

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

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Page 24

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EDITORIAL

RECOGNITION AND OUR TASKS

The Central Head quarters of NFTE-BSNL appreciates the efforts of one and all for placing the Union in Recognized position. The CHQ is aware of the tasks and the challenges in the coming period. NFTE- BSNL will not let any chance to build broad based telecom workers movement and will be part of mainstream working class movement whenever time demands the same.

There are issues that need our attention for the viability of BSNL. We come to know that the issue of returning BWA spectrum amount is only on instalments from the DOT like 100 cr, 830 cr and this time 2200 cr. We have to get back the balance amount at the earliest. We appreciate the efforts of our management for getting refund of overpaid IT from the department of income tax. We have to urge the management to get all Government projects fully like NOFN, separate Defence spectrum, North East development etc. to augment our revenue.

Our sales and marketing network should be revamped by training our employees and by second restructuring of cadres as per the new commercial business environment. Our CSCs should be face lifted and our employees having direct interface with customers should be made to feel their importance that they are real signboards of BSNL.

There are other important employees' issues

that need unified broader actions. The issue of Wage Revision is the time consuming job and we have to rise above any kind of partisan attitude to face that tough job. The issue of 78.2 for pension and pension revision and above all protection of Government pension from the consolidated fund all need our consistent attention and action. Our persistent effort to get HRA on 78.2 is getting attention of management and we expect orders for the same.

The issue of protection of our Jobs on account of Deloittee as well as the implementation of draconian 55 II b should be fought and ensured. The detrimental effects of cabinet decision to form Tower Corporation and Merger of MTNL should be offset and the interests of BSNL and its employees should be taken care of. There are number of other issues like setting right of ill effects of NEPP- scoring concession to SC ST employees and stagnation in various cadre.

We should strengthen our bonds with our alliance unions SEWA-TEPU-PEWA and form District level / state level forum in the model of CHQ. Once again our CHQ salutes all our leaders and alliance leaders for their immense hard work during the time of 7th membership verification.

"We are very much thank full to employees of BSNL, who supported and voted in favour of NFTE BSNL in Seventh membership verification held on 10-5-2016. We will continue to work hard for the betterment of company as well as employees"

NATIONAL EXECUTIVE COMMITTEE MEETING IS SCHEDULED TO BE HELD ON 13th & 14th JULY 2016 AT NEW DELHI

Minutes of the 34th meeting of the National Council held on 10th March, 2016 under the chairpersonship of Director (HR), BSNL Board.

No. BSNL/39-3/SR/2015 Dated, the 16th May, 2016

The 34th meeting of National Council was held at 11:00 AM on 10th March, 2016 in the Conference Hall, 9th Floor, Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-I.

2. At the outset PGM (SR) greeted the Chairperson National Council, Leader Staff Side, Secretary Staff Side and all other members of National Council and stated that due to administrative reasons there was a delay in holding 34th National Council meeting. He hoped the agenda items of a meeting would be discussed in cordial atmosphere so that constructive/positive statements/results would emerge at the end of the meeting. He appreciated the contributions of recognized unions in successfully implementing SWAS in BSNL and stated that due to such collective efforts, signs of improvement in financial condition of BSNL are now perceptible.

3. Director (HR) in her opening address extended warm welcome to all the participants of National Council. She informed that with the cooperation of all to work as a team, the perception of customers towards services offered by BSNL has been started improving and now the company is at threshold of recovery. She suggested that issues raised by the staff side may be segregated/prioritized and old and complex issues already discussed/deliberated at length and which could not be settled in near future may be put on hold for some time so that deliberations on new issues could be held.

4. Leader, Staff Side assured that the staff is ready to contribute their maximum provided that management also ensure sufficient supply of materials in the field. He specifically mentioned two states viz. J&K and Tamil Nadu which had suffered the brunt of recent natural calamities and need supply/replacement of damaged equipments. He mentioned that now financial conditions of the company have started improving, therefore, their demands like payment of PLI and HRA on 78.2 pay may be considered by the management. Thereaf-

ter, he referred to some other items, viz. -

- * Superannuation benefit for Direct Recruit employees,

- * Designation change orders for four agreed posts may be issued at the earliest

- * Ex serviceman may be given past service benefit for promotion to JTO

- * Option of trained RMs to become TMs

- * Shortage of staff in A&N circle which is one of the profit making circle.

