

TELE LABOUR



Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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EDITORIAL

BSNL's Rules for Recognition

The BSNL came into existence on 1st October 2000 but could not evolve its own Rules for recognition of non-executive unions as yet. The unions accepted the code of Discipline meant only for central Trade unions as the company was then not in position to frame its rules. In course of 4th verification the Dy. Chief Labour Commissioner who attended the meeting on behalf of CLC stated that the PSU can formulate its own rules in consultation with the unions.

The "SR Cell" due to obvious reasons delayed and finally bulldozed the demand of majority of unions in the name of consensus forgetting and deliberately ignoring the difference between unanimity and consensus. This led to litigations and filing of Writ Petitions at Chennai and Ernakulam High Courts by NFTE BSNL and NU BSNL workers (FNTO) respectively. The Hon'ble High Court at Ernakulam has now issued the following directions to CLC and the management for change in rule.

1) *The third respondent is directed to convene a meeting of the Trade unions of the employees as well as the management of the second respondent 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 two months of the date of receipt of a copy of this judgment.

2) The third respondent is further directed of forward the proceedings of such meeting if there is a consensus, for the purpose of being considered by the Ministry of Labour to effect necessary changes in the COD, with the consent of the management.

Prior to this a significant development has taken place as the recognised union which had earlier opposed for change in rule also demanded that the BSNL should frame its own rules of recognition. Thus the unions representing more than 90% employees are in favour of BSNL's rules for proper and adequate redressal of staff grievances and the management should neither ignore nor bulldoze this in the interest of industrial peace and harmony. Multiple unions with full facilities

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National Executive Meeting on 27th/28th August at Delhi

Ernakulam High Court's Verdict for change in COD

The petitioner, a registered trade union has filed this writ petition seeking a change in the code of discipline (COD for short) for conducting a referendum among the employees of the second respondent for the purpose of giving recognition to trade unions, According to the petitioner, the management has at present recognized only two unions.

2. Adv. Saji Varghese who appears for the second respondent submit that, the COD can be changed only if there is a consensus among all the employees of the second respondent. The second respondent has no objection to such a change being effected in the event of there being a consensus. It is the third respondent who has to convene a meeting of all the trade unions for the purpose of ascertaining whether there is a consensus among the unions. The second respondent has also stated as follows in the statement filed in this case:-

"In the meeting on 28-9-2001 the Chief Labour Commissioner who was present clarified that if there is consensus among the participating Unions for recognition of more than one Union with minimum of 15% votes, the Ministry of labour could consider the suggestion with the consent of the Management."

In view of the above statement, it is the Ministry of labour, the first respondent that has to consider the suggestion with the consent of the management after ascertaining whether there is a consensus among the unions. For the purpose a meeting would have to be convened by the third respondent.

3. The senior counsel who appears for the petitioner points out that the 15th respondent has already filed a counter affidavit putting on record that they have no objection to the COD being changed. The 10th respondent also does not have any objection. However, the counsel for the second respondent submit that the views of the other unions would also have to be ascertained.

4. In view of the above, this writ petition is disposed of with the following directions:-

i) The third respondent is directed to convene a meeting of the trade unions of the employees as well as the management of the second respondent 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 recognising the trade unions in the establishment. The meeting shall be convened as expeditiously as possible and at any rate within a period of two months of the date of receipt of a copy of this judgment.

ii) The third respondent 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 to effect necessary changes in the COD, with the consent of the management.

Awareness meeting & Trade Union classes at Vizianagaram A.P circle on 30-6-2012 & 1-7-2012

Srikakulam, Vizianagaram, Visakhapatnam Branch/District Secretaries and E.C Members meeting was conducted under the President Ship of Com. K.Somasundara Rao Vice President of A.P. Circle union on 30-06-2012 & 01-07-2012 at Vizianagaram. The opening session was inaugurated by Sri Kolagatla Veerabhadra swamy DCC President and President of Reception Committee. The National Flag hoisted by Com. Mallisetty Janardhana Rao, Patron of Circle Union and NFTE Flag hoisted by Com. C. Chandeshwar Singh Genl. Secretary.

A Seminar was organized on the subject "Effective Friendly service to BSNL customers- Role of employees". Com. C.Chandeshwar Singh GS, Com. Mallisetty Janardhana Rao, Com. K.Anjaiah C.S, Com.



P.Krishnam Raju GS, AITUC, The Dist. Secretaries of Executive Unions and District President of BSNLEU participated in the seminar. Sri P.Rama Rao DGM & Sri D.S.S.Y. Chainulu AGM participated. Due to ill-health CGMT, AP Circle has not participated in the seminar. More than 150 delegates attended.

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GS addressing the seminar



Audience

TELE LABOUR

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District Conference of Vizianagaram - A.P.Circle

4th District Conference of Vizianagaram held on 02-07-2012 under the presidentship of Com.M.Sita Ram STSo(Rtd.) . Nearly 125 delegates attended. Com. C.Chandeswar Singh G.S, Com.K.Anjaiah C.S and Com.M.Janardhana Rao, Chief Patron of A.P.Circle Union attended the meeting. The



General Secretary explained regarding the 13th June Strike and the strike agreement by the Forum of BSNL Unions/Associations. Com.G.Bhaskar Rao D.S presented the Annual Report and same was approved by the house. Com.K.Anjaiah C.S thanked all the members of the Vizianagaram for conducting the 3 Districts Branch/E.C members meeting which is very much useful to the organization. The house unanimously elected office bearers Com.M.Sita Ram STSO, Com.G.Bhaskar Rao and Com. T. Krishna Rao as President, District Secretary and Treasurer respectively. The meeting ended with vote of thanks by Com.Subba Rao SSS(o), %GMTD, Vizianagaram.

Informal meet with CMD/Director (HR):- Com. Islam and Rajpal met CMD and Director (HR) on 3rd July and discussed the following issues. I. 78.2% IDA merger - Removal of Impediments in draft memo for consideration of Management Committee which has been sent to Finance for vetting. II. Pension to Dismissed employees. BSNL HQR to take up the matter with DOT for clarifications to the effect that who DOT or BSNL, will give sanction. III. Dies-non regularisation - CMD agreed to consider and will again speak to CGM Chennai in the matter. IV. Change in R/R for TTA - it was pointed out that there are RMS holding Diploma in Engineering qualification, they cant appear in TTA Exam and there is no vacancy in TM Cadre. Director(HR) agreed to get the proposal examined. V. Malpractices in JAO result in West Bengal-vigilance to enquire into the matter.

Meeting with Director (HR) on strike agreements:- Com. Abhimanyu (GS BSNL EU), Comrades Islam and Rajpal (NFTE BSNL), Com. Jogi (President SNEA) and Com. Prahlad Rai (GS AIBSNLEA) met Director (HR) on 4th July and urged for expeditious action to obtain BSNL Board's approval on strike agreements. The leaders expressed their concerns also as memo contains avoidable points and not fully contained. There is no need to mention liability of arrears as its payment will be only when company is in profit as per agreement. ***Director (HR) was told in clear terms that the employees are restive on 78.2% IDA issue.***

EGOM will decide spectrum fee issue. The cabinet will take final decision on suggestions of EGOM. Shri Chidambaram is heading EGOM.

