

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

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EDITORIAL

Discrimination neither Desirable nor Acceptable

A sizeable number of employees entering into the PSU on 01-01-2007 or thereafter became victim of wage loss on implementation of the second wage revision agreement. The wage cut amount had been so much that it created enormous resentment amongst the concerned non-executive staff. ***True to our commitment and traditions the NFTE not only raised and represented the grievance sincerely but pursued the same with full force at command even during the period when it was not enjoying the recognized status in the Company.*** A series of representations were made and followed it up with informal discussions with the management from top to bottom for alleviation of the suffering of the staff. The management ultimately agreed to form a Committee of GMs for looking into the matter and submission of the report. *The decision for formation of Committee was also achieved after maximum pursuance and pressure of the organization.*

The wage loss to staff had been very serious problem and naturally it needed careful handling to its logical end. The union kept itself in touch with the Committee members continuously and convinced them with the sufferings of the employees. *After enough deliberations the Committee submitted the report to the management for grant of one increment to the affected staff. However, in between avoidable delay took place on account of hurdles from some corners which were natural.* The amount recommended by Committee was not in commensurate with JAOs/JTOs but the grievance i.e. *wage loss was appreciated and the Committee thought it appropriate to offset the loss which has been focussed by us.* The Board once deferred the consideration on the pretext of "HR Plan" of the PSU. This was vehemently protested and the management was apprised of hurt feelings and resentment of the

staff. Recently the Board approved the proposal. The staff side earlier had forcefully raised the issue and demanded settlement in last two National Council meetings sequel to which only the management Committee referred it to Board for consideration and approval of the proposal of the Committee for extension of one increment with arrears. *We are appalled to note that wage loss relief has been extended only to the officials belonging to TTA cadre and the RMs, Sr. TOAs etc. who are similarly placed are left out. A question arises why such blatant discrimination?* The union is firmly against discrimination and will fight till last for justice and fair play to such category of officials also.

Soon after the National Executive meet at Jaipur union submitted a charter of demands urging the administration for their settlement. It is disgusting that the Board has not settled the other pending issues viz. JTO/JAO RRs, creation of E1 scale in NEPP. The holding of departmental examinations for promotion to JTO/JAO cadres is being inordinately delayed due to non finalization of RRs. The employees are retiring every month and are deprived of E1 scale in NEPP. Such casual treatment and approach is not expected from the BSNL Board. They should realize such attitude is affecting the congenial atmosphere in the PSU. The employees may not be taken for granted to digest it for long. The remaining problems pending in Board need to be resolved and not prolonged any further.

The administration at the helm of affairs should note that the discrimination and callousness are neither desirable nor justified and these should not occur in larger interest of PSU. After all the RMs, TMs and Sr. TOAs also belong to same Company and don't expect partisan treatment. The management should act fast to remove the heart burning so created.

INDEPENDENCE DAY GREETINGS

NEWS - VIEWS

Prime Minister launched Digital India Program

Hon'ble Prime Minister, Sri Narendra Modi launched the "Digital India" program on 1st July, 2015 and was flanked on the day with **top personnel of Business Houses of the country besides** Hon'ble Minister of Telecom. Imminent personalities amongst them were Ambani brothers (Reliance Group Chairperson, Anil Ambani and Reliance Jio, Mukesh Ambani), Sunil Bharti of Airtel, Wipro Azim Premji, Hundreds of others belonging to Corporate Jagat were also present on the occasion.

But to great astonishment the **BSNL which not only provides services to the people of the country but fulfills the social obligations of the Government could not find due and honorable place in the function. Reasons are obvious and well known.**

The Industry Houses in the function pledged to"- invest Rs. 4.5 Lakh Crores and create 1.8 million jobs. Lavish praises were showered on the P.M. for decisiveness and dynamism.

What is investment of BSNL which has helped the Government in rolling out NOFN across 20,000 Village Panchayats due to which only program could be held? The poor BSNL which serves people in distress **also is not getting favourable decision even on justified issue from the Government although it is headed by well known decisive Prime Minister as declared by Corporate Jagat. Even after a year the PSU could not get financial support from Government except tall declarations perhaps for marketing.**

The mega event of 1st July tends to believe



PM, FM and MOC surrounded with udyog Jagat personnel but Govt. PSU, BSNL, however in the function

that the Business Houses of the country have bigger role and say in the Government. PSUs who earned wealth for the country are not only being neglected but efforts are on to kill them by denying their justified claims. BSNL's investment in digital India will be almost negligible compare to private Companies.

The Government is pampering and favouring Corporate Jagat by all means. **Some private sector owners present in programme are well known killers of our bread earner, BSNL.**

History Created In BSNL

Ms. Sujata.T.Ray assumed charge as Director (HR) BSNL for 5 years. The post was vacant since longtime without regular Director.

The NFTE delegation led by G.S met her and wished all success in this challenging Scenario.

It is 1st time a lady and that too from the finance wing has been inducted to lead the HR wing of BSNL. The old legacy and tradition has been broken. **The soft as well as sharp spoken Madam has created a history.**

ERP System stopped

The Introduction of ERP has been stopped in Bihar Circle despite all preparations. It is reported that it has been done as per wish of highest authority in Telecom. Reason are obvious.

Repatriation of ITS personnel

100 ITS personnel have been repatriated to DOT. But is expected they will come back

Inauguration of union office at Jaipur at 11.00 AM on 24-06-2015

The union office of NFTE circle union Rajasthan was inaugurated by Shri R.K. Mishra CGM. A large number of workers including ladies were present in the function. At evening a mass meeting was held under the presidentship Com. Kishori Lal Sharma, which was attended and addressed by Com. R.G. Dixit C/S Rajasthan, Com. Chandeshwar Singh GS, Shri R.K.Mishra CGM, and GM IT of Rajasthan circle. Com. Singh welcomed Shri Mishra Jee as CGM of Rajasthan circle and exhorted the situation faced by the workers in the country. He appealed

the workers to come forward to cooperate with management for revival of BSNL by making coordination with other unions also. Shri R.K. Mishra CGM assured the workers to address their grievances and urged upon them to work with devotion to bring the BSNL out of crisis. The meeting concluded with vote of thanks by Com. R.G. Dixit circle Secretary Rajasthan. Com. L.P. Vijay conducted the programme very nicely.



View of Dias



Coms. Chandeshwar Singh GS, R.K. Mishra, CGM, Rajasthan, R.G.Dixit, CS Rajasthan addressing



View of Audience

Dr. B.R. Ambedkar 125th year birthday celebrations

Dr. B.R. Ambedkar 125th year birthday celebrations and WFTU 70th year celebrations held at Dar-mapuri in Tamilnadu circle on 08-07-2015. Senior leaders Com. R.K., Com. Jayaraman, Com. Kamaraj and other leaders addressed the session.

Out sourcing of Broad Band provisioning & maintenance

BSNL management is contemplating to out source Broad Band provisioning & maintenance in 9 circles in the first phase. It is also learnt that tenders were floated for Tamilnadu, Chennai & Rajasthan circles to out source Broad Band provisioning and maintenance. NFTE is strongly opposing the move of BSNL management, orders held in abeyance which is jeopardy to the future of TM/TTA cadres in BSNL.

President of union bereaved

Mother of Com. Islam Ahmad (All India President) has taken her last breath on 17-07-2015 in the afternoon. CHQ condoles her death and share the grief of the family.

Growth of We-max at standstill

There is great demand of Wi-Max Services. But due to non-ability of Modules at SSAs connections are not being provided to the subscribers. It is unfortunate situation. The CHQ has drawn the attention of the BSNL HQR.

Change in Designation

Agreement reached between management and staff side for change in designation on 28.7.2015. It is as under:- (1) RM – Telecom Assistant, (2) TM – Telecom Technician, (3) TTAs – JE, (4) NE 11 and NE 12 Sr. TOAs – office supdt, (5) other Sr. TOAs – office Associate.

PLI

The Union has suggested Director, HR to direct the restructuring Cell of Corporate office to prepare PLI formula after fixing the minimum quantum of amount and thereafter hold committee meeting for early finalisation of the formula.

Board meeting

BSNL Board meeting is scheduled to take place on 10th August. HR plan of the PSU will be placed for consideration in the meeting and there after consultation with the unions. It will go again for final approval of Board.

Debt per man increased

The present Govt. is talking of 8% growth, But it s taking loans for Govt. expenditure. In the process debt per man increased Rs 44,095 from 2,966 in year 2014-15

(Based on NBT 17th July)

Circle Secretaries Meeting

The meeting of all Circle Secretaries will take place on 10th & 11th at Delhi to review the position of BSNL services and organizational activities.

NationWide Strike

All Central Trade Union will organize one day strike on Second September, 2015 against anti-labour policies of NDA Govt.

TUs are against the proposed amendment in labour laws just to please the business houses.

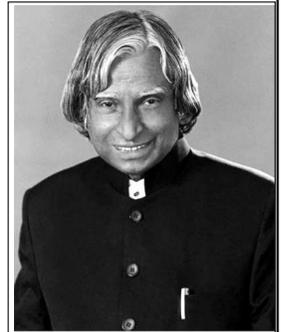
The proposed amendment will enable the company and factory owners to retrench the workers.

Missile Man no More

Missile Man, Bharat Ratna and Former President, Shri A.P.J Abdul Kalam breathed his last on 27th July at Shillong while delivering lecture at IIM function.

Nation will observe 7 days mourning as it missed the great scientist for ever

NFTE Pay homahe to great soul



Minutes of the 32nd meeting of the National Council held on 14th May, 2015 under the chairmanship of Director (HR), BSNL Board

No. BSNL/39-3/SR/2014 Dated, the 6th July, 2015

The 32nd National Council meeting was held at 11.00 AM on 14th May, 2015 in the Conference Hall, Bharat Sanchar Bhavan, New Delhi. The list of participants is available at

Annexure-1

2. At the outset, Sr.GM (SR) welcomed Chair-

man, National Council and participants from Staff Side and official side. He stated that due to non-availability of mutual convenient date and postponement of the proposed date due to some last minute unexpected urgent engagement, this meeting of National Council could not be held earlier. He said that he wished that today's meeting would

be conducted in peaceful and harmonious atmosphere.

3. Chairman, National Council greeted Staff Side members and expressed his apology for the delay in holding the National Council meeting. He cautioned that the financial condition of the Company is deteriorating & there are chances that Company may fall in the trap of operational losses in coming months. During his speech he enquired whether the Annual Report is provided to the unions in response to which the Staff Side members stated that they are not supplied copy of the Annual Report of the Company. Chairman directed that copy of the Annual Report should be shared with the recognized unions. He appreciated the concerns of Unions and Associations in raising the issues related to BSNL's revival with the DoT. He requested Staff Side to help out the Company to increase the revenue targets of the Company by 10% and assured that this would be sufficient to keep the company out of danger of operational loss and become profit making company in the near future. He also mentioned that the BSNL has made landlines calls free between 9 p.m. to 7 a.m. and this is a big opportunity for making our landlines popular. We need to be proactive in providing landlines and keep our network in good condition. He further said that in this drive the role of the Unions is very crucial.