- * Placing Temporarily placed RM to avoid recovery and pension reduction, protecting at least loss of those who got NEPP at their stagnation stage

- * Departmental examinations may be held periodically/regularly

5. Secretary, Staff side welcomed the Chairperson, National Council; Leader, Staff Side and all other members of National Council and expressed his gratitude to them for their constructive contribution in the fruitful discussions held during the National Council meetings after 6th membership verification. He mentioned following important issues to be sorted out urgently, viz. -

TELECOM

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* The proceedings of the National council meetings are not being properly recorded and suggested that a official proficient in shorthand may be deputed in future National Council meeting for recording the proceedings of the meeting.

* Unions/Association are successfully motivating the employees for implementing the SWAS programme in BSNL but in some of the circles administrations are not taking adequate measures. It is suggested that Corporate Office may take feedback from the heads of circles on implementation of SWAS.

* Anomalies and issuing of Presidential Orders to the Telecom. Mechanic directly promoted from TSMs.

* Staff side is registering their protest against reduction of pension contribution from 6% to 3 % and demanded that this may be reviewed in the next year.

* Management Trainee exam is being inordinately delayed.

* Notification of the LICE for JTO(T) for the vacancy year of 2013-14 fixed on 22 May 2016 is welcomed by the staff side and it was requested that dates for LICE JTO (T) for the year 2014-15 & 2015-16 may also be fixed/notified at the earliest.

* Past army service of Ex-servicemen may be counted for making them eligible to appear in forthcoming JTO(T) LICE

* Special Board meeting of BSNL Board may be held for settlement of pending HR issues like Change of Designation, Pension Contribution to Directly recruit employees etc.

* Review of result of JTO(T) LICE 2013

* Relaxation to SC/ST employees in Departmental Exams.

* Instructions issued for implementation of CDA Rule 55(11) in BSNL are demoralizing the employees therefore appropriate action may be taken to remove their apprehensions about these instructions.

* Officials having requisite qualification may be allowed to appear in various departmental exams.

* 2nd & 4th Saturday of every month may be declared as holiday in field units of BSNL

6. Director(HR) replied that all the issue raised by the Leader Staff Side & Secretary Staff Side will

be appropriately addressed by the Management.

7 Thereafter, the agenda items were taken up for discussion.

7.1 Payment of allowances based on 78.2% IDA merger.

Staff side demanded that since the financial condition of the company has started improving, all allowances should be paid on 78.2% IDA merger pay. Management side replied that this issue/demand for revising the allowances on 78.2 % IDA pay in phased manner is under active consideration.

7.2 Timely allotment of funds by the Corporate Office to the circles, for payment of GPF advance.

The management side replied that they are taking all possible steps for timely release the payment from DoT. The staff side expressed their satisfaction over the explanation/efforts made by the management and strongly opposed any move for handing over the payment of GPF to the DoT.

7.3 Steps to safeguard damages caused to BSNL's cable network, by various government agencies.

Staff side criticized that in most of the places where BSNL Cables are damaged, the local administration is not taking appropriate preventive and remedial action like filing of FIR etc. They demanded that corporate Office may ensure that all possible steps are taken to prevent damage to cables by various agencies.

Management side replied that comprehensive instructions for monitoring/checking damages to BSNL's cable network will be issued.

7.4 Rolling out of 4G mobile network by BSNL.

Staff side members stated that BSNL is lagging behind in the mobile segment, vis-a-vis the private operators specially in launching of 4G mobile service. They demanded that BSNL should immediately take steps like procurement/fiberlisation of spectrum for providing 4 G Services.

Officers from concerned unit explained the status of 4 G mobile service by BSNL and staff side was requested to take up this issue with concerned Director (CM). BSNL Board for getting the complete reply on this issue.

7.5 Payment of HRA to the BSNL staff on the basis of 78.2% IDA fixation benefit.

This issue has already been discussed along with issue/item no. 7.1 7.6 Skill development of Non-Executive employees.

The staff side demanded that in-service training in new and modern technology viz. Broadband, Wi-Max, WI-Fi etc. may be imparted to non-executive employees so that their services could be gainfully utilized in BSNL. They also stated that non-executives are not provided access/password of ERP work and they are asked to perform ERP job through password/access allotted to the executives.

Management side replied that this issue will be discussed in the meeting of GM(Admn./HR) of all circles with Director(HR) scheduled to be held in April 2016 in BSNL CO.