A colourful District Conference of Visakhapatnam

4th District Conference of Visakhapatnam was held on 03-07-2012, more than 250 delegates attended. The meeting presided over by Com.K.Kondala Rao, President of the Union. Com. C. Chandeswar Singh G.S., Com. Mallisetty Janardhana Rao Chief Patren of Circle Union, Com. K. Anjaiah C.S participated in the conference. Com.K. Somasundara Rao D.S. presented the annual report and unanimously approved by the house. The Reception Committee of Modi Telephone Exchange, Visakhapatnam made arrangements in a grand manner. Sri R.M.M.Krishna GM and Sri B. Gopala Rao

DGM addressed the meeting in a good way. General Secretary explained All India issues like 13th strike agreement, New Recognition Rules, Departmental Exams, Difficulties in NEPP Promotions and I.T.S issues etc. Com. Mallisetty Janardhan Rao greeted the conference for its success. Circle Secretary narated the Organizational matters aswell as circle issues. The house unanimously elected the list of office bearers. Com. K.Somasundara Rao STS(o) President, K. Kondala Rao TM Working President, Com. P. Ch.Naidu, SS(o) D.S, Com.B.Srinivasa Chakravarthy, TTA ADS and Com.V.Naga Raju TM Treasurer. Vote of thanks by Com.Dasari Yerraiah JTO Offg.



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are functioning for thousands of executives without even single verification even after evolving of rules for recognition. Is this not blatant discrimination against non-executives.

Majority should bear in mind not to crush the minority but the minority (unions representing 0.06% employees) should not veto the aspirations of almost entire non-executive employees for new rules. Workers want that their grievances and sufferings be alleviated through participation of maximum number of workers in the Negotiating Machineries and all should realise this. ■

The Model That a Trade Union Functionary Has to Aim

Com. A.B.Bardhan

A TU functionary has to follow certain norms of behavior, a code of conduct in his daily work.

He must be modest and patient with the masses, and not bureaucratic or superior. Arrogance, conceit, bluff, personal vanity and patronizing attitudes towards masses only repels them. He must adopt a cultured behavior towards everyone, and even while dealing with the enemy at the conciliation and negotiation table, he should be polite and dignified, though sharp and firm in his approach. Rudeness is not an attribute of class struggle. *At gate meetings, he can use the weapon of ridicule, sarcasm and righteous indignation when necessary but not vulgar abuse, which is unfortunately usual with some speakers.*

He must avoid sectarian or sarcastic behavior with the activists and workers of other unions. Sharp criticism may be necessary at times, but there has to be an attitude of respect and equality. When required, he must reply sharply and effectively to criticism and attack, and the hostile and disruptive action of rival unions, but not get provoked into retaliation. After all, trade union unity and joint action with these unions remain our aim.

He must guard against any communal caste or chauvinistic behavior and prevent it in others around him.

He must try and pick up at least a working knowledge of the language and traditions of workers among whom he has to work.

Towards the unorganized, backward and tribal workers, he has to be particularly considerate, so that there is not even a suggestion of looking down upon them.



He must cultivate the habit of punctuality and thoroughness.

He must learn to listen the criticism from his colleagues and the rank and file, and take that into consideration during future work.

The model that the TU functionary has to aim at is not a glorified Trade union Boss, nor a demagogue who plays up to the backwardness of the workers and rouses their base instincts, but a tribune of the people- one who reacts to every manifestation of tyranny and injustice, who is sensitive to the feelings and mode of the masses, can rally them into a struggle against oppressors and exploiters and show them way forward.

The trade union activist has to acquire a knowledge of the economics of his industry and know at least the rudiments of labour laws, the standing orders etc. The demands must start from realities of the situation. The person in whose name the demands are to be formulated is the workers. It is necessary to sense the mood of the workers which is the essence of the situation and determines the extent of the workers' readiness. To think that demands can be based on the wishes of

the leaders or on other extraneous considerations is downright subjectivism and bureaucratism.

The concept of the TU movement is not that which is in the mind of few leaders, but the which is in the conscious of broad mass of workers who have been won for the struggle.

The TU functionary must neither run ahead of masses nor lag behind. This he can learn only by experience and study, by being in close touch with the masses. Sometime he has to restrain the inexperienced masses. At other times he has to rouse them into correct action.

Whatever be the form of the strike (one day/indefinite), it has to be thoroughly prepared, properly organized, and must rely on the general solidarity of the workers of a given trade, and on their moral and material support.

Before calling a strike, explore all avenues of settlement. Be prepared for negotiations when the proper opportunity presents itself. Do not hesitate to launch it, after negotiations fail or if employers refuse to negotiate. Do not violate obligatory legal procedures. Do not close the door for talks or mediation efforts when the situation demands it. Do not expose all the key cadres. When the mood of the workers justifies retreat, do not hesitate of call off. On the other hand do not panic and call it off for fear of repression or apprehending defeat.

Due to historical reasons, the TU movement is sharply divided and fragmented. The split and the top reaches right down to the bottom. Rivalry at the plant level often induces a sort of competition in

economism. It leads to attempts at undercutting each other, sometimes to the point of physical violence and needles industrial actions. At major industrial centers Tu bosses and Dadas have sprung up. Even in the field of joint actions, efforts are often made to outsmart each other and appear to be on top. Inter-union rivalry greatly hampers the ability of workers to organize effective broad actions against management and the government.

The most distressing picture is where rival unions each of them flying RED FLAG, and swearing by socialist ideology, each of them calling for Tu unity, in actual practice keep the workers divided. This only confuses workers, and delays their consolidation as a class.

The slogan of one union in One Industry has to be popularized as the goal of Tu unity at the grass-root level, even if this does not appear to be immediately realizable. The fact cannot be ignored that workers are fed up with the existence of multiple unions.

Discussions have to be initiated to work out a CODE OF CONDUCT for Eliminating Rivalries, doing away with attempts to undercut each other and for ensuring democratic functioning. Also for removing irritants in joint work, and for putting a stop to physical Clashes. The struggle for unity is a complex task. It calls for patience and perseverance.

The call for TU unity is not a routine slogan. It is not a tactical manoeuvre, meant to score points over other. It is of vital interest for the working class.

(Excerpts from pages of Lecture Notes: TU Education)

Letters from Administration

Entry of qualification acquired by BSNL Executive of Electrical Wing-reg.

BSNL F.No.:2-57/2012-Elect. Dated : 26-06-2012

A number of representations from individual Executives in the grade of SDE(E)/ BSNL Associations were received regarding validity of degree acquired through distance education mode of promotion to the grade of Assistant Generals Manager/Executive Engineer (E). The case was referred to Legal Cell of BSNL CO for legal advice on the same. The Legal cell of BSNL CO has opined as under.

"It is seen that as per BSNL MS RR, The qualification required for the promotion to AGM or equivalent is graduate from an Indian Institute/University recognized by Indian Laws in concerned discipline. It does not speak anything about the mode of acquiring degree i.e. FULL TIME regular course of PART TIME regular course or through DISTANCE EDUCATION MODE. It only talks about recognized, therefore, it may be ensured that the degree is awarded by the University/ Institute recognized for the Purpose".