4. ED (Finance) greeted all the participants of the meeting and wished that discussions would be held in a cordial atmosphere which may lead to positive and constructive decisions. She endorsed the views expressed by the Chairman, National Council and asked members from Management as well as Staff Side to play a constructive role in improving the financial conditions of the Company.

5. Thereafter Leader Staff Side welcomed all the participants. During his speech he drew attention of the Council towards non-settlement of various issues viz. E-1 scale in NEPP, JTO/JAO RRs, PLI minimum amount, wage erosion of employees entering in BSNL after 01.01.2007, stagnation of staff, re-designation of cadres, etc. He pointed out that there is delay in payment caused by ERP implementation in the field units. He also mentioned that BSNL HQs instead of settling the issues at initial stages prefer to defending the case from lower court to higher courts till it is rejected by Supreme Court. He requested that such cases may be settled at initial stages. He requested that BSNL HQ

should take uniform decision while sending ex-servicemen for JTO training. He demanded revision in uniform rates. He also protested against the curbs imposed in holding meetings within the premises after two days strike. The management should appreciate that the strike was organized to protect the BSNL.

Leader, Staff Side, assured that they will fully co-operate management in increasing the land-line connections on the basis of latest promotion schemes announced by BSNL. But he expressed his concern over the shortage of materials needed for new connections and alarmed that this may check the BSNL in achieving the desired results. The leader staff side felt the National council meeting should take place at fixed period and it should be example for the field. He drew the attention of the chairman against vindictive actions of the SSAs heads at Motihari, Sawai Madhavpur, Bharatpur, Latur & Chandrapur and urged for interventions.

6. The Secretary, Staff Side, welcomed National Council members present in the meeting. He expressed his concern over the delay in holding the National Council meeting and said that this may set a bad example for field units. He mentioned that various decisions taken in National Councils are not being implemented on time and cautioned that this will erode the image of this apex body of negotiation and settlement of HR issues of non-executive employees. He requested that pending HR issues like Stagnation, JTOs/JAOs RRs, E1 scale for non-executives etc., may be settled at the earliest. He also pointed out that waiting list for landlines does not reflect the real demand as the demands are not registered by the BSNL officers due to shortage of materials. He demanded that facility of unlimited free calls to the land line customers from 9 p.m. to 7 a.m., may also be extended to the serving employees and retirees. The Secretary Staff Side pointed out that the Regional Labour Commissioner, in the conciliation meeting held on 06.05.2015, has advised BSNL Management to settle the stagnation issue, if necessary by revision of the Wage Revision Agreement. He also demanded the withdrawal of the recent letter of Corporate Office, which prohibits trade union activities within office premises.

7. In response to points/issues raised by the Leader, Staff Side and Secretary, Staff Side, the Management Side members replied that after ap-

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proval of HR plan actions are being taken to submit JTO/JAO RRs, E1 scale and other pending HR issues for approval of BSNL Board in the next meeting. Hopefully these issues will be resolved in the coming months. ED (Fin.) informed that corrective measures are being taken to remove the glitches in ERP system and HCL officials have been asked to make necessary changes in the software so as to make it compatible with the accounting procedure/software of DoT, CCA. She informed that many of ERP related issues have been resolved and remaining will be addressed soon. Regarding the uniform decision on training of Ex-serviceman candidates, it was informed that on specific directions of various courts ex-serviceman candidates of Punjab and some other Circles were allowed to undertake training. Since similar cases are being defended in the CAT, Principal Bench and it is expected that final decision will come shortly and the Management Side suggested that uniform decision will be taken accordingly, once the judgement by CAT, PB New Delhi is available. Chairman, National Council directed that a note may be sent to Director (CFA), BSNL Board to take necessary action on the statement of Staff Side that there is large demand for BSNL Landline which is not materialized due to shortage of materials.

8. Thereafter, agenda items submitted by the Staff Side were taken up for discussion, as per details given in the succeeding paragraphs.

8.1 Restoration of the facility of relaxed standards in departmental competitive examinations- the case of Scheduled Caste/Tribe candidates, for the exams conducted / results declared between 22.07.1997 and 08.09.2000: Council was informed that the judgement dtd. 15.7.2014 referred by Staff Side is related to candidates appeared in Section Officers (SO) Departmental Exam, DoPT, held during the intervening period and the judgement is applicable to the petitioner. However, in the judgement Hon'ble Supreme Court declared the order dated 22.7.1997 as illegal. In view to get clear picture in the matter, a reference has been made to the DoPT and response awaited. Appropriate action will be taken on receipt of DoPT guidelines.

8.2 Pension to DOT absorbed employees vis-a-vis withdrawal of DOT orders contained in letter No.1-45/2003-B, dt-15th June, 2006:

The Staff Side was informed that few days back a D.O. letter from CMD, BSNL to Secretary DoT has been sent for removing the apprehensions of the employees and the Unions/Association. Staff Side member demanded that a fresh letter may be sent to DoT conveying that the issue is raised by Staff Side in the National Council and may be resolved by DoT at the earliest.

8.3 Reviewing of BSNLMRS: Management side informed that BSNL is providing reasonably good medical facilities to its serving and retired employees and due to financial crunch any review to increase the expenditure at this stage may not be possible. The Staff Side suggested that a committee may be formed which may study the medical schemes followed by other PSUs and recommend ways for improving BSNLMRS. Finally, the demand of Staff Side for formation of a committee to review BSNLMRS was agreed.

8.4 Presidential orders in respect of TSMs appointed as TM after 1st Sept, 2000 and Casual Labourers other than the TSMs regularized straight way as Regular Majdoors: Management side informed that Heads of Circles have been asked to furnish details of those Casual Labourers who have been conferred temporary status on or before 30th September, 2000 and directly appointed /promoted TM in BSNL. Reports of 62 such cases have been received from eight Circles and information from other Circles is still awaited. The issue will be examined after receipt of complete information and decision thereon will be taken in consultation with DoT. Staff Side members expressed their satisfaction over the developments made in this issue.

8.5 Formation of Works Committees at the Circle and All India levels: Staff side suggested that formation of Works Committee at Circle and all India level will help in improving the BSNL services as leaders at these levels are more informed and capable. Management side replied that efforts should be made first to establish Works Committee System at lowest level before extending it to Circle and All India level. After detailed discussion it was decided to call for reports from the Circles about the name of the SSAs where Works Committees have not been formed with reasons thereof and where Committees have been formed its number of meetings held and difficulties being faced for not

holding meetings regularly. On receipt of the inputs/ feedback from the field units, the matter will be examined for taking further necessary action.

8.6 & 8.7

- **Settle the non-accrual of Stagnation Increment, as well as increment becoming due under NEPP**
- **Settle the aberration wherein there was reduction in basic pay on NEPP promotion**

It was informed by the Management side that the problem of stagnation is due to the pay scales structure and impact of 78.2% IDA merger because of which the initial fixation itself on pay revision is towards higher end of the respective pay scale.

Staff side mentioned that there is DoE order through which relief can be granted to such non-executive employees who are stagnated and face reduction in pay on NEPP promotion. Management side agreed to examine the order cited by Staff Side and asked them to provide a copy of the said order.

8.8. Inclusion of women union representatives in the Complaints Committee for prevention of sexual harassment of women employees in work places: Management side explained that Sexual Harassment Complaint Committee are being formed in BSNL on the directions of Govt. of India as per the guidelines issued by the Hon'ble Supreme Court of India. These instructions are not formed by BSNL, therefore, the Constitution of the Committee cannot be arbitrarily modified by BSNL. After detailed discussions Staff Side requested that there is need to give wide publicity to these guidelines. Management Side agreed that a compendium of instructions/guidelines on the issue will be uploaded on BSNL intranet for information and awareness/guidance of BSNL employees.

8.9. Provision of Rs.200 SIM to the BSNL staff posted in MTNL areas: Management side informed that on the basis of information regarding the total number of non-executives working in the offices situated in MTNL service area Delhi/ Mumbai a memo has been submitted for consideration of the Management Committee. Regarding Off-NET, Karnataka Circle was asked to submit detailed report on the result of allowing Off-NET calls from prepaid SIM card of Rs.200/- on experimental basis for six months. The report is still awaited. Further necessary action will be taken after the receipt

of required information from Karnataka Circle.

8.10 Laying of undersea OFC cable, linking the mainland to Andaman & Nicobar Islands: Council was informed that BSNL has no plan at present to lay undersea OFC, linking the mainland to Andaman & Nicobar Islands. However, MHA has agreed to pay for increasing the bandwidth and providing equipment required by BSNL. Once the necessary help is provided by the MHA, it is hoped that BSNL broadband services will improve considerably.

8.11 One time special recruitment non-executive staff (TTA and Sr. ,TOA) in respect of Andaman and Nicobar circle: Management side informed that total sanctioned strength of TTA in A&N Circle is 58 and working strength is 34 which is reasonable considering the overall working strength and shortage position in other Circles. On persistent demand of Staff Side, it was agreed to examine the possibility of holding direct recruitment of TTAs in A&N Circle so that TTA strength may be increased in A&N Circle. Regarding Sr.TOA(G) it was informed that as per policy decision taken by the BSNL management, there is no proposal of direct recruitment of Sr.TOA(G) in any Circle and posts of Sr.TOA(G) are being filled 100% by promotion.

8.12 Payment of HRA for a rural station on par with the city to which it is within 8 k.m. distance-extension beyond 26.2.2009 : The Council was informed that the issue has been examined by Estt. & EF Branch of BSNL CO and the same is being referred to DoT. Management Side also informed that as per the information provided by Post Office in Poranki village, HRA @ 10% only is being paid by postal department.

8.13 Utilisation of Vacant staff quarters: Management side informed that in order to gainfully utilize the vacant staff quarters of BSNL, policies have been issued/modified by BSNL CO from time to time to rent out the same to CPSUs/State PSUs/Banks and other reputed private agencies. Latest policy has been issued vide BSNLCO letter dated 22.12.14.Policies have also been issued for renting out vacant quarters to : (i) Retired employees of BSNL/DoT (BSNL CO letter dated 30.12.2011). (ii) Family members of BSNL employees (BSNL CO letter dated 01.09.2011) The above three policies have generated a revenue of Rs.9.90 cores

Message

Dear Colleagues,

I have joined as Director (HR) of our Company and it shall be my endeavour to ensure our company and its employees attain all possible success. It is my firm belief that Human Resources are the most valuable asset of any organisation and the commitment and sheer perseverance of our work force cannot be doubted.



**Sujata Ray
Director (HR)**

Challenges to its net worth, BSNL is currently on edge of the cliff before a vicious cycle of downward spiral sets in. If real earnings and cash flows of the company do not witness a significant improvement, challenges to employee interests cannot be ruled out. It will be a self-defeating proposition to expect The Company to turn around without each individual employee making a commitment to do the same in terms of output and productivity.

Whereas telecom sector has witnessed tremendous growth in India since inception of BSNL in October 2000, our company has witnessed contraction in financial terms. Despite being present in all geographies of India, and offering all telecom services, we have witnessed continuous financial losses and steady loss of market share.