During the discussion DGM(Trg.) also informed that with a view to promoting skill development, 15000 officials from 7 Circles viz. Assam, Andaman & Nicobar, A.P., Haryana, Karnataka, Tamil Nadu and J&K has been identified and details from remaining circles are being collected.

7.7 Non-settlement of Rule 8 (Intra-Inter circle) transfers of Non-Executive employees specially TTAs, TMs and Sr.TOAs(G) etc.

The Staff Side stated that considerable difficulties are being faced by non-executive employees in the Intra and Inter-circle transfers in respect of TTAs, TMs and Sr.TOAs (G). Though BSNL HQR vide No.250-7/2007-Pers-111 dated 07.04.2010 has issued orders but the requests of such category of staff specially women are not acceded to due to which they are not able to join their spouses and parents even after completion of 3 and 5 years of service in such areas causing untold suffering to them. Instances are also available when the field units even do not forward their applications to circle office.

Management side replied that new TTAs and JTOs are being recruited shortly and this will resolve/settle the demand considerably. Further it is also clarified that in order to make processing of transfer request transparent, some changes have already been made in the ERP and further modification/improvement to incorporate all types transfers, provision in ERP are being undertaken by the concerned branches.

7.8 Reduction, rationalization and redesignation of Cadres in respect of Telecom Factories, Stores, Civil/Electrical/ Horticulture and erstwhile Telegraph Traffic personnel.

Staff side members suggested that the number of designations need to be reduced and changed and the Non-Executive employees of civil, electrical, factories / stores, Horticulture and erstwhile Telegraph Traffic personnel be redesignated in tune with the main stream cadres. It was also suggested that the employees in equal pay scale should carry designation similar to mainstream cadres.

Management side agreed to start deliberation with staff side on change of designation of the left out cadres.

7.9 Facilities to the recognised unions.

Staff side requested that clear instructions for providing telephone and other infrastructure items in the accommodation provided to recognised union may be issued. They have also demanded that immunity from transfer instructions may be clarified/elucidated so that the elected office bearers are brought to respective HQRs as per their requests.

Management side agreed to consider their demand and issue necessary instructions regarding telephone facility and other infrastructure to be provided in the accommodation allotted to recognised union(s). Regarding immunity from transfer it was agreed to issue following guidelines:

a) If the office bearers working at other stations are elected to these offices i.e. General Secretary, Asstt. Secretary and Financial Secretary(or Treasurer) they may be brought on temporary transfer to the headquarters of the union upto the recognition period subject to administrative convenience only;

b) The concession/facility of immunity from transfer is not guaranteed and cannot be claimed as a matter of right. It is always subject to administrative exigencies.

7.10 Amendment in JTO (Telecom) RR 2014.

Staff side members mentioned that as per the JTO(T), RR 2014, the non-executives having requisite educational qualification are eligible to appear in the JTO (Telecom) LICE provided they have completed 5 years service in NE- 9 (13600-25420) scale or above. Due to this condition of 5 years residency period in NE-9 pay scale, those having the requisite qualification among Sr TOAs

have become ineligible, causing a severe heart-burn and disappointment in them. Staff side demanded that the official with requisite qualification and having 5 years of service should be allowed to appear in JTO(T) LICE without insisting that they should have completed 5 years of service in the NE-9 pay scale. They have also cited the eligibility condition of 5 years in case of JAO exam.

It was agreed that the staff side would submit a proposal on this issue and it would be examined on merit.

7.11 Allotment of staff quarters based on pay scales-request for allotment of higher Type quarters if vacant.

Staff side members mentioned that as per the existing rules, staff quarters are being allotted on the basis of pay scale of the employee. If the next higher type quarter is vacant without any pending application, it IS also being allotted. That is, if the employee is eligible for Type-II quarter, Type-III quarter can be allotted if it is vacant, with higher standard license fee. But when the official originally eligible for Type-II pay scale is willing to occupy a Type-IV quarter which is vacant, it is not being allotted since existing rules do not permit the same. Therefore it is requested to issue necessary instructions for allotting the higher type quarters without restriction to next higher type only, so that the official, say, eligible for Type-II quarter can be allotted even Type-IV quarter provided it is vacant and no application from eligible official is pending.

It was agreed to examine the demand of staff side.

7.12 Pay scale got by NEPP promotion is higher than the post based promotion subsequently given-request for grant of additional increment on account of post based promotion, in the higher scale.

