. बोर्ड ने भर्ती हेतु टीटीए की 2670 रिक्तियों का अनुमोदन किया है।
4. बोर्ड ने जेएओ की विभागीय परीक्षा हेतु 1898 रिक्तियों का अनुमोदन किया है।
5. मान्यता के नियम बनाने हेतु प्रबंधन संघों से बैठक हेतु सहमत है।

नियमानुसार ही होना चाहिए।

बैठक ने बीएसएनएल प्रशासन से अनुरोध किया इस दिशा में प्रभावशाली कदम शीघ्रता से उठाए जाय जिससे कि निगोशिएटिंग मशीनरी में कर्मचारियों का अधिकतम प्रतिनिधित्व हो। ऐप्लीकेन्ट संघों को न्यूनतम ट्रेड यूनियन सुविधाएं दी जायें। मान्यता के नियम बनाने में अर्नाकुलम हाईकोर्ट का निर्णय कदापि बाधक नहीं है।

- 3) बैठक ने प्रस्ताव पारित किया कि चेन्नई होईकोर्ट में दायर याचिका को तत्काल वापस लिया जाय।
- 4) राष्ट्रीय कार्यकारिणी की बैठक ने बीएसएनएल की आर्थिक दशा पर गम्भीर चिन्ता व्यक्त की है। बैठक प्रस्ताव पारित करके सरकार (डी ओ टी) से अनुरोध किया है कि निगम को ट्राय की अनुशंसा के अनुसार शीघ्रता से 2750 करोड़ रूपए की सब्सिडी दें। बीएसएनएल ने कुछ सर्किलों के बीडब्ल्यूए स्पेक्ट्रमों को डीओटी को वापस कर दिया है। परन्तु इसके उपलक्ष में जमा धनराशि की वापसी सरकार ने अभी तक निगम को नहीं की है। बैठक प्रस्ताव पारित करते हुए सरकार से अनुरोध किया है कि जमा धनराशि की वापसी शीघ्रता से हो जिससे कि उपक्रम की वित्तीय दशा में सुधार हो तथा विकास सुनिश्चित हो।
- 5) बीएसएनएल प्रबंधन ने कर्मचारियों को वी आर एस देने का प्रस्ताव डी ओ टी को भेजा है। इस प्रक्रिया में रूपया 18,000/- करोड़ खर्च होगा। एन.एफ.टी. ई. की यह बैठक वी.आर.एस. का प्रबल विरोध करती है। बीएसएनएल कर्मचारियों पर वी आर एस लागू नहीं किया जा सकता है क्योंकि इनकी सरकारी पेंशन की पात्रता है। निगमीकरण के समय सरकार ने नौकरी की सुरक्षा की गारन्टी दी थी जिसका निर्वाह होना चाहिए।

अतः यह बैठक वी आर एस प्रस्ताव की वापसी की मांग करती है। बीएसएनएल प्रबंधन रेलवे की भांति रिप्लेसमेंट स्कीम लागू करे। एनएफटीई ने वर्ष

2003/204 में इसका प्रस्ताव किया था।

- 6) एनईपीपी में कर्मचारियों को अनेक कष्ट तथा विषमताओं का सामना हो रहा है। नियमित मजदूर, टेलीकाम मेकैनिक्सए सीनियर टीओएज, टीटीएज आदि औसत ग्रेडिंग के कारण अपग्रेड नहीं हो रहे हैं। बैठक की मांग है कि एनईपीपी के कारण कठिनाईयों, कष्टों तथा विषमताओं का शीघ्रता से समाधान क्रिया जाय। ओटीबीपी/ बीसीआर की भांति एनई – 12 वेतनमान में एससी/एसटी कर्मचारियों को आरक्षण लाभ दिया जाय।
- 7) 1.1.2007 से वेतन संशोधन लागू हुआ है जिसके कारण कुछ कर्मचारियों के वेतन में कमी हुई है। संघ ने मुद्दे पर एक विस्तृत टिप्पणी प्रबंधन को प्रस्तुत की है। इस वेतन संशोधन से टीटीएज, सीनियर टीओएज नियमित मजदूर, टीएमएस प्रभावित है। संघ की मांग है कि ऐसे कर्मचारियों को 30 प्रतिशत फिटमेंट का लाभ दिया जाय जिससे कि उनकी आर्थिक हानि की भरपाई हो।
- 8) राष्ट्रीय कार्यकारिणी की मांग है कि बीएसएनएल कर्मचारियों को बोनस का भुगतान हो क्योंकि ये हजारों करोड़ों का रेवेन्यू कम्पनी के लिए अर्जित करते हैं। कुप्रबंधन की सजा कर्मचारियों को नहीं मिलनी चाहिए।