Our operating expenses comprise majorly of WR expenses including salaries/ wages and other attendant benefits. Whereas retirements reduce current expenses, the void so created in the HR setup needs to be filled and hence this situation has only a limited significance. The real answer lies in enhancement of our top line growth.

As Director (HR) of a manpower rich company, it is also my duty to bring forth a caution about current phase of the company. Employee aspirations in terms of salaries and benefits, promotions and growth have never been compromised by management. However, due to chal-

Survival & growth of the company can primarily be ensured only by its workforce. I have full faith in commitment of our employees, and this alone can take us through. We have been given custody of a public funded communication network, which is owned by the people of our country through Government of India. Growth of this enterprise and welfare of our employees are the avowed objectives of our company, These twin objectives are inter-dependent and have to be in harmony for long term survival of any enterprise. There is no substitute for hard work and performance and it is my deep faith that proper focus on the HR requirements of the Company and cognition of the skilling needs of the employees which shall help us to tide over the present doldrums.

While I thank each one of you for the good wishes extended accept my warm greetings for the ensuing festive season.

Continued for pre. pg

in the year 2013-14 and Rs.10 crores in the first nine months of year 2014-15. Staff side asked for information regarding number of staff quarters lying vacant all over India and whether vacant quarter can be allotted to widow of deceased employee. Management side agreed to provide the information desired by the Staff Side and assured to sympathetically consider the issue of allotment of vacant quarter to widows of deceased employees.

8.14 Social security and extension of other facilities to BSNL staff deployed in Naxal areas: Management side informed that the provision for

payment of monetary relief to the dependents of dead and the seriously injured during the anti Naxal operations under the Chhattisgarh State Naxal Affected Areas – Group Insurance Option Special Grant Scheme 2008, are applicable only to the Security Personnel engaged in such operations. As it is not clear whether the Govt. has extended the ‘Scheme’ to Civilian employees/ deputed/posted in Naxal affected areas, the issue raised by the staff side needs to be examined and outcome on feasibility of any solution to the demand will be communicated to the Staff Side.

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

LETTERS FROM BSNL MANAGEMENT

Recruitment of Management Trainees from Internal /External Candidates in Telecom Operation and Telecom Finance streams in BSNL.

F. No. 74-2/20 15-Rectt., Dated 07th July, 2015, All Chief General Managers, BSNL Telecom Circles.

I am directed to inform you that it has been decided with the approval of competent authority to postpone the examination for Recruitment of Management Trainee from Internal/External Candidates in Telecom Operation and Telecom Finance in BSNL scheduled to be held on 08/08/2015 and 09/08/2015 for a period of six months time.

Merger of QA Circle with Inspection Circle.

F. No. 4-2 I 20 L4-Restg.V-III / Pt.-tr, to, the CGM (QA)/ CGM (Inspection Circle) BSNL, Dated: 8th July, 2015

This has reference to our letter of even number dated 22.4.2015 wherein approval of CMD, BSNL was conveyed for the merger of QA Circle and Inspection Circle under single CGM. Now, CMD has approved merger of QA Circle with Inspection Circle. Accordingly, CGMo merged circles will be re-designated as CGM (QA & Inspection) with head-quarter at Jabalpur.

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

No. 14-1/2012-PAT(BSNL), Dated 14th July, 2015

The Department of Public Enterprises O.M. No. W-02/0002/2014-DPE (WC) - GL-XI/15, dated 3rd July, 2015 on the above mentioned subject for revised IDA rates@102.6% w.e.f 01-07-2015, is forwarded herewith for taking immediate necessary action by all concerned.

Board level and below Board level posts including non-unionised

supervisors in Central Public Sector Enterprises (CPSEs)- Revision of scales of pay w.e.f, 01.01.2007 - Payment of IDA at revised rates-regarding.

No. W-02/0002/2014-DPE (WC) - GL-XI/15, Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises

In modification of this Department's O.M. of even No. dated 06.04.2014, the rate of DA payable to the executives and non-unionized supervisors of CPSEs (1997 pay revision) is as follows:

- (a) Date from which payable: 01.7.2015
- (b) Average AICPI (2001=100) for the quarter March' 2015 -May' 2015
- | | |
|------------------------|-----|
| March 2015 | 254 |
| April 2015 | 256 |
| May 2015 | 258 |
| Average of the quarter | 256 |
- (c) Link Point: 126.33 (as on 01.01.2007)
- (d) Increase over link point: 129.67 (256 minus 126.33)
- (e) Revised DA Rate w.e.f. 01.7.2015: 102.6% [(129.67 ÷ 126.33) x 100]

2.The above rate of DA i.e. 102.6% would be applicable in the case of IDA employees who have been allowed revised pay scales (2007) as per DPE O.M. dated 26.11.2008, 09.02.2009 & 02.04.2009.

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

Holding of Limited Internal Competitive Examination (LICE) for promotion of PA to the grade of PS in BSNL Corporate Office on 12.10.2015.

No. 32-1/20 15-Rectt, Dated 9th July, 2015, the CGM, ALTTC, Ghaziabad, All Pr. CEs/CEs (Civil/ Elect), All Chief Architects, BSNL.

It has been decided to hold a Limited Internal Competitive Examination (LICE) to fill up the vacant

posts of PS against LICE quota of Private Secretary of BSNL Corporate Office for the recruitment years 2013-14 and 2014-15 in the grade of PS of BSNL C.O. as per the provisions of the Recruitment Rules notified vide BSNL C.O. letter No. 27-1/2001-CSS dated 4th July, 2003 & modification vide letter No.27-1/2001-CSS dated 19th September, 2012.

2. The scheme and syllabus of the examination has been circulated vide BSNL C.O.'s O.M. No.104-112007 CSS dated 31.08.2010 & amendment made vide letter No. 104-1/2007-CSS dated 5th March, 2013. The details of papers and time table of the examination (LICE) will be as under:-

“Paper-1 (Objective multiple choice) Examination will be conducted on online mode at the ALTTC examination center, Ghaziabad.

**** Only 5% errors will be allowed for Skill Test (Shorthand and typewriting). The Skill Test is not envisaged to be of a qualifying nature and the time for skill test will be intimated at the venue.**

II, BSNL Corporate Office on or before 31.07.2015 and also fill their nomination form through online on BSNL Training Portal ie. www.traininp.bsnl.co.in. Online nomination will be made from 15.07.2015 to 31.07.2015. Application will not be received in any circumstances after the due date, i.e., 31.07.2015. AGM (CSS) BSNL Corporate Office will, in turn, approve the online nomination forms of eligible candidates through online, latest by 15.08.2015.

4. The minimum qualifying marks will be 40% in paper-I,(Online mode) 50% in Paper-II and 45% in aggregate for OC Candidates. In case of SC/ST candidates, the minimum qualifying marks will be 35% in Paper-I, 50% in Paper-II and 45% in aggregate. The result/merit is to be determined on the basis of aggregate marks obtained in both the Written Test and Skill Test taken together.

5. Examination of Paper-I will be conducted through Online mode. 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 click on the relevant

Paper	Subject	Marks of Exam	Date	Duration
Paper-I (Objective multiple choice)*	i) General Awareness	75	12.10.2015	2 Hours (11.00 A.M. to 1.00 PM)
	ii) General English	75		
	iii) Computer Fundamentals	50		
Paper-II Skill Test**	Skill Test in shorthand (English or Hindi Medium) @100 w.p.m. for 10(ten) minutes	300	12.10.2015	1 Hours 20/30 min (2PM onwards) Dictation-10 Minutes, Reading-10 Minutes, Transcription(English) - 60 Minutes Transcription (Hindi) - 70 Minutes

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

bubble by mouse of Computer only. It may be noted that negative marking entailing deduction of 25% marks of the question for each incorrect answer will be invoked.

6. The skill test in shorthand and typing will be conducted through computer. CGM ALTTC Ghaziabad will arrange for computers. APS corporate 2000+++ software may be used for conducting the skill test in Hindi.

7. Shorthand Note Book for dictation and good

quality Typing Sheets, with perforation for Secret Code (as given in answer books), shall be supplied for Paper-II by ALTTC. Each such sheet should be signed with rubber stamp by Centre Supervisor. Pencil (for paper-II) is to be brought by the candidates.

8. Examination shall be conducted strictly in accordance with the rules laid down in Appendix No. 37 of P&T Manual Vol. IV (Fifth Edition) and instructions issued in this regard from time to time. The examination shall be held in a centralized manner at ALIITC, Ghaziabad. The Chief General Manager, ALTTC, Ghaziabad, will be responsible for actual conduct of the examination.

9. Eligible candidates may download their Admit Cards from BSNL Training Portal www.training.bsnl.co.in 15 days before the date of examination.

10. The ALTTC, Ghaziabad may communicate the information as detailed below to Rectt. Branch BSNL CO latest by 31.07.2015 positively.

(iii) Name/Address/Telephone Nos.(Office, Residence and Mobile)/E-mail Address of the exam Co-ordinator,

(iv) Name, Designation and Address of the Supervising Officer, and

11. No electronic gadget or mobile phone will be permitted to be taken inside the examination premises by the candidate.

12. The receipt of this letter may please be acknowledged.

This issues with the approval of the Competent Authority.

Vacancy position in the grade of Junior Accounts officer as on 01.07.2015

No. 4-6/2015-SEA, Dated: - 02.07.2015, To, All Chief General Managers/Circle IFAs, BSNL Telecom Circles/Telephone Districts, All Chief General Managers/Circle IFAs, BSNL Telecom Project Circles/Telecom Maintenance Regions, All other Administrative offices/Units in BSNL.

In order to ascertain the vacancy position in the grade of Junior Accounts Officer, all the BSNL Circles/Districts and other Administrative Units/offices of BSNL are requested to furnish the staff Statistics in the grade of JAO/AAO as on 01.07.2015 in the enclosed pro-forma. Circles may ascertain, category wise sanctioned strength against 50% quota,

40% quota and 10% quota as given in Annexure-I and II and ascertain category wise vacancy position against 50%, 40% and 10% quota as given in Annexure- III for JAO being a Circle cadre.

While furnishing the above information/details, all the Project/Maintenance Circles/ Administrative offices/units of BSNL whose offices are spread across other states are required to intimate the state wise/office/unit wise break up of vacancy for further consideration.

It is also requested to provide the information/details of JAOs/AAOs working in your circle as per details given in Annexure-IV. The required information/details may be sent to this office latest by 24th July 2015 without fail in excel format at adg_sea@bsnl.co.in

Matter may be given PRIORITY.

Special concessions to Central Government Employees working in Kashmir Valley in attached/subordinate offices or PSUs falling under the control of Central Government.

No.39-8/2001/TE-II(pt.II) Dated 24th June, 2015, the Chief General manager J&K Telecom Circle, Bharat Sanchar Nigam Limited

Attention is invited towards this office letter of even No. Dated 1.05.2014 vide which Special Concession/facilities to employees working in Kashmir valley was extended for a period of one year upto 31-12-2013. Approval of competent Authority is hereby conveyed for a further extension of a special concession/facilities from 01.01.2014 to 31-12-2015.