Staff side stated that as per Clause II(ii) of the order on NEPP circulated vide BSNL CO No.27-7/2008- TE-II dated 23.03.2010, in cases where the non- executive pay scale, in which the official is placed before the post based promotion, is higher than that of the promoted post, then no fixation will be allowed. But if the post based promotion was given first and the NEPP promotion to the said higher scale was given later, the official would get two pay fixations. It is, therefore, requested to set it right by amending the order so that even when the official who is already in a higher pay scale on

account of NEPP promotion is promoted to a post having a lower pay scale under post based promotion, gets an additional increment in his higher pay scale, on account of the said post based promotion. The amendment may be made retrospective to cover past cases.

Management side replied that the underlying spirit behind grant of one additional increment on post based promotion on regular basis carrying the same IDA scale in which the Non-Executive employee was placed on grant of NEPP is for discharging higher responsibilities. The demand of the staff side for grant of additional increment on such post basis promotion carrying a pay scale lower than the scale the employees was placed under the NEPP is not consistent with the provision of the policy. Hence same cannot be acceded to.

7.13 Improvements required in NEPP.

The staff side members demanded that a New Promotion policy for non- executive by assuring 5 promotions in the service and promotion once in five years. Management side replied that it is not possible to frame new promotion policy at this stage.

Staff side members requested that if it is not possible to frame new NEPP then the present NEPP may be amended for removing discrepancies like reduction of pay scale, discrimination of Direct recruit, SC/ST concession in qualifying/eligibility condition, delinking post based from NEPP etc.

After detailed discussion it was agreed that Staff side will submit a clear proposal on major flaws in NEPP mentioned by them, which would be examined on merit.

7.14 IDA merger and Wage Negotiation for revising wages from 01.01.2017.

Staff side mentioned that IDA has already reached 112.4% on basic pay and requested for merger of IDA with basic pay. They have also demanded that management should immediately start wage negotiation for revision of wages w.e.f.01.01.2017.

Management side replied that so far no instruction on both the issues raised under this item has been received from OPE, therefore, it is not feasible to consider this demand at this stage.

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

LETTERS FROM BSNL MANAGEMENT

Results of 7th membership verification conducted through secret ballot under the provisions of BSNL Recognition Rules for electing majority representative union(s) of non-executive employees in BSNL – regarding

No. CRO/MV/BSNL/2016 dated 13 May, 2016 to the Chairman-cum-Managing Director, BSNL

The undersigned was appointed as the Chief Returning officer for conducting 7th membership verification through secret ballot for electing majority representative union(s) of non-executive employees vide order no. BSNL/5-1/SR/2015 dated 1st February, 2016. The polling was conducted on 10th May, 2016 through secret ballot throughout the country in a peaceful manner.

2. The counting of votes was done on 12th May, 2016. On the basis of information received from all the Circles, consolidated information relating to votes polled and secured by all the 19 participating unions is furnished in the enclosed Annexure. It may be worthwhile to mention that by virtue of securing 81,195 votes, i.e. 49.56% of total votes, BSNL Employees Union has emerged the largest union whereas NFTE BSNL is the second-largest union by securing 52,367 votes, i.e. 31.97% of total votes in the membership verification. (See the table next page)

Recognition of majority representative union(s) of non-executive employees in BSNL for a period of three years as per the results of 7th membership verification conducted through Secret ballot on 10.5.2016.

No. BSNL/5-1/SR/2015/Vol. II (i) dated 19.5.2016

As per the results of the 7th membership verification declared by the Chief Returning Officer, vide his letter no.CRO/MV/BSNL/2016 dated 13th May, 2016, and conducted in accordance with the provision of BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012 issued on 26th December, 2012 the Competent Authority is BSNL is pleased to declare the "BSNL

Employees Union" as the Main Recognised Representative Union of non-executive employees, on account of securing 81,195 votes, i.e. 49.56% of total votes, at All-India/Circle/SSA level in BSNL for a period of three years from the date of this Notification, i.e. from 19th May, 2016 to 18th May, 2019.

2. In addition, on account of second highest votes, i.e 52,367 votes (31.97 of total votes) in the 7th membership verification, the Competent Authority in BSNL is also pleased to declare the "National Federation of Telecom Employees BSNL" as the Second Recognised Representative Union of non-executive employees at All-India/Circle/SSA level in BSNL for a period of three years from the date of this Notification, i.e. from 18th May, 2019.