2.0 The required entries in the service book shall be made accordingly.

3.0 This disposes off all the representations received in this office in this regard.

This is issued with the approval of Competent Authority.

Modification in policy for provision of Concessional Broadband connection to the below JAG level BSNL retired employees at their residence.

No.2-06/2005-PHA(Pt) Date:- 27-6-2012

The Management Committee of BSNL board in its 13th Meeting held on 13th June 2012 decided to modify the policy for provision of Concessional Broadband connection to below JAG level serving BSNL employees and has approved to provide Concessional Broadband connection to below JAG level BSNL retired employees at their residence

The revised policy is as follows

a) Provision of 60% discount on rentals as being offered on the residential broadband connection to the serving BSNL employees below JAG level in terms of Circular No. 02/2011-PHA dated 03-06-2011 is also allowed to the below JAG level BSNL retired employee residing in BSNL area

b) Other changes including changes for modem etc will be borne by the employee

c) All other terms and conditions of circular no. 21/2008-PHA atd 24-09-2008 of the policy remain unchanged.

These instructions will come in force with immediate effect.

Fixation of date of submission of periodical cash requisition for payment of GPF Withdrawal, license fee/USOF levy and spectrum charges

No.16-49/2012-B Date: 18.06.2012 to All CGMs , BSNL Circles

Presently, cash authorization is effected every fortnight based on requisitions received from circles. A review of liquidity position of the company has highlighted the need to streamline the process of disbursement of GPF advances/withdrawal License fee and spectrum charges. It has been decided to change the process as below:

GPF Advances/Withdrawal

GPF Advance/withdrawal application may be received at SSAs/ PAUs/ Circle level by 20th of each month and approved by competent authority by 25th of each month. All sanctions shall be incorporated in the cash requisition of the first fortnight of the subsequent month. Cash shall be authorized in the first week of the month subject to availability of fund.

License fee and spectrum charges

The due date for payment of quarterly license fee USOF levy and advance quarterly spectrum charges is 15th of following month of each quarter whereas date for submission of requisition of funds for said purpose is 26th of preceding month of due date of payment. This led to requisition on estimation basis and subsequent supplementary demand / surrender.

Hence, date of submission of requisition of funds for payment of LF/USOF levy and spectrum charges stands revised from 26th of the preceding month to 10th of the month in which payment is to be made. Since monthly trial balance of each SSAs/ PAUs is prepared by 8th of the following month, it may be ensured that the requisitions for quarterly LF/USOF levy and advance spectrum charges match calculation of AGR as per Trial Balance.

Espousing the service matters of BSNL employees by the unions / associations -regarding

F. No. BSNL/20-11/SR/2012 Dated, 4.7.2012 to All General Secretaries of Unions/ Associations of BSNL Employees.

Ref: Member (S), DoT DO letter No. 25-07/2009-SR dated 22.06.2012 addressed to CMD, BSNL

Kind attention is invited to this office letter

No. BSNL 39-1/SR/2009 dated 19th March, 2009 followed by reminder dated 26th April, 2011 advising the unions and associations in BSNL to desist from addressing directly the Department of Telecom on issues relate~ to their grievances & demands; and to follow the procedure outlined in DOT letter no. 10-12/87-SRT dated 05.05.1987. Despite issue of these instructions, some of the unions/ associations are still addressing the Department of Telecom directly inviting its attention to their demands. In this regard, the Department of Telecom has taken a strong objection to letter no. UF/CHQ/Secy(T) DOT/12-13 dated 15th June, 2012 written by the United Forum of BSNL Executives' Associations and reiterated that channel of communication has already been defined in DOT letter dated 5-5.1987. It has further been pointed out that the Government is not supposed to enter into correspondence with the Associations on their service matters unless they have been granted recognition by the Government. Considering the fact that the service associations are now being recognised by BSNL and not by DOT and as such, as per laid down principles, the unions/ associations should not correspond directly with the Department of Telecom.

2. To avoid recurrence of such incidents in future, the General Secretaries of all the unions & associations of BSNL employees are advised to scrupulously follow the guidelines contained in Part II relating to 'Channel of communications' of DOT letter dated 5.5.1987; and to avoid addressing either the Hon'ble MOS(C&IT)/MOC & IT or the senior officers in the Department of Telecom directly for redressal of their issues and grievances. They are further advised to take up the issues with BSNL management at appropriate level. In turn, the BSNL management shall take up the issues with the DOT wherever the issue warrants DOT

consideration or specific approval of DOT is required. The General Secretaries may also impress upon other union office bearers of

their unions/associations not to address the DOT directly and adhere to the prescribed procedure.

Letters to Administration

Regularisation of Dies-non granted under FR17A to employees at Chennai TD

TF-38/1 Dated:-02-07-2012 to Chairman Cum Managing Director BSNL New Delhi.

Kindly recall our discussions and requests on the issue. We have patiently waited but the matter has not been resolved till date. Therefore, we are seeking your kind attention again in the matter.

It is submitted that 72 employees are suffering from dies-non with break in-service although there had been no stoppage of work or strike. There was no gherao also against any officer. The workers had organized demonstration 20-10-2011 to focus attention of the authorities for redressal of their grievances. Apart from above the staff were either off duty or on holiday but FR17A has been invoked against them also. The affected staff have preferred representations for condonation/regularization of Dies-non.

We once again implore upon you to use your good offices for regularization and condonation of Dies-non with break in service granted to staff.

Pension to the dismissed employees of BSNL-Granting of sanction regarding

TF-11/3 Dated 30.06.2012 to Chairman Cum Managing Director BSNL, New Delhi

Under existing orders of Govt. of India the dismissed employees of BSNL are entitled to pension for the service rendered by them under the Govt. In this connection Gol decision No. 24(c) under rule 37(A) of CSS(P)

Rules 1972 be referred to.

There is sufficient number of employees who are dismissed by BSNL but are not getting pension for the DoT (Govt) period despite clear cut orders. The CCA (Pension) of Tamilnadu vide No. PCCA/TN/DoT/Pen/LPS 9699 dated 12.06.2012 (copy enclosed) has sought clarification from the DoT. We seek intervention as dismissed employees could not get pension even after 3 or 4 years of their dismissal.

Therefore, we request you to please take appropriate steps so that the point referred is expeditiously clarified by the DoT.

Non-availability of cables/clip phones in Gujarat circle.

TF-19/3 Dated 26.06.2012 to CMD BSNL New Delhi.

In the course of strike meeting held on 12-06-2012, Director (E&HR) told us that the cables and clip phones have been supplied in the field. We are sorry to state that this is not the factual position.

Our All India President Sri Islam Ahmad, had been in Gujarat and he was told by the workers of Ahmadabad, Vadodara, Surat and of other places that the above materials are not available causing surrender of land line telephones in bulk. You are aware that due to digging cables are cut but not repaired in absence of cables. There has been lengthy discussions between our All India president and CGM Gujarat on 26th instant who very clearly stated the Circle is suffering due to non – availability of cables. The Director (HR&E) has been apprised of over phone on the issues.