In this regard, O.M No.18016/3/2011-Estt(L) dated 20-4-2015 issued by Ministry of Personnel Public Grievances & pensions(Deptt. of Personnel & Training) and endorsed by DOT vide 6-21(02)/2015-PAT dated 18-5-2015 on the subject cited above is enclosed herewith.

It is requested to strictly adhere to the guidelines contained in the above mentioned Memo and keep a record of all payment made on the above account.

Special concessions to Central Government Employees working in Kashmir Valley in attached/subordinate

offices or PSUs falling under the control of Central Government.

**No.6-21(02)/2015-PAT dated 18-5-2015,
Ministry of Communication & IT, Department of
Telcommunication**

The undersigned is directed to forward herewith a copy of the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, No.18016/3/2011-Estt.(L), dated 20th April, 2015 on the above cited subject for information and necessary action.

Special concessions to Central Government Employees working in Kashmir Valley in attached/subordinate offices or PSUs falling under the control of Central Government.

No.18016/3/2011-Estt.(L), Ministry of Personnel, Public Grievances & Pensions, (Department of Personnel & Training), dated 20th April, 2015.

The undersigned is directed to refer to this Department's O.M. No. 18016/3/2011-Estt.(L) dated 27th February, 2014 on the subject mentioned above and to state that it has been decided by the competent authority to extend the package of concessions/incentives to Central Government employees working in Kashmir Valley for a further period of two years w.e.f. 01.01.2014. The package of special incentives for the year 2014 will continue to be the same as in 2013 and the package from 01.01.2015 to 31.12.2015 has been revised. The package for two years is as per Annexure.

2. The package of incentives is uniformly applicable to all Ministries/ Departments and PSUs under the Government of India and they should ensure strict adherence to the rates prescribed in the package. The concerned Ministry/Department may ensure implementation and monitoring of the package in conformity with the approved package, and therefore, all Court cases in which verdicts are given contrary to the package would have to be contested by the Ministry/Departments concerned.

ANNEXURE

ANNEXURE to DOPT's O.M. No.18016/3/2011-Estt.(L) dated the 20th April, 2015

DETAILS OF PACKAGE OF CONCESSIONS TO CENTRAL GOVERNMENT EMPLOYEES WORKING IN KASHMIR VALLEY IN ATTACHED/

SUBORDINATE OFFICES OR PSUs FALLING UNDER THE CONTROL OF CENTRAL GOVERNMENT.

[Kashmir Valley comprises of ten districts namely, Anantnag, Baramulla, Budgam, Kupwara, Pulwama, Srinagar, Kulgam, Shopian, Ganderbal and Bandipora]

I. ADDITIONAL H.R.A AND OTHER CONCESSIONS:

(A) Employees posted to Kashmir Valley:

(i) These employees have an option to move their families to a selected place of their choice in India at Government expense. T.A. for the families allowed as admissible in permanent transfer inclusive of transportation of personal effects, lump-sum payment for packing etc.

(ii) Departmental arrangements for stay, security and transportation to the place of work for employees.

(iii)HRA as for Class 'Y' city applicable for employees exercising option at (i). Such employees will be eligible for drawing the normal HRA as well at their place of posting provided Departmental arrangement is not made for his/her stay.

(iv)The period of temporary duty extended to six months. For period of temporary duty daily allowance at full rate is admissible, apart from departmental arrangements for stay, security and transportation.

(B) Employees posted to Kashmir Valley who do not wish to move their families to a selected place of residence:

II. PER DIEM ALLOWANCE FOR THE YEAR

2014: A per diem allowance of Rs.10/- is paid for each day of attendance to compensate for any additional expense in transportation to and from office etc. This will be in addition to the transport allowance, which the employee is otherwise eligible for under Ministry of Finance order No. 21(2)/2008-E. II(B) dated 29.08.2008.

III. MESSING FACILITIES FOR THE YEAR

2014 : Messing Allowance to be paid to the employees at a uniform rate of Rs.15/- per day by all Departments, or in lieu messing arrangements to be made by the Departments themselves. This rate of allowance will have to be adhered to uniformly by all the Ministries/Departments with effect from

01.07.1999. The slightly higher rate of Rs.25.50/- adopted by the Department of Telecom and Posts and allowed to be continued as a special case by the Department of Personnel in consultation with the Ministry of Finance, would, however, continue to be paid at the said rate.

IV. PER DIEM ALLOWANCE FOR THE YEAR 2015: The per diem allowance of Rs. 10/- paid for each day of attendance to compensate for any additional expense in transportation to and from office etc. is raised to Rs.50/- per day at par with the above reimbursement of travel charges for travel within city.

V MESSING FACILITIES FOR THE YEAR 2015 : Messing allowance of Rs. 15/- & 25.50 is revised at par with rates of ration money given to CAPFs personnel i.e. Rs. 85.96.

VI. PAYMENT OF MONTHLY PENSION TO PENSIONERS OF KASHMIR VALLEY: Pensioners of Kashmir Valley who are unable to draw their monthly pensions through either Public Sector Banks or PAO treasuries from which they were receiving their pensions, would be given pensions outside the Valley where they have settled, in relaxation of relevant provisions.

NOTE :-1. The package of concessions/facilities shall be admissible in Kashmir Valley comprising of ten districts namely, Anantnag, Baramulla, Budgam, Kupwara, Pulwama, Srinagar, Kulgam, Shopian, Ganderbal and Bandipora.

2. The package of concessions/facilities shall be admissible to Temporary Status Casual laborers working in Kashmir Valley in terms of Para 5(i) of the Causal Laborers (Grant of Temporary Status and Regularization) Scheme of Government of India, 1993.

3. The benefit of additional HRA admissible under the Kashmir Valley package shall be admissible to all Central Government employees posted to Kashmir Valley irrespective of whether they are natives of Kashmir Valley, if they choose to move their families anywhere in India subject to the conditions governing the grant of these allowances.

4. The facilities of Messing Allowance and Per Diem Allowance shall also be allowed to natives of Kashmir Valley in terms of the Kashmir Valley package.

Timely settlement of pensionary benefits - instructions regarding.

No 40-6/2015-Pen(BSNL) All Administrative/Cadre Controlling Units, Bharat Sanchar Nigam LTD,

In terms of Rule 61(4) of CCS (Pension) Rules, 1972, pension cases are required to be submitted to DOT not before than six month before the date of retirement of employee by pension sanctioning authority. In this, regard, this office has issued instructions from time to time on timely settlement of retirement benefits in respect of unabsorbed and absorbed BSNL retirees. It has, however, been observed that in some cases, service book of the retiring officer/official received in Pension Section (Estt Branch), BSNL C.O, New Delhi from the respective cadre controlling/administrative branch are found incomplete due which issue of PPO and other final retirement benefits are getting delayed which great inconvenience to the pensioners.

2. The undersigned is, therefore, directed to refer to all the circulars/instructions issued in this regard and to reiterate the following instructions for their strict compliance:-

(i) Since the pension cases are to be sent to DOT six months before the date of retirement in order to achieve the target, the Cadre Controlling Units will need to initiate necessary action well in advance i.e atleast eight months in advance.

(ii) The pension papers being forward to DOT must be complete in all respects till the date of forwarding.

(iii) To ensure the above target, all the Cadre Controlling Units will have to contact each retiring official/officer for submission of complete pension papers to Pension Section, Estt. Branch, BSNL C.O. new Delhi. In case some employees fail to do so even after individual request, names of such defaulters may be displayed prominently on the BSNL internet site, However, on submission of pension papers, their names may be got deleted from the site immediately.

(iv) All Cadre Controlling Units will prepare lists of retiring employees 24 months in advance as on 1st January and 1st July and send it to Pension Section, BSNL C.O, Estt. Branch enable to send DOT. This list will required to be updated frequently in the even of any change like transfer, voluntary retirement, resignation of death etc.

Check list to be tick marked before sending the retirement papers to CCA unit for issue of PPO

S. No	Check Points	Yes	No	Remarks
1.	Whether Form-5 duly got filled by the retiring employee has been collected			
2.	Whether date of birth and the date of confirmation in the service has been properly recorded in the Service Book of the retiree			
3.	Whether the Annual certificates of verification of service with reference to pay bills have been regularly recorded in the Service Book.			
4.	Whether entry has been made in the Service Book regarding counting the period of extraordinary leave as qualifying for pension.			
5.	Whether an entry has been made in the Service Book if the pre-break in service would qualify or amount to forfeiture of past service.			
6.	Whether entry has been made in the service Book regarding recovery of leave and pension contributions for BSNL period/ foreign service, if any, specifying the period.			
7.	Whether nomination for Retirement/Death/ Gratuity/ GPF and GSLIS have been properly recorded in service Book of the retiree.			
8.	Whether leave Account of the retiring personnel has been up dated with the latest leave available by him.			
9.	Whether list of family member has been checked in Part II of the Service Book.			
10.	Whether no dues Certificate and Vigilance Clearance of the retiring employee has been collected in the retiring month.			
11.	Whether calculation sheet has been prepared in the prescribed form.			
12.	whether form 7 has been completed with a covering letter in Form 8 alongwith Service Book of the BSNL absorbed employee duly completed up to date and any other documents relied upon for the verification of service.			

(v) In this regard, it also very in important that each pension case should be completed in all respects as far as possible before being sent to the DOT so that necessity of queries to be raised by DOT is minimized. A list of frequent queries being raised by Pension Paying Authority is enclosed so that adequate attention is paid thereon before sending the pension cases to the DOT.

List of Frequent Queries being raised By pension Paying Authority on pension cases.

1. The service of the employee for certain period has not been verified.

2. Leave Salary and Pension Contribution for certain period has not been remitted to DOT.

3. Details of LSPPC remittance i.e. amount, cheque No. & date by which it has been sent to DOT has not been mentioned in the service book.

4. Difference of LSPPC due to financial up-gradation/ implementation of 6th CPC, 2nd PRC etc. as not been remitted to DOT.

5. There are no nominations in the service book of the officer in respect of GPF, GSII and Gratuity etc.

6. Pension papers do not contain the exact date of birth of the spouse of the employee.

7. Pension contribution for certain period is less paid.

8. Pay fixation of the employee is not in order.

9. No dues/vigilance certificate has not been furnished

10. Some column in pension forms are unfilled.

11. Leave account is incomplete.

12. Spelling of the name of employee in the pension papers does not match with the name, of the employee recorded on the 1st page of his/ her Service book.

Issue related to reduction in of the revised pay scale in respect of directly recruited TTAs appointed on or after 01 .01.2007 and upto 7.5.2010 as compared to their pay in-the pre-revised pay scales.

F.No.1-02/2012-PAT(BSNL) Dated: 13-July-201 5

Attention is invited to the provision contained in para 2.2 of the Office order No. 1-1612010-PAT(BSNL) dated 7.5.2010, as per which a directly recruited TTA joining on or after 1.1.2007 was placed at the initial stage i.e. Rs. 136001- of the revised NE-9 IDA pay scale of Rs. 13600-25420 in which they were appointed in BSNL. It was further provided therein that in cases where emoluments in the pre-revised pay scale on the date of joining BSNL [i.e. Basic Pay + DPIDA applicable on the date of joining] exceeded the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference was to be allowed as Personal pay. The personal pay so a-ll owed was however to be absorbed in subsequent annual increments.