Formation of Councils, viz. National Council, Circle Councils and Local Councils -composition thereof - regarding

No. BSNL/5-1/SR/2015/Vol.II (iii) Dated the, 19th May, 2016 to All Chief General Managers, BSNL, GM (Admn.), BSNL C.O.

Consequent upon conduct of 7th membership verification and grant of recognition to BSNL Employees Union and NFTE BSNL in terms of this office notification of even number dated 19th May, 2016, it has been decided to constitute Councils., viz. National Council, Circle Council and Local Councils.

2. In accordance with the provisions of Part (VII) of BSNL Recognition of Non- Executives' Unions and Representation in the Councils Rules, 2012 and taking into account the percentage of votes secured by the above-mentioned recognized unions, BSNL Employees Union shall nominate nine (9) members and NFTE BSNL shall nominative five (5) members from the Staff Side in the Councils. Taking note of this office letter no. BSNL/9-5/SR/2013 dated 27th June, 2013, the unions shall ensure that all the members are nominated from their own unions, which have been recognized in the 7th membership verification.

3. While making nominations to the Councils, the recognized representative unions are expected to take into account the provisions of Parts (VI) and (VII) of BSNL Recognition Rules Referred to above.

Results of 7th membership verification for electing majority union(s) of non-executive employees held on 10th May 2016

S. No.	Name of the Circle	Total Voters	Votes Polled	In-valid Votes	Valid votes polled	Details of valid votes polled in favour of participating unions						
						AIBCTES	BTU BSNL	BTEU (BSNL)	BSNL ATM	BSNL DEU	BSNL EAU	
1	A & N	150	147	1	146	0	0	1	0	1	0	0
2	AP	19018	18133	120	18013	5	6	825	16	52	14	14
3	AS	3534	3348	23	3325	1	3	9	0	13	3	3
4	BH	4762	4451	42	4409	2	3	264	6	25	8	8
5	CHG	1377	1328	9	1319	1	0	0	1	9	4	4
6	GJ	13737	11571	271	11300	17	11	412	47	11	29	29
7	H.P.	2382	2317	10	2307	2	1	107	4	12	6	6
8	HR	3396	3249	19	3230	1	0	123	5	8	8	8
9	J&K	1654	1559	21	1538	3	0	8	13	9	2	2
10	JH	2151	2048	31	2017	2	7	24	3	16	3	3
11	KTk	12308	11692	89	11603	6	2	112	3	32	12	12
12	KR	9806	9368	45	9323	6	2	711	6	15	6	6
13	MP	6735	6430	50	6380	0	2	85	7	40	7	7
14	MH	16221	14919	243	14676	86	22	690	23	63	19	19
15	NE-I	1368	1266	5	1261	0	0	3	0	4	2	2
16	NE-II	1175	1032	17	1015	1	1	3	6	12	1	1
17	NTR	968	851	6	845	0	28	15	0	4	1	1
18	OR	2845	2722	16	2706	4	0	78	10	17	1	1
19	PB	5670	5457	37	5420	1	3	139	10	17	8	8
20	RAJ	7736	7232	58	7174	8	13	131	13	26	13	13
21	TN	12074	11801	44	11757	3	21	59	3	14	8	8
22	UP-E	8626	8169	46	8123	1	6	684	19	23	5	5
23	UP-W	5427	5224	61	5163	1	2	139	8	23	4	4
24	UTL	1551	1459	10	1449	1	2	93	5	9	2	2
25	WB	5062	4886	28	4858	3	1	28	4	10	1	1
26	CTD	6047	5774	36	5738	1	16	2	7	189	4	4
27	KTD	5617	5192	36	5156	2	1	94	2	3	5	5
28	ALTIC	93	89	0	89	0	0	0	0	2	0	0
29	BRBRAITT	70	57	0	57	0	0	0	0	0	0	0
30	C.O.	480	416	1	415	0	8	4	0	1	0	0
31	Insp.Cir	46	44	0	44	0	0	0	0	0	0	0
32	TF-J	485	463	7	456	0	0	1	1	6	0	0
33	TF-K	586	558	8	550	1	1	0	1	1	0	0
34	TF-M	517	445	3	442	0	1	1	0	0	0	0
35	TS	146	143	2	141	0	0	1	0	0	0	0
TOTAL		163820	153840	1395	152445	159	163	4846	223	667	176	176
% age w.r.t.total no. of votes			93.91	0.85	93.06	0.1	0.1	2.96	0.14	0.41	0.11	0.11