We may also apprise you that CGM Gujarat vide letter dt-16-06-2012 has already written to Director (CFA) on the referred issues. Under the circumstances we request you to please intervene in to the matter for revamping wire line business of BSNL.

TTA R/R – Request for modification.

TF-14/2(a) Dated:-02-07-2012 to Director (HR) BSNL, New Delhi.

In R/R for promotion to TTA Cadre under departmental quota of vacancies following is prescribed.

- (1) 10% by absorption
- (2) 40% by LDCE

Both the quota of vacancies are to be filled up from 'C' employees. It is very strange condition as in Public Sector there is concept of non-executive and Executive staff. This condition needs modification as per public sector structure.

We have mentioned earlier that there are employees who have secured Diploma in Electrical/Electronic and are serving as RMS. The pitiable condition is that they can appear neither in TM or nor TTA examination due to above condition. There is no vacancy in TM cadre in most of the SSAs.

We may submit that RMS etc are eligible to appear in JAO examination but not in TTA Examination although they fulfill the eligibility condition.

Therefore, we request you to please get the R/R of TTA suitably modified so that RMS having requisite qualifications are allowed to appear in TTA departmental examination.

Officiating promotion to the cadre of JTO.

TF-24/2(J) Dated:-02-07-2012 to Director (HR) BSNL, New Delhi.

There are many instances to the effect that

the TTAs are being asked to look after the duties of the JTO cadre which are of higher responsibilities. Such placement is neither fair nor supported by any rule of the company.

In accordance with the orders contained in P&T Manual. Volume IV when vacancies of more than 14 day occur in higher cadre the lower cadre staff can be ordered to appointed to officiate.

There are TTAs having sufficient years of service who can be appointed to officiate However, in case there is any hindrance in R/R the same may be amended.

We, therefore, request you please take appropriate action so that provision is made for officiating promotion the cadre of JTO in accordance with the provisions contained in P&T Manual volume IV.

Change of Designation of main stream cadres.

TF-53 Dated:-28-06-2012 to CMD BSNL New Delhi

Kindly refer to our letter dt-29-05-2012 regarding change of designation of main stream cadres.

We met you and explained that the designations have not been changed from 1992-93 even after corporatisation and status – quo is continuing.

It is submitted that prior to 5th pay commission the designation of Junior Engineer Telecom, JET, was in existence and it was not executive cadre. If TTAs are designated as JET we feel there will not be any problem rather it will motivate the cadre.

We understand the “Designation Committee” has finalised the designations of various cadres but NFTE representing 35% of total staff have not been be consulted. We have already submitted our proposals in this respect.

Kindly, therefore, consider the matter in real perspective and ensure that the employees don't get frustrated due to inappropriate designations. We are sure whims and fancies will not prevail in the matter.

Pay erosion in respect of D/R TTAs and other category of staff.

TF-9/9 Dated:- 28-06-2012 to Shri A.N. Rai, Director (HR) BSNL, New Delhi.

Kindly recall the discussion at Allahabad meeting.

You gave firm assurance that the D/R TTAs and other non-executive staff facing wage erosion due to second pay revision will be given the same treatment as in the case of D/R JTOs/JAOs. These staff have been given five increments to offset the loss in pay revision.

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In his speech, G.S explained that due to wrong policies of Govt. and decisions of top management BSNL is registering the losses and employees are not responsible for this. Since 2 years, the revenue is increasing but due to non-control of un-necessary expenses, non supply of required equipment, the BSNL is undergoing loss. The C.S. said that employees should maintain friendly relationship with customers for improvement of BSNL services and responsibility of management be fixed up.

In the evening session Com. P. Krishnam Raju G.S.AITUC has taken the class on leadership qualities. Com. M.Janardhana Rao explained the history of NFPTE/NFTE. Com. K.Anjaiah CS explained the present BSNL Rulings and facilities in PSU. The three D.Ss Com.P.Narne Naidu, Com.K.Kondala Rao and Com. Bhaskar Rao participated in the discussions.

It is stated that the union has made series of representations in the matter but the grievance has not been redressed. This is causing genuine irritations and frustrations amongst such category of employees.

We are enclosing annexures I and II to impress upon you that the similarly placed TTAs akin to JTOs/JAOs are suffering financial losses but these are not resolved despite your firm commitment. You will agree, Sir, non-executive staff expect fair treatment from the management.

Kindly intervene so that needful is done.

3G Roaming & Split Verdict by TDSAT

Some of the private operators which got 3G spectrum entered into commercial agreement with other private operators for providing 3G services which has no authorisation. By such agreement the license holders of 3G spectrum facilitated another company to provide 3G services without any authorisation form Govt. DoT termed it subleasing and creation of third party interest in violation of license agreement. A company which has no 3G spectrum license for the area. Cannot provide 3G services.

Private operators appealed to TDSAT which gave split order. While Chairman of TDSAT said due opportunity has not been given to the operators and cancelled DoT orders. But the member upheld the DoT orders and imposed penalty on the private Companies.

DoT is now seeking opinion of the Additional Solicitor General of India for future course of action in view of split Judgement of TDSAT.

BUSINESS STANDARD

Our biggest problem is that half of revenues go towards staff salaries: R K Upadhyay

Interview with CMD

Mansi Taneja

R K Upadhyay: took over as chairman and managing director of state-run telecom company Bharat Sanchar Nigam Ltd (BSNL) in April 2011, one of its worst financial times. He says he's now confident of arresting its decline through various measures, including renewed focus on landline and mobile services, sorting out procurement problems and outsourcing unutilised space and tower management. In an interview with *Mansi Taneja*, he speaks about the company's future plans. Edited excerpts:

You have taken various initiatives since you took over the company, including a massive drive for all-round improvement in performance. How has that helped?

Revenue from services has shown improvement, though expenditure has also gone up because of inflation and other factors, including the wage bill. The decline has been arrested, our losses in the balance sheet might be of the same order or a little more but the fact is that there has been an improvement in revenue, a positive sign.

Various steps were taken last year, which will start yielding results in the current fiscal. There were problems in procurement for essential services. All that has been streamlined and supplies have started. We have also placed orders for 15 million GSM lines and it will be done in six to eight months. The project cost will be around Rs 5,000 crore.

For the past three-four years, BSNL could not place orders for GSM capacity expansion. What is the plan for further expansion after the current tender of 15 million lines?

According to our estimates, there will be demand for another 15 million lines. There is a provision in the existing tender where we can place a further order for 50 per cent of the total capacity. For the rest, we will come out with a fresh tender.

You have been focusing on government projects of late, for providing connectivity and telecom services. How many deals have you bagged?

We have got a Rs 280-crore deal from the customs department for providing telecom services over 10 years. Then, there is a project from the ministry of home affairs for connecting all police stations across the country, mainly for automation. We will be laying the network for it and the project cost is around Rs 220 crore; for IT connectivity, there will be another company.

Then, a Rs 40-crore deal with the income-tax department for our services and a project worth Rs 160 crore from Navodaya schools for connectivity. All these projects will enable us to increase our top line and reduce our losses over a period of time.