2. The matter has been reviewed and the competent authority has decided to dispense with the methodology of pay fixation as referred to above and to fix the pay of such directly recruited TTAs (NE- 9) appointed on or after 01 .01.2007 and upto 7.5.2010 at the minimum of revised NE-9 IDA pay scale plus one advance increment not to be absorbed in future increments. These employees shall be paid due arrears of pay resulting from the above re-fixation.

3. In view of decision contained in para 2 above, the pay of the employees under reference may be fixed at Rs. 140101- on their date of appointment. Personal pay, if any, drawn by such employees as referred to above may be adjusted accordingly. Wherever such Personal Pay does not get com-

pletely adjusted in the one advance increment, the residual thereof may be absorbed in future annual increments in normal course.

4. Heads of Circles are requested to implement the above order in letter & spirit and report compliance to this office at the earliest.

Sending Pay slip on E-mail of employees

No. CI.T/8 -2/2015/ERP/Roll out, to dated 26th June, 2015

This is to bring to your kind notice that ERP now has a facility to send the pay slip every month through mail to all the employees. All employees are requested to register the e-mail ID on the ESS portal. The e-mail ID can be personal email ID of an employee and not necessarily the official' ID of bsnl.co.in. The detailed procedure on how to execute this is provided in an attachment. The procedure is available on the help desk of ERP portal. he job should be executed once the pay roll has been completed successfully for respective pay roll area. This shall be done by circle pay roll team member.

For those employees who do not have access to computer or e-mail or are IT illiterate, it is suggested that the e-mail ID of the supervisor may be given for such employees. Another suggestion is to give a common e-mail ID for all those employees and one officer who is the owner of that e-mail account shall take the print out of the salary slips of those employees to be handed over to them.

This will be effective from June salary.

You are requested to instruct all employees and the accounts officer in charge of pay roll process to ensure e-mail ID registration of all the employees in ERP.

Feedback may please be provided to Sh. V.N. Rai, DGM (ERP) on <dgmerphcml@gmail.com>.

**15th AIBSNL Cultural Competition
2015-16 Finalisation of date and venue
*No.29-02/2015-BSNL(sports) Dated 11.6.2015,
The A.D (Welfare) & Secy. CS & CB BSNL Odisha Circle, O/o CGM, Odisha telecom Circle BSNL***

Please refer to your letter dated 3.6.2015 on the above subject

I am directed to inform you that your request for conduction the 15th All India BSNL Cultural Competition from 2.9.2015 to 4.9.2015 at Bhubneshwar

has been considered and agree to. In this regard you are requested to send the budget estimate as per norms to this office well in time without any further delay for conducting the tournament smoothly.

It is also informed that 18 teams of the following telecom circles will participate in the above said tournament.

A.P, Assam, Bihar, Chhattisgarh, Gujarat, HP, J&K, Karnatka, Kerala, MH, MP, NTR, NE-I, NE-II, Punjab, Rajasthan, TN, UP(E), UP(W), West Bengal

Your requested to please inform all the sector-aries of participant BSNL Circle Sport & Cultural Board the date, Venue and requisite details of the above AIBSNL badminton Tournament 2015-16.

15th AIBSNL LawnTournament 2015-16 Finalisation of date and venue

**No.29-03/2015-BSNL(sports) Dated 11.6.2015,
The Asstt. General Manager/Secretary, BSNL
Maharashtra Circle Sports & Cultural Board**

Please refer to your letter dated 3.6.2015 on the above subject

I am directed to inform you that your request for conducting the 15th All India BSNL lawn Tennis-Tournament from 24.9.2015 to 26.9.2015 at Nagpur has been considered and agree to.

It is also informed that 8 teams of the following telecom circles will participate in the above said tournament.

Gujarat, MH, MP, Orissa, Punjab, TN, UP(E), UP(W).

Your requested to please inform all the sector-aries of participant BSNL Circle Sport & Cultural Board the date, Venue and requisite details of the above AIBSNL badminton Tournament 2015-16.

15th AIBSNL Badminton Tournament 2015-16 Finalisation of date and venue

**No.29-04/2015-BSNL(sports) Dated 16.6.2015,
Sh-A.R.meta, AGM(Estt.), O/o CGMT, Gujarat
Telecom Circle, Telephone Bhawan, C.,G, Road**

Please refer to your letter dated 8.6.2015 on the above subject

I am directed to inform you that your request for conduction the 15th All India BSNL Badminton Tournament from 8.9.2015 to 11-9-2015 at sports

Complex, Khokra Ahmedabad, Gujarat has been considered and agree to. In this regard you are requested to send the budget estimate as per norms to this office well in time without any further delay for conducting the tournament smoothly.

It is also informed that 18 teams of the following telecom circles will participate in the above said tournament.

A.P, Assam, Bihar, Chhattisgarh, Haryana, HP, Jharkhand, Kerala, MH, MP, NE-I, NE-II, Punjab, TN, UP(E), UP(W), Uttaranchal, West Bengal

Your requested to please inform all the sector-aries of participant BSNL Circle Sport & Cultural Board the date, Venue and requisite details of the above AIBSNL badminton Tournament 2015-16.

Non-applicability of Rule(ii)(b) of BSNL CDA Rule 2006 in respect of absorbed employee.

**No.2-4/2011-Restg (pt.) Dated 17th July 2015,
General Secretary NFTE,C-4/1, Bangla Sahib
(Baird Raod), N.D. 110001**

Ref: Your letter No TF-1318 dated 8.12.2014

Please refer to your above referred letter reg. non-applicability of rule (ii)(b) of BSNL CDA Rule 2006 in respect of absorbed employees. The proposal was sent to Legal Cell for comments & according to Legal Cell Provision d Rule 55(ii)(b) of BSNL CDA Rules are similar to provisions of FR 56(j) and Ride 48(1)(b) of CSS(Pension) Rule 1972. Further there are GOI instructions for periodical review of performance of Govt. Servant covered under these Rules. The provisions are basically for pre mature retirement on review of performance. This does not amount to removal, dismissal or retrenchment. Therefore, provisions of Rule 37A (25)(c) are not attached in cases of such retirement where provisions of Rule 55 (ii)(b) of BSNL CDA Rules may be invoked in case of absorbed employees also. "So there is no need of proposed amendment.

3. In view of legal Cell above, the suggestion to delete Rule-55(ii)(b) of BSNL CA Rule 2006, cannot be acceded to.

Order

No.414-09/2014-Pers.I,Dated 8th July 2015

DOT vide order No.1-1/2015-PSA dated 8.7.2015 and in exercise of the powers conferred

under article 111 of the Memorandum of Association & Articles of Association of Bharat Sanchar Nigam Limited (BSNL), the competent Authority has appointed, MS S.T.Ray, Executive Director (Finance), Bharat Sanchar Nigam Limited (BSNL) as Director (HR), BSNL on immediate absorption basis, in scale of Rs.75,000-1,00,000-IDA for a period

of Five years from the date of her assumption of charge of the post or till the date of her superannuation, or until further orders whichever is the earliest.

2. The detailed terms and conditions of the appointment of MS S.T.Ray as Director (HR), BSNL will be governed as per DPE guidelines on the subject and are being issued separately.

Minutes of the Meeting of the Joint Committee for Change of Designations of non-executive employees in BSNL

No: 2-4/2007 -Restg (Vol-II) Dated: 28th July, 2015

A meeting of the Joint Committee for change of designations of non-executive employees in BSNL was held on 28th July, 2015 at 11 AM in Meeting Room, 8th Floor, Bharat Sanchar Bhawan, New Delhi. The following were present:

Now, a consensus has reached between the official and staff side on the issue of new designations for Telecom Technical Assistant (TTA), Sr. Telecom Operating Assistant (Sr. TOA), Telecom Mechanic (TM) and Regular Mazdoor (RM). Present designations and proposed new designations are tabulated below:

Official Side

S. No.	Present Designation	Proposed New Designation
1	Telecom Technical Assistant TTA	Junior Engineer
2	Sr. Telecom Operating Assistant (Sr.TOA) in NE-11 & NE-12 pay scale Sr. TOA in NE-7 to NE-10 Pay Scale	Office Superintendent Office Superintendent
3	Telecom Mechanic (TM)	Telecom Technician
4	Regular Mazdoor (RM)	Telecom Assistant

1. Sh. Shameem Akhtar, Sr. GM (SR / Restg./WS&I)

2. Smt. Madhu Arora, GM (Estt.)

Staff Side

1. Shri P. Abhimanyu, Gen. Secretary, BSNLEU

2. Shri C. Singh, Gen. Secretary, NFTE

3. Shri Balbir Singh, President, BSNLEU

4. Shri Animesh Chandra Mitra, Vice-President, BSNLEU

5. Shri Mahavir Singh, Circle Secretary, Jharkhand, NFTE

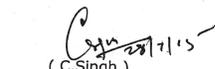
All the members of the Joint Committee were welcomed by Sr.GM (SR)/ Restg./WS&I

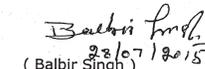
2. Many rounds of discussion & deliberations on the subject matter have taken place in the past.

New designations have been proposed with the hope that they would have positive impact on morale of the staff, customer perception & Company's overall brand image.

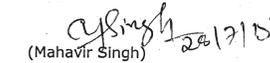
The meeting ended with vote of thanks.

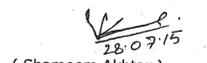

(P. Abhimanyu)
Gen. Secretary, BSNLEU

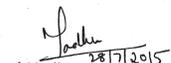

(C.Singh)
Gen.Secretary,NFTE


(Balbir Singh)
President, BSNLEU


(Animesh Chandra Mitra)
Vice-President, BSNLEU


(Mahavir Singh)
Circle Secretary, Jharkhand, NFTE


(Shameem Akhtar)
Sr.GM (SR)/(Restg./WS&I)


(Madhu Arora)
GM(Estt.)

Clarification for reimbursement of dietary Supplements under BSNLMRS.
No.BSNL/Admn./15-6/14,Dated17thApril, 2015

Clarifications were sought regarding reimbursement of cost of dietary Supplements etc. under outdoor medical expenditure. Competent Authority has decided that reimbursement of all dietary Supplements including inadmissible foods, tonics, toiletries and medicines are restricted in the CGHS/CS(MA) Rules from time to time shall also be restricted under BSNLMRS. It is decided that reimbursement of treatments undertaken from paramedical staff should be on the advice of the qualified registered medical practitioner for the purpose.

Compassionate ground appointment (CGA)- Circle High Power Committee.

No.273-19/2015/CGA/E-IV, Dated15-7-2015, All CGMs, Bharat Sanchar Nigam Limited

I am directed to refer to this office letter of even No. dated 10-6-2015, addressed to CGM Haryana and copy endorsed to all CGMs vide which it was requested, that Compassionate ground appointment (CGA) cases may be considered by circle High Power Committee (CHPC) separately for group C & D Cadre vacancies by preparing separate weightage point lists.