अन्य प्रस्ताव

1. अर्हता प्राप्त तथा प्रशिक्षित टीटीएज को पदों सहित जोटीवो वर्ग में अपग्रेड किया जाय। विभागीय रिक्तियां प्रभावित नहीं होनी चाहिए।

2. संघ का मासिक चंदा रूपया 10/- से 20/- किया जाय। बंटवारा निम्नवत होगा।

सीएचक्यू – रूपया 5/- प्रति सदस्य

सर्किल – रूपया 5/- प्रति सदस्य

एसएसए/जिला – रूपया 10/- प्रति सदस्य

जिला संघ – रूपया 5/- प्रति सदस्य की दर से शाखा संघ को वितरित करेंगे।

प्रबंधन को पत्र

वर्ष 2008 के रिक्तियों के विरुद्ध यू.पी. (ईस्ट) में टी.टी.ए संवर्ग के लिए संवर्ग के लिए सीमित विभागीय प्रतिस्पर्धा परीक्षा से संबंधित

टी.एफ – 14/2 (ए) दिनांक 11.8.2012 वरीय महाप्रबंधक (स्थापना) बीएसएनएल मुख्यालय नई दिल्ली

कृपया बीते 9 तारीख की हमारी वार्ता का संदर्भ लें। पूर्वी उत्तर प्रदेश में टी.टी.ए संवर्ग में विभागीय प्रोन्नति हेतु परीक्षा आयोजित करने की अधिसूचना की गई है जो 2008 के रिक्तियों के लिए है परन्तु ऊपरी उम्र सीमा आवेदन जमा होने के अन्तिम तिथि को 40 वर्ष रखी गई है जिससे 2008 में जो कर्मी 40 वर्ष से कम आयु के वो परीक्षा से वंचित हो रहे हैं जबकि परीक्षा समय से 2008 में होने पर वे योग्य थे। हालांकि नियुक्ति अधिनियम के तहत विभागीय कर्मचारियों के लिए ऊपरी समय सीमा प्रतिबंधित नहीं है।

अतः हम निवेदन करते हैं कि हस्तक्षेप द्वारा त्वरित कार्यवाई की जाय ताकि कर्मचारी परीक्षा से वंचित नहीं हो सके।

आंध्र प्रदेश सर्किल के खम्माम दूरसंचार जिले में जालसाजी से आर्थिक क्षति

टी.एफ-36/1 दिनांक 11.08.2012 अध्यक्ष एवं प्रबंधनिदेशक बीएसएनएल नई दिल्ली

हमने अपने पत्रांक टी. एफ. 36/1 दिनांक 01.12.2011 (प्रति संलग्न) के द्वारा खम्माम दूरसंचार जिले में कुछ अधिकारियों द्वारा किये गये जालसाजी के विषय में जानकारी दी थी, जिससे बीएसएनएल को भारी नुकसान हुआ है।

हमारे शिकायत पर जांच की हुई और दोष सही पाये गये परन्तु दोषी अधिकारियों के विरुद्ध कोई कार्यवाई नहीं हुई जिनके कारण कम्पनी की आर्थिक क्षति हुई है।

हमें जानकारी मिली है कि दोषियों को बचाने के उपाय किये जा रहे हैं और हमारे संघ के प्रतिनिधियों को शिकायत करने के कारण धमकियां दी जा रही है।

कृपया दोषियों के विरुद्ध कार्यवाई की जाय।

श्री डी.पी. सिंह वरीय कार्यलय सहायक (टी.) सी. टी. ओ. अररिया (बिहार) का भविष्य निधि खाता असम सर्किल से स्थानान्तरण (अ) नहीं करने सम्बंधित।

टी.एफ – 05 दिनांक 09.08.2012 निदेशक (वित्त) बीएसएनएल नई दिल्ली

श्री डी. पी सिंह सीनियर टी. ओ ए. (टी) का स्थानान्तरण नियम – 38 के अन्तर्गत असम सर्किल से बिहार सर्किल में मई 1994 में हुआ था। अभी तक उनके भविष्य निधि का 31,791.00 रूपया असम सर्किल ने बिहार सर्किल ने श्री डी.पी सिंह के जी.पी.एफ. खाते में स्थानान्तरित नहीं किया है। श्री सिंह का जी.पी.एफ. खाता संख्या टी.सी/एस. एम. 8825 है। सम्बंधित कर्मचारी ने लगातार आवेदन दिया परन्तु सभी विफल हुए। एकाउन्ट स्लिप एवं स्थानांतरण आदेश की प्रति आपके अवलोकनार्थ संलग्न है।