The Department of Telecommunications (DoT) had directed both BSNL and MTNL (Mahanagar

Telephone Nigam Ltd, its counterpart in Mumbai and Delhi) to reduce staff in a targeted manner. What is the update on your plan for a voluntary retirement scheme?

BSNL's biggest problem is that 49 per cent of revenues go towards staff salaries. That is why we are exploring all possible revenue streams, including land resources. The proposal for VRS is still pending.

What other new projects are on the anvil for increasing revenues?

We have chalked out a strategy to increase revenues by 10-15 per cent through various measures, including leasing out real estate, outsourcing operations, management of towers, and offering enterprise services. We also plan to make full use of our seven telecom factories. We have galvanising facilities in our units, used for tower manufacturing. We have had initial discussions with private players and will soon come out with an Expression of Interest on appointing a consultant for this.

Besides, we will be focusing on broadband services across all technology platforms.

BSNL's Market Share

S. Year	Telephone Connections in the country (in Million)				Telephone Connections Provided by % age Telephone Market Share of BSNL (in Million)									
	Wired		Wireless		Wired		Wireless							
	Line	Total	WLL	GSM	Line	Total	WLL	GSM						
2	31.03.2001	32.51	3.65	0.07	3.58	28.11	0.00	0.00	28.11	86.46	0.00	0.00	0.00	77.73
3	31.03.2002	38.07	6.89	0.46	6.43	33.20	0.20	0.02	0.21	33.42	87.21	43.14	0.27	3.11
4	31.03.2003	40.75	13.83	1.14	12.69	35.42	0.52	2.26	2.77	38.19	86.92	45.34	17.78	20.05
5	31.03.2004	40.92	35.62	9.47	26.15	35.44	0.96	5.25	6.21	41.65	86.60	10.13	20.09	17.44
6	31.03.2005	41.35	57.07	16.01	41.07	35.86	1.63	9.45	11.08	46.93	86.72	10.17	23.01	19.41
7	31.03.2006	41.56	98.90	29.70	69.20	35.42	2.57	17.16	19.74	55.16	85.22	8.66	24.80	19.96
8	31.03.2007	40.77	166.05	44.62	121.43	33.74	3.56	27.43	30.98	64.72	82.75	7.97	22.59	18.66
9	31.03.2008	39.42	260.74	68.38	192.36	30.15	31.55	4.58	36.21	40.79	72.34	80.05	6.69	18.82
10	31.03.2009	37.91	391.34	102.95	288.39	29.35	5.43	46.71	52.14	81.49	77.42	5.28	16.20	13.32
11	31.03.2010	36.94	584.41	162.73	421.68	27.83	6.14	63.31	69.45	97.28	75.34	3.78	15.01	11.88
12	31.03.2011	34.72	811.60	225.92	585.68	25.22	5.57	86.27	91.83	117.06	72.64	2.46	14.73	11.32
13	31.03.2012	32.15	920.10	224.34	695.76	22.47	4.00	94.51	98.51	120.98	69.88	1.78	13.58	10.71
14	31.05.2012	31.52	929.39	225.30	704.09	21.82	3.59	94.13	97.71	119.53	69.23	1.59	13.37	10.51

बीएसएनएल के मान्यता के नियम

बीएसएनएल 1.10.2000 से अस्तित्व में आया परन्तु अत्यधिक समय व्यतीत होने के पश्चात् भी संघों के मान्यता के नियम यह नहीं बना सका। यह दुःखद है। संघों ने प्रारम्भ में कोड ऑफ डिस्सिपलिन को इस लिए अस्थाई रूप से स्वीकार किया क्योंकि बीएसएनएल उस समय नियम बनाने की स्थिति में नहीं था। चौथे वेरीफिकेशन के समय डिप्टी चीफ लेबर कमिश्नर जो कि सीएलसी के स्थान पर बैठक में उपस्थित थे स्पष्ट कहा था कि निगम संघों के मान्यता हेतु अपना नियम बना सकता है।

“एस आर सेल” विशेष कारणों से मुद्दे पर विलम्ब करता रहा तथा अन्ततः बहुमत संघों की मांग को ठुकरा दिया। यह कन्सेन्सस के नाम पर किया गया। आम सहमति तथा एकमत के अन्तर को नजरअन्दाज किया गया। इस कारण एनएफटीई तथा नेशनल यूनियन बीएसएनएल वर्कर्स (एफएनटीवो) ने चेन्नई तथा अर्नाकुलम हाईकोर्ट में याचिकाएं दाखिल की। अर्नाकुलम हाईकोर्ट ने निम्न निर्देश जारी किए हैं।

1) सीएलसी (तीसरा रिस्पान्डेन्ट) दो माह के भीतर संघों तथा प्रबंधन की बैठक करके पता लगाएगा कि क्या संघों में मान्यता नियम में परिवर्तन हेतु कन्सेन्सस है।

2) प्रबंधन की सहमति से प्रस्तावित संशोधन को श्रम मंत्रालय को भेजा जाएगा।

इसके पूर्व एक महत्वपूर्ण स्थिति उत्पन्न हुई है। वर्तमान मान्यता संघ जिसने पूर्व में परिवर्तन का

विरोध किया था मांग किया कि बीएसएनएल प्रबंधन मान्यता के अपने नियम बनाए। इस प्रकार 90 प्रतिशत से भी अधिक कर्मचारियों का प्रतिनिधित्व करने वाले संघ बीएसएनएल नियम के पक्ष में है। जिससे कि कर्मचारियों के कष्टों का निवारण हो सके। प्रबंधन को कम्पनी में सौहार्दपूर्ण वातावरण के हित में इसे नजर अन्दाज नहीं करना चाहिए। सम्पूर्ण अधिकारियों के लिए दो तीन संघ पूर्ण सुविधाओं के साथ कार्य कर रहे हैं। अभी तक नियम बनने के पश्चात् एक भी वेरीफिकेशन नहीं हुआ है। आखिर नॉन-इक्जीक्युटिव के साथ ऐसा भेदभाव क्यों?

बहुमत को अल्प संख्यक को कुचलना – दबाना नहीं चाहिए। परन्तु अल्पसंख्यक का यह रवैया उचित नहीं होगा यदि वे सम्पूर्ण कर्मचारियों की मांग पर रोड़ा बनते हैं। कर्मचारी बीएसएनएल का मान्यता नियम चाहते हैं जिससे कि निगोशिएटिंग मशीनरी में उनका अत्याधिक प्रतिनिधित्व हो तथा उनके कष्टों का निवारण हो। सभी को इसे तथ्य को समझना चाहिए।

मान्यता के नियम में परिवर्तन अर्नाकुलम होईकोर्ट का निर्णय

नेशनल यूनियन बीएसएनएल वर्कर्स (एक एन टी ओ) ने मान्यता के नियम में परिवर्तन के लिए अर्नाकुलम में एक याचिका संख्या डब्ल्यू पी (सी) 35399 वर्ष 2010 में दाखिल की थी। एनएफटीई इसमें प्रतिवादी है।

राष्ट्रीय कार्यकारिणी की बैठक 27/28 अगस्त को दिल्ली में

दिनांक 11.6.2012 को हाईकोर्ट ने निम्न निर्णय दिया है।

1) दो माह के भीतर चीफ लेबर कमिश्नर सभी संघों तथा प्रबंधन की बैठक बुलाकर पता लगाएं कि मान्यता के नियम में परिवर्तन हेतु क्या संघों में आम सहमति है।

2) कन्सेन्सस (आम सहमति) होने पर सीएलसी कार्यवाही को श्रम मंत्रालय को मान्यता नियम में परिवर्तन हेतु प्रबंधन थी सहमति से भेजेगा।

ट्रेड यूनियन लीडर को कैसा होना चाहिए ?