The matter has been re-examined and it has been decided that circle High Power Committee (CHPC) meeting may be conducted after clubbing the vacancies of group C & D together and common weightage points list may be prepared in descending order of weightage points of the applicants. Recommendation may be made as per weightage points of the applicants vis-a-vis total number of vacancies. Recommendation for group C or D post may be made as per educational qualification of the applicants. The vacancies which remain unfilled due to non availability of eligible applicants, may be carry forwarded for next year.

The recommendation of circle High Power Committee alongwith the approval of CGMT may be sent to this for concurrence. The circles which have not conducted circle High Power Committee meetings till date are requested to act in accordance with this letter and complete the circle High power Committee (CHPC) meeting latest by 31-7-2015.

The letter of even No.dated 10.6.2015 issued by this office may be taken as withdrawn.

LETTERS TO BSNL MANAGEMENT

Merger of Jind SSA with Sonipat business area ignoring all the parameters vide No.-4-212014-Restg (V-III), Dated 19th Feb. 2015.

TF-08, Dated 13-7-2015, Director(HR) BSNL

We enclose herewith a representation signed by all the District Secretaries of various executive and non-executive Assn/Union of Jind SSA. The GM TD Jind has forwarded this representation to CGMT Haryana circle for further action.

The representation is self explanatory and it is crystal clear that Jind SSA is having all the status as per parameters decided to select a business area head quarter. The Jind is far better in all aspects like revenue, business potential, marketing, customers base than the Sonipat.

So far Geographical situation is concerned, it is not at all feasible to merge Jind SSA under the business area of Sonipat as it is far from the Sonipat and *it will cause much inconvenience to our staff as well as it will badly effect the services also.

We therefore request you to kindly intervene to review the matter of merger in light of facts and circumstances mentioned in the representation by all the staff Union/Association

Abnormal delay in publication of JTO LICE results in Tamilnadu Circle on the basis of recalculated vacancies.

TF-14/2(b), Dated 10.7.2015, Director (HR), BSNL

Kindly recall staff side submission in 32nd National council meeting, where we were requested not to linger the issue through court cases at higher level, but the settlement should be done according to the verdict of court at initial stage only.

In Tamilnadu circle as reported the vacancies were not calculated as per of rules/instructions issued by corporate office. After intervention of BSNL HQ the process of recalculation started but yet to completed by the management. It is reported that the circle management suddenly decided to file a SLP in Supreme court, keeping the order of Madras High Court aside. It is neither desirable nor acceptable.

We therefore request you to kindly intervene to stop the litigation at higher stage and kindly ensure early recalculation of vacancies and publication of JTO results on that basis.

भेदभाव स्वीकार नहीं

द्वितीय वेतन निर्धारण समझौता लागू होने के फलस्वरूप 1.1.2007 या इसके बाद कम्पनी में नियुक्त किए गए कर्मियों को वेतन नुकसान का शिकार होना पड़ा। यह वेतन हानि इतनी अधिक थी कि इससे नान-इक्जीक्यूटिव कर्मियों में काफी रोष व्याप्त हो गया। अपनी प्रतिबद्धता एवं परम्परा के अनुसार एन.एफ.टी.ई. ने न केवल इस मुद्दों को उठाया बल्कि पूरे दम के साथ इसको आगे बढ़ाया और यह उस समय की घटना है जब यह मान्यता में भी नहीं थी। कई बार प्रतिनिधित्व किया गया तथा अनौपचारिक विचार विमर्श प्रबंधन के साथ करके स्टाफ की परेशानियों से अवगत कराया। प्रबंधन ने अन्ततः जी. एम. की एक कमेटी बनाया जो इस मुद्दे पर परिशीलन कर अपनी रिपोर्ट दे। कमेटी के गठन के लिए भी संघ ने अपना अधिकतम दबाव बनाया, तब जाकर इसका गठन हो पाया।

कर्मियों का वेतन नुकसान एक गंभीर मामला था और तार्किक समाधान के लिए सावधानी से हैंडल करना था। संघ कमेटी के सदस्यों से लगातार सम्पर्क बनाए रखा और कर्मियों की परेशानी से उन्हें अवगत कराता रहा। काफी विचार विनिमय के बाद कमेटी ने प्रभावित स्टाफ को एक इन्क्रीमेंट वेतन वृद्धि की सिफारिश प्रबंधन को सौंप दी। किन्तु कतिपय कारणों से इसमें रोड़े अटकाए गए जो प्राकृतिक थे। जो प्रतिपूर्ति राशि सिफारिश की गई, वह जे.ए.ओ./जे.टी.ओ. की तुलना में कम थी किन्तु वेतन क्षति को कमेटी द्वारा स्वीकार किया गया और उसकी भरपाई के लिए सिफारिश की गई। हमारी यही प्रयास तथा प्रतिबद्धता थी।

इस तरह के बर्ताव के कारण हो सकते हैं किन्तु वेतन नुकसान की क्षति पूर्ति का ध्यान रखा गया। नेशनल काउन्सिल की पूर्व की लगातार दो बैठकों में स्टाफ साइड ने मुद्दे को जोर शोर से उठाया जिससे प्रबंध समिति ने बोर्ड को कमेटी के प्रस्ताव पर विचार एवं अनुमोदन के लिए भेजा, जिसमें एरियर के साथ एक वेतन वृद्धि प्रस्तावित की गई थी।

किन्तु बड़े ही आश्चर्य का विषय है कि प्रबंधन ने उपरोक्त

सिफारिश को केवल टी.टी.ए. संवर्ग के कर्मियों को देने का अनुमोदन किया और आर.एम. एवं सी.टी.ओ.ए.वर्गों को लाभ वंचित कर दिया जबकि ये समान भुक्तभोगी थे। प्रश्न उठना स्वाभाविक है कि ऐसा भेदभाव क्यों? प्रबंधन से इस प्रकार बर्ताव की अपेक्षा नहीं की जाती है। संघ भेदभाव के पूरी तरह विरुद्ध है और न्याय के लिए आखिरी क्षणों तक लड़ता रहेगा। संघ इस पर दृढ़ प्रतिज्ञ है।

जयपुर में सम्पन्न राष्ट्रीय कार्यकारिणी की बैठक के उपरान्त मांगों की सूची निष्पादन के लिए प्रशासन को सौंपी गई। यह भी विचारणीय है कि बोर्ड ने अभी तक जे.ए.ओ./जे.टी.ओ. का आर.आर. और नान-इक्जीक्यूटिव एन.ई.पी. में ई-1 वेतनमान को मंजूरी नहीं दी। इस तरह का बर्ताव बी.एस.एन.एल. बोर्ड से अपेक्षित नहीं है। उन्हें यह अहसास होना चाहिए कि इस तरह का भेदभावपूर्ण बर्ताव कम्पनी के हित में नहीं है और कर्मि इसे पचा नहीं पाएंगे। इन कार्यों का उत्तरदायित्व जिन लोगों पर है उन्हें ध्यान देना होगा कि भेदभाव को न तो स्वीकार किया जा सकता है न ही इसे औचित्य पूर्ण ठहराया जा सकता है। यह कम्पनी के व्यापक हित में भी नहीं है। प्रत्येक माह कर्मचारी सेवानिवृत्त हो रहे हैं तथा ई-1 वेतनमान से वंचित हो रहे हैं। जे.टी.ओ. तथा जे.ए.ओ. भर्ती नियम नहीं अनुमोदित होने के कारण विभागीय परीक्षाओं का आयोजन नहीं हो पा रहा है।

दो वर्षों की रिक्तियों के विरुद्ध विभागीय परीक्षाएं नहीं होने के कारण कर्मचारियों में निराशा उत्पन्न हो रही है। प्रबंधन को इस तथ्य को गंभीरता से संज्ञान लेना चाहिए।

बोर्ड बैठक

बीएसएनएल बोर्ड की बैठक 10 अगस्त को प्रस्तावित है। इस बैठक में निगम के कार्मिक योजना को बोर्ड में प्रस्तुत किया जाएगा तथा इसके पश्चात् स्टॉफ साईड से विचार विमर्श करके पुनः बोर्ड में मामले को भेजा जाएगा।

स्वतंत्रता दिवस की बधाई

सूचनाएं आदि

जयपुर में संघ कार्यालय का उद्घाटन

दिनांक 24 जून के श्री आर.के.मिश्र, सीजीएम ने प्रांतीय संघ कार्यालय का उद्घाटन किया। सांयकाल साथी के.एल. शर्मा की अध्यक्षता में वृहत सभा आयोजित हुई। जिसे महामंत्री, प्रांतीय मंत्री तथा सीजीएम ने सम्बोधित किया। सीजीएम का स्वागत करते हुए महामंत्री ने कर्मचारियों से सहयोग स्थापित करके बीएसएनएल को संकट से बाहर निकालने की अपील किया। सीजीएम कर्मचारियों की समस्याओं के समाधान की अपनी प्रतिबद्धता व्यक्त की।

साथी दीक्षित, प्रतीय मंत्री ने धन्यवाद प्रस्तुत किया तथा एल.पी. विजय ने संचालन किया।

प्रांतीय/एसएसए स्तरों पर प्रेस वार्ता

बीएसएनएल ने “नाइट फ्री कॉल” तथा “फ्री पैन इंडिया रोमिंग” योजनाएं लागू की हैं। इनके प्रचार हेतु प्रांतीय तथा सर्किल स्तरों पर प्रेस वार्ता आयोजित की जाय। कार्पोरेट कार्यालय ने होर्डिंग्स, लीफ लेट आदि के नमूने भी जारी किए हैं।

राष्ट्रीय अध्यक्ष का. इस्लाम की माता का निधन

साथी इस्लाम अहमद, अध्यक्ष के माता का देहांत दिनांक 17 मई को हो गया। वह उस समय इलाहाबाद में ही थे। हेडक्वार्टर उनके दुख में सम्मिलित हैं।

प्रत्येक भारतीय पर 44,095 रूपया का ऋण

वर्तमान सरकार 8% ग्रोथ की चर्चा कर रही है। सरकारी खर्चों हेतु ऋण लेना पड़ रहा है। इससे प्रत्येक व्यक्ति पर कर्ज में वृद्धि हो रही है। वर्ष 2014-15 में कर्ज 2,966 रूपए में वृद्धि होकर 44,095 रूपया हो गया।

(आधारित एनबीटी, 17 जुलाई)

प्रांतीय सचिवों की बैठक

दिनांक 10, 11 सितंबर को दिल्ली में प्रांतीय सचिवों की बैठक होगी जिसमें सेवा तथा संगठनात्मक स्थिति पर चर्चा होगी।

2 सितम्बर को देशव्यापी हड़ताल

केंद्रीय ट्रेड यूनियन संगठनों ने 2 सितम्बर को श्रमिक विरोधी नीतियों के विरोध में एक दिन, 2 सितम्बर, 2015 को हड़ताल संगठित करने का आवाहन किया है। प्रस्तावित संशोधन कर्मचारियों को नौकरी से निकालने का मार्ग प्रशस्त करेगा।

प्रधानमंत्री ने “डिजिटल इंडिया”