हम निवेदन करते हैं कि कृपया हस्तक्षेप करे ताकि कर्मचारी की दुरुह स्थिति दूर हो सके।

प्रबंधन के पत्र

पत्रांक 20-1/2012 डी.ई दिनांक 30.07.2012 के द्वारा बीएसएनएल मुख्यालय ने सभी मुख्य महाप्रबंधक दूरसंचार परिमंडलों के लिए अधिसूचना जारी किया है जिसके तहत निगमित कार्यालय में यू. डी.सी. के पद पर प्रोन्नति हेतु सीमित विभागीय परीक्षा दि. 21.10.2012 के आयोजित की जायेगी। न. 50-1/2012 डी. ई. दिनांक 16.8.2012 सभी मुख्य महाप्रबंधक दूरसंचार परिमण्डल को।

सीमित विभागीय प्रतिस्पर्धा परीक्षा द्वारा कनीय हिन्दी अनुवादक के पद पर नियुक्ति।

उपर्युक्त पत्र के द्वारा बीएसएनएल मुख्यालय ने कनीय हिन्दी अनुवादक के पद पर नियुक्ति हेतु विभागीय परीक्षा 18 नवम्बर 2012 को आयोजित करने की अधिसूचना जारी की है। पूर्ण विवरण अंग्रेजी के पत्र में देखें।

लैंडलाइन फोन्स चुस्त-दुरुस्त करने हेतु बीएसएनएल 400 करोड़ रूपया खर्च करेगा

बीएसएनएल की 400 करोड़ रूपये पूंजी विनिवेश करने की योजना है जिससे कि लैंडलाइन फोन्स को चुस्त-दुरुस्त किया जा सके। योजना के अंतर्गत आधुनिक सुविधाओं को देने का प्रावधान है जिसमें वीडियो कालिंग तथा मोबाइल फोन्स से फ्री कॉल ट्रांसफर भी है। दूरभाष केंद्रों को एनजीएन (नेक्सट जनरेशन नेटवर्क) में परिवर्तित करने की प्रक्रिया प्रारंभ है। इसमें मोबाइल की सभी सुविधाएं जैसे कि वीडियो कालिंग, कॉल ट्रांसफर्स, डायरेक्टरी आदि शामिल है। इस समय 27,639 दूरभाष केंद्र है। जिसमें 30,008 सी-डॉट तकनीकी पर आधारित है जिनके परिवर्तन करने में अधिक खर्च नहीं होगा। एनजीएन तकनीकी से ग्राहकों को आधुनिक सुविधाएं मिलेंगी।

संघों के साथ चीफ लेबर कमिश्नर की औपचारिक बैठक

दिनांक 28 अगस्त को संघों की सीएलसी के साथ मान्यता नियम मुद्दे पर औपचारिक बैठक हुई। टीपू तथा बीएसएनएल मजदूर संघ ने नियम परिवर्तन का विरोध किया। बहुमत संघों ने मांग की कि बीएसएनएल मान्यता के अपने नियम बनाये जिसमें एक से अधिक संघों के मान्यता को प्रावधान हो तथा सीमित ट्रेड यूनियन सुविधाएं दी जायें। प्रबंधन ने द्विपक्षीय वार्ता की सहमति दी है तथा वह बैठक शीघ्र आयोजित करेगा।

साथी गुप्ता को यूनियन कार वापस

साथी गुप्ता, भूतपूर्व सेक्रेटरी जनरल का कथन रहा है कि कार उनकी है तथा ई-4 संघ ने उन्हें गिफ्ट दिया था। राष्ट्रीय कार्यकारिणी की बैठक ने कार को वापस करने का निर्णय दिया है।

यू.पी. पश्चिम सम्मेलन

दिनांक 24/25 अगस्त को प्रांतीय अधिवेशन आयोजित हुआ। इस सम्मेलन में महामंत्री, अध्यक्ष तथा साथी राजपाल (सचिव) सम्मिलित हुए। इस अवसर पर एक गोष्ठी "लैंडलाइन फोन्स" की वापसी पर आयोजित हुई। महाप्रबंधक, डीजीएम (वित्त) आदि उपस्थित थे। साथी राना तथा सैनी अध्यक्ष तथा प्रांतीय सचिव निर्वाचित हुए हैं।