साथी ए.बी. बर्धन के लेख की संक्षिप्त विवरणी :-

एक ट्रेड यूनियन लीडर को प्रतिदिन के कार्यों में व्यवहार के कुछ मानकों तथा कोड ऑफ कन्डक्ट को अपनाना होगा। उसे जनता के प्रति विनम्र तथा धैर्य रखना चाहिए तथा अधिकारी अथवा बडप्पनता का व्यवहार नहीं दिखाना चाहिए। उसे न घमन्ड, अहंकार, धौंस, रुखापन आदि नहीं दिखाना चाहिए। सभी के साथ सभ्यता का व्यवहार करना चाहिए। यहाँ तक कि कन्सीलिएशन में अपने विरोधी के प्रति भी विनम्र तथा सौम्य रहें परंतु कार्य प्रणाली तथा चर्चा में दृढ़ रहें। रुखापन से संघर्ष संभव नहीं है। गेट मीटिंग में हंसी करना, उपहास करना, व्यंग्य करना तो ठीक है। परन्तु गाली देना उचित नहीं है जो कि आजकल आम बात हो रही है।

एक नेता का ट्रेड यूनियन एकता तथा संघों के

साथ संयुक्त संघर्ष मुख्य उद्देश्य होना चाहिए। अतः अन्य संघों के साथ आदर तथा बराबरी का व्यवहार करना चाहिए। विरोधी संघ के दोषारोपण का प्रभावी ढंग से तत्काल उत्तर देना चाहिए परन्तु क्रोधित होकर बदला नहीं लेना चाहिए।

साम्प्रदायिक, जातीय, अराजक व्यवहार आदि के प्रति जागरूक रहना चाहिए तथा इसे रोकना चाहिए। उसे कर्मचारियों की मांग मुद्दों तथा व्यवहारों का ज्ञान – जानकारी होनी चाहिए। उसे समय का पाबन्द होना चाहिए। उसे अपने साथियों तथा जनता की व्यक्त की हुई कमियों को सुनना चाहिए तथा भविष्य के कार्यों में उन पर विचार करना चाहिए। ट्रेड यूनियन लीडर बॉस नहीं होता है।

ट्रेड यूनियन कायकर्ता को अपने उद्योग के वित्त की, स्टैन्डिंग आर्डर्स, श्रम नियमों की जानकारी रखनी चाहिए। याद रखना होगा कि जिनके नाम पर माँगे बनती हैं वे मजदूर हैं। *मजदूरों की मानसिकता तथा तैयारी के आधार पर माँगे बननी चाहिए।* यह नेताओं के नाम पर नहीं बननी चाहिए। ट्रेड यूनियन लीडर को जनता से आगे नहीं बढना चाहिए एवं न ही उसे पीछे रहना चाहिए। कभी कभी अनुभवहीन जनता को रोकना तथा समझाना भी लीडर का कर्तव्य बनता है। हड़ताल एक दिन की हो अथवा अनिश्चितकालीन पूरी तैयारी होनी चाहिए। हड़ताल के पूर्व समाधान के सम्पूर्ण रास्तों को अपनाना चाहिए। निगोशिएशन के लिए तैयारी रहना चाहिए। परंतु यदि इम्प्लायर निगोशिएट नहीं करता अथवा चर्चा असफल होती है तो हड़ताल संगठित करनी चाहिए। कानूनी प्रावधानों तथा पद्धतियों की अनदेखी नहीं करनी चाहिए। निगोशिएशन के दरवाजे बन्द नहीं होने चाहिए। यदि जनता वापस

आने का औचित्य देती है तो हड़ताल वापसी में हिचक नहीं होनी चाहिए। पराजय अथवा कार्यवाही के भय से हड़ताल की वापसी नहीं होनी चाहिए।

आज ट्रेड यूनियन आन्दोलन विभाजित है। उच्च स्तर पर विभाजन निम्न स्तर तक जाता है। प्लान्ट स्तरों पर यूनियन में प्रतिद्वन्दता रहती है। एक दूसरे को पछाड़ने में संघ तत्पर रहते हैं। इससे मजदूर प्रभावी ढंग से सरकार तथा प्रशासन के विरुद्ध कार्यवाही नहीं कर पाते हैं।

परंतु अत्यंत दुःखद तो यह है कि प्रतिद्वन्द्वी संघें जो कि लाल झंडे लेकर चल रहे हैं तथा समाजवाद के प्रति प्रतिबद्ध हैं वे ट्रेड यूनियन एकता की बात तो करते हैं परंतु कर्मचारियों को विभाजित रखते हैं। प्रतिद्वन्द्विता बन्द करने के लिए, एक दूसरे को नीचा दिखाने तथा प्रजातांत्रिक ढंग से कार्य करने के लिए कोड ऑफ कन्डक्ट बनना चाहिए। संघर्ष हेतु एकता एक कठिन कार्य है। इसमें धैर्य तथा निरन्तर प्रयास की आवश्यकता है। ट्रेड यूनियन एकता मजदूर समुदाय का एक अत्यंत हितकारी तथा महत्वपूर्ण मुद्दा है।

प्रबंधन/प्रशासन से पत्र

प्राप्त शैक्षिक योग्यता की सेवा पुस्तिका में प्रविष्टि

बीएसएनएल 2-57/2012 -इलेक्ट दिनांक 26.6.2012 सभी सीजीएम्स को

ग्रेजुएट की प्राप्त शैक्षिक योग्यता पूर्णकालिक कोर्स अथवा पार्ट टाइम रेगुलर कोर्स अथवा डिस्टेन्ट एजुकेशन कोड से हो सभी मान्य है।

यह सक्षम अधिकारी द्वारा अनुमोदित है।

बीएसएनएल ब्राड बैंड कनेक्शन में कंसेशनल सुविधाओं में संशोधन

सं. 2-06/2005-पीएचए (पार्ट) दिनांक 27.6.2012

बीएसएनएल बोर्ड की प्रबंधन समिति ने जेएजी स्तर से नीचे सेवानिवृत्त कर्मचारियों को उनके निवास पर निम्नवत कन्सेशनल ब्राड बैंड कनेक्शन देने का निर्णय तत्काल प्रभाव से लिया है।

- 1) बीएसएनएल एरिया में स्थित सेवानिवृत्त कर्मचारियों के लिए 60 प्रतिशत रेन्टल डिस्काउन्ट
- 2) मॉडम चार्ज कर्मचारी को देना होगा यह सक्षम अधिकारी द्वारा अनुमोदित है।