समारोह का उद्घाटन किया

माननीय प्रधानमंत्री श्री नरेन्द्र मोदी दिनांक 1 जुलाई को “डिजिटल इंडिया” के प्रोग्राम का जाने-माने कॉर्पोरेट हस्तियों अम्बानी ब्रदर्स तथा (रिलायंस ग्रुप के चेयरपरसन अनिल अम्बानी तथा रिलायन्स जियों के मालिक मुकेश अम्बानी), एयरटेल के सुनील भारती, विपरो के अजीम प्रमेजी तथा अन्य सैकड़ों उद्योगपतियों की उपस्थिति में उद्घाटन किया। माननीय संचार मंत्री भी समारोह में उपस्थित थे।

आश्चर्य का विषय तो यह था कि इस भव्य समारोह में बीएसएनएल जो कि सम्पूर्ण भारत को दूरसंचार से जोड़ता है तथा सेवा देता है **उसका नाम लेने वाला कोई नहीं था।** सरकार के प्रतिनिधिगण को स्मरण नहीं रहा है कि यह उपक्रम सरकार की सामाजिक तथा आपदा के समय की जिम्मेदारियों का भी निर्वाह करता है। बीएसएनएल के प्रति उदासीनता का यह परिचारक है। इस अवसर पर डिजिटल इंडिया हेतु उद्योग जगत के मालिकों ने रूपए 4.5 लाख करोड़ निवेश की घोषणा की है। साथ ही साथ 1.8 मिलियन नौकरी के सृजन की भी घोषणा हुई। सरकार उद्योगपतियों द्वारा नौकरी के अवसर उपलब्ध करेगी। **परंतु बीएसएनएल जिसकी सामाजिक जिम्मेदारी है उसमें अतिरिक्त नौकरी के अवसर के स्थान पर कमी हेतु दबाव डाला जा रहा है। यह विचित्र खेल है। उद्योगपतियों ने प्रधानमंत्री की भूरि-भूरि प्रशंसा की क्योंकि वे द्रुत गति से निर्णय लेते हैं। परंतु बीएसएनएल को आर्थिक सहायता प्रदान करने में विलम्ब किया जा रहा है। उपस्थित उद्योगपतियों के कुछ ऐसी भी हस्तियां थीं जो पूर्व में बीएसएनएल को मारने के कृत्य किए हैं।**

स्मरण रहे कि बीएसएनएल ने नोफेन के द्वारा 20,000 ग्राम पंचायत को जोड़ा है जिसके कारण समारोह संभव हो सका। सरकारी कंपनी आपदाओं के समय जिम्मेदारियों की निर्वाह किया है। परन्तु विडम्बा है कि इसके पश्चात भी द्रुत

गति से निर्णय लेने वाली सरकार ने घोषणाओं के अतिरिक्त कम्पनी की कोई सहायता नहीं की है। बीएसएनएल का डि. जिटल इंडिया प्रोग्राम में निवेश निजी कंपनियों की तुलना में नगण्य है। निजी क्षेत्र को खुली छूट है।

1 जुलाई का भव्य समारोह स्पष्ट करता है कि वर्तमान में निजी कम्पनियों तथा उद्योग जबत के मालिकों का बोलबाला है। सरकारी उपक्रमों, बीएसएनएल सहित की अनदेखी हो रही है यद्यपि कि निगमों ने देश के आर्थिक ढांचे को मजबूत करने के महत्वपूर्ण भूमिका निर्वाह किया है।

बीएसएनएल में इतिहास

श्रीमति एस.टी.राय कार्यपालक निदेशक वित्त ने दूरसंचार विभाग को आदेश संख्या 1-1/2015 पीएसए दिनांक 8.7.2015 एवं बीएसएनएल के पत्रों 419-09/2014715 पर्स-दिनांक 8 जुलाई 2015 के आलोक में तत्कालिक प्रभाव से दिनांक 9.7.2015 को निदेशक (मानव संसाधन विकास) के पद भार ग्रहण कर लिया है। एनएफटीई प्रतिनिधि मंडल उक्त अवसर पर मिलकर श्रीमति राय को बधाई एवं शुभकामना अर्पित करते हुए बीएसएनएल के विकास में हरसंभव सहयोग का वचन दिया।

यह प्रथम अवसर है जब कि महिला अधिकारी कार्मिक विभाग की अगुवा है। यह प्रथम अवसर है जबकि आईटीएस वर्ग के स्थान पर वित्त से अधिकारी चयनित हुई है।

प्रबंधन / प्रशासन से पत्र

बीएसएनएल में अंतरिक/बाह्य उम्मीदवारों की प्रबंधन प्रशिक्षु के पद पर भर्ती संबंधित

एनएफ-74/2015-रिक्रूट दिनांक 7 जुलाई 2015 सभी मुख्य महाप्रबंधक, बीएसएनएल दूरसंचार परिमंडल

निदेशानुसार सूचित करना है कि दिनांक 8.8.2015 एवं 9.8.2015 को प्रबंधन प्रशिक्षु के पद के लिए अयोजित होने वाले आंतरिक/बाह्य अभ्यर्थियों की परीक्षा अगले छः माह तक के लिए स्थगित कर दी गई है। यह सूचना सक्षम पदाधिकारियों के अनुमोदन से जारी की जा रही है।

भारत सरकार, भारी उद्योग एवं लोक उद्यमिता मंत्रालय, लोक उद्यमिता विभाग,

कार्यालय-अधिसूचना

न.डब्ल्यू-02/002/2014-डीपीई(डब्ल्यूसी)-XII/15

उपर्युक्त अधिसूचना के द्वारा लोक उपक्रम के कोर्ड स्तरीय एवं उसके नीचे पर्यवेक्षकीय स्तर के कर्मचारियों के लिए पुनरीक्षित औद्योगिक मंहगाई भत्ते की दरकारी की गई है जिससे दिनांक 1.1.2015 से कुल मंहगाई भत्ता की दर 102.6 प्रतिशत होगी अर्थात् पूर्व से भत्ते में 2.1 प्रतिशत की वृद्धि दर्ज की गई है।

क्यूए सर्किल का निरीक्षण सर्किलों में विलयन

सीजीएमक्यूए एवं सीजीएम निरीक्षक सर्किल

एफएन-4-2/2014-रिस्ट्रक्चरिंग-V-III/पी.टी- I

दिनांक 8 जुलाई 2015

यह सम्पर्क पंचाक दिनांक 24.4.2015 से संदर्भित है जिसके द्वारा अध्यक्ष सह प्रबंध निदेशक ने क्यूए सर्किल को निरीक्षण सर्किल के साथ विलय करने की बात कही थी, अब अध्यक्ष सह प्रबंध निदेशक ने दोनों सर्किलों का विलयन अनुमोदित कर दिया है। विलयन के उपरांत अब सीजीएम को सीजीएम (क्यूए एवं निरीक्षण) पदनामित किया जायेगा।

भारत सरकार एवं अधिनस्थ कार्यालयों एवं केंद्रीय उपक्रम के कर्मचारियों को विशेष- छूट/सहूलियत

न.39-8/2001/टीई-11/(पीटी II) दिनांक 24 जून 2015

मुख्य महाप्रबंधक जम्मू एवं कश्मीर के नाम

इस कार्यालय के समसंख्यक पंचाक तिथि 1.5.2014 जिसके द्वारा कश्मीर वैली में कार्यरत कर्मियों के लिए विशेष सहूलियत का विस्तार दिनांक 31.12.2013 तक के लिए किया गया था अब सक्षम अधिकारी के अनुमोदन से इसे दिनांक 1.1.2014 से 31.12.2015 तक के लिए विस्तारित किया गया है।

अनुरोध है कि सरकार जारी सहूलियत को लागू करें तथा इस बावत किए गये भुगतान का रिकार्ड रखें।

15वीं अखिल भारतीय लॉन टेनिस प्रतियोगिता

2015-16 की तिथि एवं स्थान का निर्णय

न.29-03/2015 बीएसएनएल (स्पोर्ट्स) दिनांक 11.6.

2015, सहायक महाप्रबंधक एवं सचिव बीएसएनएल स्पोर्ट्स

एवं सांस्कृतिक कार्य कन्ट्रोल बोर्ड, महाराष्ट्र सर्किल।

आप अपना पत्रांक तिथि 3.5.2015 का संदर्भ लें
निदेशानुसार सूचित करना है कि आपके आग्रह को स्वीकार
करते हुए 15वीं लॉन-टेनिस टूर्नामेंट दिनांक 24.9.2015
से 29.9.2015 तक नागपुर में आयोजित करने की स्वीकृति
दी जाती है।

उक्त टूर्नामेंट में निम्नांकित परिमंडलों की टीम भाग लेगी।

**गुजरात, महाराष्ट्र, ओडिसा, एम.पी, पंजाब, तमिल.
नाडु, यूपी (इ) एवं यू.पी(वेस्ट)**

अनुरोध है कि भाग लेने वाले टीम के संबंधित सचिव को
सूचित करने का करार करें।

कार्यालय आदेश

**एनएफ न.1-2/2012- पीएटी (बीएसएनएल) दिनांक 13.
7.2015**

उपयुक्त ज्ञापन के माध्यम से सीधी भर्ती वाले टीटीए जो
7.1.2007 को अथवा उसके बाद और 7.5.2010 के
पूर्व भर्ती किये गये थे कि वेतन में क्षति हो गयी थी। द्वितीय
वेतन निर्धारण लागू होने के बाद उनकी वेतन में जो उन्हें वेतन
निर्धारण से पहले मिलती थी, कमी हो गई। उसकी क्षमिपूर्ति
के लिए उन्हें एक अग्रिम वार्षिक बढ़ोत्तरी देने के बाद पुनः
निरीक्षित वेतन मान के एनई-9 में फिक्सेशन की व्यवस्था दी
गई है। इससे होने वाले वृद्धि का अब तक का बकाया भी वैसे
कर्मचारियों को देय होगा।

बीएसएनएल चिकित्सा पुनर्भुगतान में पुष्ठाहार संबंधित स्पष्टीकरण

न.बीएसएनएल/एडीएमएन-1/15.6.2014 दि. 17.4.2015

बाह्य चिकित्सीय पुनर्भु हेतु पुष्ठाहार सम्बन्ध खर्चों के विषय
में कतिपय स्थानों से स्पष्टीकरण मांगी गयी थी। सीजीएचएस/
सीएस(एम.ए) के तहत प्रतिबंधित पुष्ठाकारक खाद्य सप्लीमेंट,
विटामिन बगैर का उपयोग बीएसएनएलएमआरएस में भी वर्जित
होगा। यह भी निर्णय लिया गया है कि पारा मेडिकल स्टॉफ से
चिकित्सा किसी पुजीकृत चिकित्से के परामर्श के उपरांत ही
कराई जा सकती है।

उपर्युक्त निदेशों का पालन होना चाहिए।

अनुकम्पा आधारित नियुक्ति के सम्बंध में

**न.273-19/2015/सीडीए/इ-IV मि. 15.7.2015 सभी
मुख्य महाप्रबंधक, भारत संचार निगम लिमिटेड**

मुझे आपका ध्यान इस कार्यालय के समसंख्यक पत्रांक
तिथि 10.6.2015 की ओर आकृष्ट करने का निदेश हुआ
है। उक्त पत्र मुख्य महाप्रबंधक हरियाणा के नाम था जिसकी
प्रति समस्त मुख्य महाप्रबंधकों को दी गई थी और इसमें ग्रुप
सी एवं ग्रुप डी की अलग-अलग रिक्तियों के लिए उम्मीदवारों
का ग्रेडिंग अंक निर्धारित करने का निर्देश था।