सीनियर हिन्दी ट्रान्सलेटर्स की रिक्तियों की पूर्ति तथा एलआईसीई द्वारा जूनियर हिन्दी ट्रान्सलेटर्स की भर्ती

बीएसएनएल संख्या 201-03/2012-पर्स III दिनांक 27.6.2012 सभी सीजीएम्स को

सक्षम अधिकारी के अनुमोदन के फलस्वरूप कार्पोरेट कार्यालय ने जूनियर हिन्दी ट्रान्सलेटर्स की रिक्तियों की पूर्ति हेतु एक और एलआईसीई परीक्षा आयोजित करने का निर्णय लिया है। अतः निम्न कार्यवाही की जाय।

ए) रिक्त सीनियर हिन्दी ट्रान्सलेटर्स पदों, नॉन-टैटीटोरियल सर्किल सहित को शीघ्रता से पूर्ति की जाय।

बी) एक और एलआईसीई जूनियर हिन्दी ट्रान्सलेटर्स पदों की पूर्ति हेतु निम्नवत आयोजित की जाय।

I) भर्ती नियम के कालम 9 में अंकित शैक्षिक योग्यता रखने वाले आन्तरिक अभ्यर्थी

II) मान्यता प्राप्त विश्वविद्यालय से मास्टर अथवा बैचलर डिग्री प्राप्त अभ्यर्थी हिन्दी अथवा अंग्रेजी विषय

के साथ अथवा हिन्दी अथवा अंग्रेजी माध्यम से उत्तीर्ण आंतरिक अभ्यर्थी का कक्षा 10 में हिन्दी विषय होना आवश्यक है।

सी) सब पैरा (बी) के अनुसार चयनित अभ्यर्थियों को इनसर्विस एक अतिरिक्त प्रशिक्षण में जाना होगा।

डी) पाठ्यक्रम तथा योजना पत्र संख्या 201-01/2012 पार्ट III दिनांक 27.1.2012 के अनुसार होगा।

परीक्षा "विभागीय परीक्षा अनुभाग" नोटीफाई करेगा। यह सितम्बर/अक्टूबर में आयोजित हो।

बीएसएनएल की जमीनों का वाणिज्य उपयोग
बीएसएनएल पत्र संख्या 50-1/05/2012 बीटी
दिनांक 4.7.2012 सीसीएम टेलीकाम सर्किल मुम्बई,
टेलीकाम फैक्टरी मुम्बई, कोलकता टीडी, यूपी
(पश्चिम) हरियाणा, आंध्र प्रदेश, चेन्नई टीडी,
एनटीआर नई दिल्ली तथा केरल।

यह अत्यन्त आवश्यक है।

प्रबंधन/प्रशासन को पत्र

गुजरात सर्किल में केबिल्स/क्लिप फोन्स की कमी

टीएफ-19/3 दिनांक 26.6.2012 सीएमडी,
बीएसएनएल को

दिनांक 12 जून की बैठक में निदेशक (इन्टरप्राइज तथा कार्मिक) ने संघों को बताया था कि फील्ड में केबिल्स तथा क्लिप फोन्स की सप्लाई हो गई है। परन्तु यह वास्तविक स्थिति नहीं है।

संघ के राष्ट्रीय अध्यक्ष, साथी इस्लाम अहमद, गुजरात के भ्रमण में थे उनको साथियों ने बताया है कि सूरत, बदोदरा, अहमदाबाद में सामग्रियों की कमी के कारण टेलीफोन्स बंद हो रहे हैं। चर्चा के मध्य

सीजीएम ने भी बताया कि सामग्रियों की भारी कमी है जिससे व्यापार की वृद्धि नहीं हो रही है। इस संदर्भ में सर्किल हेड के पत्र दिनांक 16.6.2012 की प्रतिलिपि संलग्न है।

कृपया संदर्भ पर शीघ्रता से कार्यवाही सुनिश्चित करें।

टीटीए के भर्ती नियम में संशोधन

टीएफ-14/2(ए) दिनांक 2.7.2012 निदेशक
(कार्मिक) को

टीटीए के भर्ती नियम में निम्न निर्धारित है।

- 1) 10 प्रतिशत ऐबजार्पशन से
- 2) 40 प्रतिशत सीमित विभागीय प्रतियोगितात्मक परीक्षा

दोनों कोटे में वार्णित है कि यह ग्रूप 'सी' कर्मचारियों के लिए है। निगम में ग्रूप 'सी' तथा 'डी' नहीं होकर इक्जीक्युटिव एवं नॉन-इक्जीक्युटिव वर्ग होता है। इसमें संशोधन आवश्यक है।

संघ ने पूर्व में लिखा था कि आर एम वर्ग में डिप्लोमा होल्डर्स हैं जो कि टीटीए तथा टीएम दोनों की परीक्षा में सम्मिलित नहीं हो पा रहे हैं। एसएसएज में टीएम की रिक्तियां नहीं है।

आरएम्स जेएओ परीक्षा में सम्मिलित हो सकते हैं परन्तु टीटीए में शैक्षिक योग्यता की शर्त पूर्ण करने के पश्चात् भी नहीं बैठ सकते हैं। कृपया भर्ती नियम में संशोधन करें जिससे कि ऐसे कर्मचारी परीक्षा में सम्मिलित हो सकें।

डिस्मिस्ड कर्मचारियों को पेंशन सैक्शन की स्वीकृति आदि

टीएफ-11/3 दिनांक 30.6.2012 सीएमडी,
बीएसएनएल को

भारत सरकार के आदेशानुसार बीएसएनएल से डिस्मिस्ड कर्मचारियों की सरकारी सेवा की पेंशन की पात्रता है। इस संदर्भ में पेंशन नियम 37 (ए) के अर्न्तगत भारत सरकार के निर्णाय 24(सी) का देखे।

निश्चित आदेश होने के पश्चात भी बीएसएनएल से डिस्मिस्ड कर्मचारियों को डी वो समय के सरकारी पेंशन का भुगतान अभी तक नहीं हुआ है। सीसीए तमिलनाडू ने पत्र संख्या पीसीसीए/ टी एन/ डीओटी/ पेन/ एलपीएस 9699 दिनांक 12.6.2012 (प्रतिलिपि संलग्न) द्वारा डीओटी से स्पष्टीकरण आदेश का अनुरोध किया है। तीन-चार वर्ष से डिस्मिस्ड होने के पश्चात भी कर्मचारियों को पेंशन का भुगतान नहीं हो रहा है। कृपया उचित कार्यवाही करें जिससे डी ओ टी स्थिति स्पष्ट करे।

हमारी अत्यधिक समस्या यह है कि रेवेन्यू का अर्धभाग कर्मचारियों के वेतन में जाता है – श्री आर के उपाध्याय सीएमडी बीएसएनएल

दिनांक 2.7.2012 को श्री उपाध्याय, सीएमडी "बिजनेस स्टैन्डर्ड" के साथ भेटवार्ता के कुछ अंश इस प्रकार है।

कम्पनी की आर्थिक दशा अप्रैल, 2011 में अत्याधिक दयनीय थी। उस समय मुझे कार्यभार मिला। हमारा पूर्ण विश्वास है कि अनेक उपायों द्वारा कम्पनी की गिरावट पर रोक लगेगी। लैन्डलाइन्स तथा मोबाइल सेवाओं पर विशेष ध्यान दिया जाएगा। सामग्रियों को उपलब्ध कराने की समस्याओं का समाधान होगा। रिक्त स्थानों तथा टावर्स की आउटसोर्सिंग का प्रबंध होगा।

रेवेन्यू में सुधार हुआ है। यद्यपि कि खर्च में भी

वृद्धि हुई है। इसका कारण इन्फ्लेशन तथा वेज बिल सहित अन्य कारण है। बैलेनशीट में हानि पूर्ववत अथवा अधिक हो सकता है। परन्तु यह वास्तविकता यह है कि रेवेन्यू में वृद्धि हुई है।

सामग्रियों की सप्लाई प्रारम्भ है। 15 मिलियन जीएसएम लाईन्स का आर्डर हो चुका है जो कि छः से आठ माह के भीतर हो जाएगा। इस प्रोजेक्ट का मूल्य लगभग 5,000/- करोड़ रुपया होगा। इस टेन्डर में पचास प्रतिशत अतिरिक्त प्रावधान भी है।

सरकारी प्रोजेक्ट्स

700 करोड़ रुपए के प्राजेक्ट्स विभिन्न सरकार विभागों (कस्टम) गृह मंत्रालय, इन्कमटैक्स, नवोदय स्कूल) से प्राप्त हुए है। इससे हानि में कमी होगी।

बीएसएनएल की अत्यधिक समस्या यह है कि इसके रेवेन्यू का 49प्रतिशत कर्मचारियों के वेतन में खर्च होता है। इस कारण सभी दिशाओं, जमीन द्वारा भी, से हम रेवेन्यू अर्जित करने के प्रयास में हैं। वीआरएस का प्रस्ताव अभी भी लम्बित है।

हमारी स्ट्रेटजी है कि 10-15 प्रतिशत रेवेन्यू में वृद्धि क्वार्टरों भवनों को लीज पर देकर, आपरेशन्स का आउटसोर्सिंग, टावर्स का प्रबंध तथा व्यापार की सेवाएं देकर प्राप्त किया जाय। सात टेलीकाम फैक्टरीज का पूर्ण उपयोग होगा। इन फैक्टरीज में गैलवनाईजिंग सुविधाएं है जो कि टावर्स हेतु उपयोग होते हैं।

इसके अतिरिक्त ब्राड बैंड सेवाओं पर पूर्ण ध्यान दिया जाएगा।

3जी रोमिंग में टीडी सेट का विभाजित निर्णय

कुछ निजी कम्पनियां जिन्हें 3जी स्पेक्ट्रम मिला

था वे अन्य कम्पनियों से 3जी सेवाएं देने का समझौता कर लिया जबकि वे अधिकृत नहीं थे। इससे 3जी लासेंसधारी कम्पनियां अन्य क्षेत्रों में जिसके लिए लाइसेंस नहीं था वहां भी सेवाएं देने लागे। डीओटी ने इसे सब-लाइसेंस करार दिया तथा कहा कि इससे तीसरे पक्ष के हित का सृजन हुआ है जो कि लाइसेंस समझौते के विरुद्ध है। एक कम्पनी जिसका सम्बंधित क्षेत्र में 3जी लाइसेंस नहीं है वह कैसे सेवाएं दे सकता है।

निजी कम्पनियों ने टीडी सेट में अपील किया जिसपर विभाजित निर्णय हुआ है। चेरमैन टीडीसेट ने निर्णय दिया कि निजी कम्पनियों को डीओटी ने उचित अवसर नहीं दिया। परन्तु इसके ठीक विपरीत टीडी सेट को सदस्य ने डीओटी की कार्यवाही का उचित ठहराते हुए निजी कम्पनियों पर जुर्माना ठोक दिया।

डीओटी अब अतिरिक्त सालीसीटर जनरल से राय मांगा है कि विभाजित निर्णय के परिपेक्ष्य में डीओटी भविष्य में क्या कार्यवाही करें?

आन्ध्र प्रदेश की गतिविधियां

महामंत्री दिनांक 30.6.2012 से 4 जुलाई तक आंध्र प्रदेश में आयोजित सम्मेलनों तथा गोष्ठी में भाग लिया।

30.6.2012 को श्रीकाकुलम विजयानगरम, विशाखापट्टनम के जिला मंत्रियों, शाखा मंत्रियों आदि की बैठक हुई। इस अवसर पर "ग्राहकों के साथ मित्रवत" संबंध पर गोष्ठी आयोजित हुई जिसे महामंत्री ने संबोधित किया। 2 जुलाई के जिला सम्मेलन को भी संबोधित करते हुए हड़ताल समझौते पर प्रकाश डाला। विशाखापट्टनम का जिला सम्मेलन 3 जुलाई

को आयोजित हुआ। अपने संबोधन में महामंत्री हड़ताल के सहित मुद्दों पर विस्तृत जानकारी दी।

सभी स्थानों पर हड़ताल समझौतों पर कर्मचारियों ने प्रसन्नता व्यक्त की।

सीएमडी/निदेशक कार्मिक से चर्चा

अध्यक्ष तथा सचिव (साथी राजपाल) सीएमडी से 3 जुलाई को अनौपचारिक बैठक करके निम्न मुद्दों पर चर्चा की।

1. प्रस्ताव में 78.2 प्रतिशत आईडीए मरजर की कठिनाइयों को दूर करना (2) बर्खास्त कर्मचारियों को पेंशन संबंधी स्पष्टीकरण (3) चेन्नई के कर्मियों का डाईजनान (4) टीटीए के भर्ती नियम में परिवर्तन (5) बंगाल जेएओ परीक्षा परिणाम में दोष।

दिनांक 4 जुलाई को निदेशक (कार्मिक) से संघों के लोग भेंट करके स्पष्ट किया कि 78.2 प्रतिशत आईडीए के प्रस्ताव में एरियर धन लिखना उचित नहीं है क्योंकि समझौते में स्पष्ट है कि इसका भुगतान तभी होगा जब कंपनी लाभ में होगी। इस पर शीघ्रता से बोर्ड का अनुमोदन लेना उचित होगा।

जीपीएफ का अग्रिम तथा वापसी

कार्पोरेट कार्यालय के पत्र संख्या 16-49/2012-बी दिनांक 18.6.2012 के अनुसार कर्मचारी जीपीएफ प्रार्थना पत्र प्रत्येक माह में 20 तारीख तक कार्यालयों में जमा करें तथा सक्षम अधिकारी 25 तारीख तक इसे स्वीकृत करेंगे। फंड हेतु यह अगले माह के प्रथम पखवाड़ा में सम्मिलित किया जाएगा तथा फंड की उपलब्धता के अनुसार प्रथम सप्ताह में नगद अधिकृत किया जाएगा।