उक्त विषय पर पुनः जांच पड़ताल के बाद यह निर्णय
लिया गया है कि उम्मीदवारों के सूची ग्रेडिंग अंक के अनुसार
संयुक्त रूप से शैक्षणिक योग्यता के आधार पर बनाई गयी है।

सभी परिमंडलों में जहां उच्चशक्ति प्राप्त समिति ने नियुक्ति
सम्बंधित बैठक नहीं किए है, वे निश्चित रूप से 31.7.2012
तक समिति की बैठक समाप्त कर चयनित उम्मीदवारों की सूची
निगमित कार्यालय को सम्पुष्टि के लिए भेजें।

सेवानिवृत्ति लाभ समय पर देने से संबंधित

न. 40-6/2015-पेन(बीएसएनएल) दिनांक 2.7.2015

पत्रांक 40.6.2016- पीईएन(बीएसएनएल) दिनांक
2.7.2015 के माध्यम से बीएसएनएल मुख्यालय नई
दिल्ली से सभी नियमित अधिकारियों को निर्देश दिया गया
है कि सेवानिवृत्ति होने वाले कर्मियों का पेंशन एवं अन्य लाभ
समयबद्ध तरीके से सम्पन्न करें। आदेश की मूलप्रति अंग्रेजी
अंश में पूर्ण प्रकाशित है।

वेतन पर्ची को ई-मेल पर भेजने से सम्बंधित

**न. सीआईटी/8.2.2015/इआरपी/लेआउट दिनांक 26.6.
2015, सभी मुख्य महाप्रबंधक को**

ज्ञातव्य है कि इआरपी सिस्टम में वेतन पर्ची निर्गत करने
की सूचना है। अतएव सभी कर्मचारी अपना ई-मेल एड्रेस
इएसएस पोर्टल में पंजीकृत करायें।

वैसे कर्मचारी जिनका अपना आईटी नहीं हो अथवा कम्प्यूटर
का ज्ञान नहीं रखते हो अपने पर्यवेक्षक का आइडी सामूहिक
रूप में दे सकते हैं और वेतन भुगतान के बाद छपी हुई पर्ची
प्राप्त कर सकते हैं। यह प्रक्रिया जून 2015 के वेतन भुगतान
के बाद लागू होगी।

बीएसएनएलसीडीएस 2006 की धारा 55(11) बी का बीएसएनएल में सम्मिलित कर्मियों पर लागू नहीं होने के सम्बंध में।

**न.2-4/2011-आईएसटीडी(पीटी) दिनांक 17.2.2015
(महामंत्री एनएफटीई, नई दिल्ली को)**

आपका पत्रांक न.टीएफ-13/8 दिनांक कृप्या अपने उपयुक्त पत्र का संदर्भ लें। आपके प्रस्ताव को विधि-शाखा में भेजा गया था। विधि शाखा ने बताया है कि वर्तमान बीएसएनएलसीडीएस रूल-2006 की धारा 55(11) बी पूर्व की सीसीए पेंशन रूल 1972 के एफआर 56(जे) तथा 48(1)(बी) के अनुरूप है। यह व्यवस्था डिमीसल, डिस्चार्ज एवं सेवानिवृत्ति के लिए नहीं है अपितु सेवानिवृत्ति से पूर्व परफारमेंस के आधार पर सेवानिवृत्ति देने के लिए है।

विधिशाखा के विचारों के आलोक में नियम 55(ii)(बी) को निकालने की सलाह मान्य नहीं है।

सीजीएमएसएलटीटीसी गाजियाबाद सभी मुख्य अभियंता असैनिक/विद्युत/सभी आर्किटेक्ट

न.32-1/2015-रिक्लूट, दिनांक 9.7.2015

पीए सवर्ग से पीएस सवर्ग के लिए विभागीय परीक्षा। उपर्युक्त पंचाक द्वारा निगमित मुख्यालय ने निगमित कार्यालय के लिए पीए संवर्ग से पीएस संवर्ग में पदान्ति हेतु विभागीय परीक्षा आयोजित करने की अधिसूचना जारी किये है।

पूर्ण सूचनाएं इसी अंक के अंग्रेजी भाषा खंड में प्रकाशित हैं।

प्रबंधन को पत्र

निगमित कार्यालय के

पत्रांक-4-2/2014-रिस्ट्रक्चरिंग (V&III) दिनांक 19.2.2015 द्वारा निर्गत मापदंड की अनदेखी कर जिन्द एसएसए को सोनीपत के अधीन सम्मिलित करने से सम्बंधित।

**टीएफ-8 दिनांक 13.2.2015 (निदेशक कार्मिक,
बीएसएसएल, नई दिल्ली)**

हम जीद दूरसंचार जिला के सभी यूनियन/एशोसिएशन के जिला मंत्रियों द्वारा हस्ताक्षरित एक आवेदन संलग्न कर रहे हैं जो महाप्रबंधक जीद द्वारा मुख्य महाप्रबंधक हरियाणा को अग्रसारित की गई है।

आवेदन पत्र स्वः स्पष्ट है और बताती है कि जिन्द एसएसए प्रत्येक मापदंड में सोनीपत से उपयुक्त है।

जहां तक भौगोलिक स्थिति का प्रश्न है जिन्द को सोनीपत में समाहित करना स्पष्टतः नाकरातमक है। जिन्द सानीपत से बहुत दूर है इसके विलयन से सेवाएं बाधित होगी तथा कर्मचारियों को मुसीबत का सामना करना पड़ेगा।

अतः निवेदन है कि उक्त विषय का पुर्नवालोका कर्मचरी संघो द्वारा उठाये गये प्रत्ये बिन्दुओं के आलोक में किया जाय तथा निर्णय लिया जाय।

पुनः आकल्पिक रिक्तियों के आधार पर जेटीओ विभागीय परीक्षाफल घोषित करने में अतिशय विलम्ब न.टीएफ-14/2(बी) दिनांक 10.7.2015(निदेशक कार्मिक) बीएसएसएल, नई दिल्ली।

कृप्या 32वें राष्ट्रीय परिषद् की संवादों का संदर्भ लें। कर्मचरी पक्ष बने आग्रह किया था कि जिस मामलें में निचली अदालत से कर्मचारियों के पक्ष में निर्णय आता है उसे अगले अदालतों में ले जाकर कर्मचारियों को प्रताड़ित नहीं किया जाय और निचली बदालत के निर्णय अनुरूप कार्यवाही की जाय।

तमिलनाडु सर्किल में रिक्तियों की गणना नियमानुकूल नहीं हुई थी। निगमित मुख्यालय के हस्तक्षेप से पुनः गणना शुरू की गई परन्तु एकाएक स्थानीय प्रबंधन ने उच्चतम न्यायानय में परिवाद दायर करने का फैसला लिया है जिसकी कोई जरूरत नहीं है। और ना ही ये मान्य है।

अतएव निवेदन है कि रिक्तियों की पुनर्गठन करने परीक्षाफल प्रकाशित करने की व्यवस्था की जाय।

TELECOM

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संदेश

(श्रीमति सुजाता राय द्वारा जारी संदेश का भवार्थ)

प्रिय सहकर्मीगण,

मैंने इस कम्पनी में निर्देशक (कार्मिक) पद का कार्यभार ग्रहण किया है और मेरा दृढ़ संकल्प है कि कम्पनी और कर्मचारियों को सभी सम्भव सफलता प्राप्ति में मददगार बनूंगी। यह मेरा अटूट विश्वास है कि मानव संसाधन और निष्पादन पर संदेह नहीं किया जा सकता।



सुजाता रे

अक्टूबर 2000 में बीएसएनएल के अस्तित्व में आने के उपरांत दूरसंचार क्षेत्र में गुणात्मक विकास हुआ है, हमारे कम्पनी ने पूरे भारत के हर भौगोलिक खंड में उपस्थिति रखते हुए दूरसंचार क्षेत्र की सभी प्रकार की सेवाएं प्रदान करते हुए भी अधिक सम्पन्नता की स्थिति को देखा है वहीं अब हमलोग लगातार आर्थिक हानि और क्रमशः कम होते बाजार की हिस्सेदारी को भी देख रहे हैं।

हमारे परिचालन खर्च में कर्मचारियों के वेतन भत्ते का भारी दबाव है, सेवानिवृत्ति से इसमें कमी आ रही है परंतु स्थिति का उत्तम जवाब हमारे सेवाओं में उच्च विस्तार ही हो सकती है।

कर्मचारी बाहुल्य कम्पनी का निदेशक (कार्मिक) होने के नाते मेरा कर्तव्य है कि मैं कम्पनी में वर्तमान स्थिति को इंगित करूँ। कर्मचारियों के वेतन-भत्ते, पदोन्नति एवं तरक्की से कमी कम्पनी ने समझौता नहीं किया है। परन्तु

इसके वास्तविक आर्थिक चुनौती के कारण बीएसएनएल लगातार गिरावट की ओर अग्रसर है। अगर वास्तविक आमदनी और आर्थिक प्रवाह में सापेक्ष परिवर्तन नहीं हुआ तो कर्मचारियों के हित की रक्षा की चुनौती करना सम्भव नहीं होगा। इसे स्वतः स्फूर्ति सोच और सभी एकल कर्मियों को संकल्प लेकर उत्पादन एवं उत्पादकता को बढ़ानी होगी।

कम्पनी का विकास कर्मचारी ही कर सकते हैं। हमें कर्मचारियों के निष्पादन पर पूर्ण विश्वास है और ये हमें आगे ले जायेगा।

हम लोक उपक्रम के संरक्षक हैं जो भारतीय जनता की सम्पत्ति है और भारत सरकार के माध्यम से हमारे संरक्षण में संचालित है। इस उपक्रम का विकास एवं कर्मचारियों का कल्याण हमारे कम्पनी का लक्ष्य है। यह जुड़वा लक्ष्य अन्योन्याश्रित है और लम्बे समय तक मधुरमय वातावरण से ही सम्भव है।

कठिन परिश्रम एवं निष्पादन के अलावा कोई विकल्प नहीं है और मुझे पूर्ण विश्वास है कि मानव संसाधन के आवश्यकता एवं इसके शौच विकास पर ध्यान दिया जायेगा जिससे कम्पनी अभी की अस्थिर स्थिति के बाहर आ सकेगी।

मैं आप सभी की शुभकामनाओं के लिए धन्यवाद करती हूँ तथा आगत त्यौहारों के मौके पर सबको बधाई देती हूँ।

ईआरपी लागू करने पर लगाम

बिहार में ई आरपी लागू होना था। पूरी तैयारी थी परंतु संचार मंत्रालय द्वारा लगाम लगाया गया है। कारण अस्पष्ट है।

आई.टी.एस की वापसी

100 आईटीएस अधिकारी की वापसी डीओटी को हुई है। परन्तु वे पुनः बीएसएनएल आयेंगे।