Results of 7th membership verification for electing majority union(s) of non-executive employees held on 10th May 2016

S. No.	Name of the Circle	Total Voters	Votes Polled	In-valid Votes	Valid votes polled	Details of valid votes polled in favour of participating unions					
						BSNL EC	BSNL ES	BSNL EU	BSNL MS	BSNL NTSU	BSNL PEWA
1	A & N	150	147	1	146	0	1	73	0	0	0
2	AP	19018	18133	120	18013	23	52	9653	26	4	8
3	AS	3534	3348	23	3325	10	21	2636	12	1	2
4	BH	4762	4451	42	4409	4	20	1314	14	8	6
5	CHG	1377	1328	9	1319	2	3	513	2	0	0
6	GJ	13737	11571	271	11300	11	63	5382	38	4	3
7	H.P.	2382	2317	10	2307	1	19	1325	11	3	4
8	HR	3396	3249	19	3230	2	16	1562	5	1	2
9	J&K	1654	1559	21	1538	0	12	722	2	1	2
10	JH	2151	2048	31	2017	3	6	406	6	1	9
11	KTK	12308	11692	89	11603	21	44	6371	32	9	13
12	KR	9806	9368	45	9323	40	35	6370	17	3	3
13	MP	6735	6430	50	6380	4	26	3748	14	2	3
14	MH	16221	14919	243	14676	12	82	8200	12	6	5
15	NE-I	1368	1266	5	1261	3	7	1112	0	0	3
16	NE-II	1175	1032	17	1015	1	11	846	6	1	0
17	NTR	968	851	6	845	1	0	205	3	1	1
18	OR	2845	2722	16	2706	2	6	1337	8	1	1
19	PB	5670	5457	37	5420	2	22	2934	7	3	1
20	RAJ	7736	7232	58	7174	3	37	4230	45	5	5
21	TN	12074	11801	44	11757	22	25	4972	7	1	4
22	UP-E	8626	8169	46	8123	14	22	3411	13	304	8
23	UP-W	5427	5224	61	5163	2	20	2730	11	3	3
24	UTL	1551	1459	10	1449	0	4	863	2	5	2
25	WB	5062	4886	28	4858	14	11	3485	4	1	3
26	CTD	6047	5774	36	5738	11	11	2209	3	0	2
27	KTD	5617	5192	36	5156	13	12	3501	10	2	4
28	ALTIC	93	89	0	89	0	1	32	0	0	1
29	BRBRAITT	70	57	0	57	0	1	49	1	0	0
30	C.O.	480	416	1	415	0	0	90	1	1	0
31	Insp.Cir	46	44	0	44	0	0	35	0	0	0
32	TF-J	485	463	7	456	0	0	241	2	0	0
33	TF-K	586	558	8	550	3	1	341	2	0	1
34	TF-M	517	445	3	442	1	0	198	1	0	2
35	TS	146	143	2	141	0	0	99	0	0	0
TOTAL		163820	153840	1395	152445	225	593	81195	317	371	101
% age w.r.t.total no. of votes			93.91	0.85	93.06	0.14	0.36	49.56	0.19	0.23	0.06

Results of 7th membership verification for electing majority union(s) of non-executive employees held on 10th May 2016

S. No.	Name of the Circle	Total Voters	Votes Polled	In-valid Votes	Valid votes polled	Details of valid votes polled in favour of participating unions									
						BSNL SU	BSNL WRU	FNTOBEA	NFTE	BSNL	NUBSNLW	(FINTO)	TEPU	TEU (BSNL)	
1	A & N	150	147	1	146	0	0	0	0	70	0	0	0	0	0
2	AP	19018	18133	120	18013	21	54	15	15	6354	878	5	5	2	2
3	AS	3534	3348	23	3325	8	10	4	4	439	151	1	1	1	1
4	BH	4762	4451	42	4409	9	32	3	3	1941	745	3	3	2	2
5	CHG	1377	1328	9	1319	2	10	0	0	755	16	1	1	0	0
6	GJ	13737	11571	271	11300	17	21	27	27	4573	607	17	17	10	10
7	H.P.	2382	2317	10	2307	7	23	8	8	760	10	1	1	3	3
8	HR	3396	3249	19	3230	4	47	3	3	1434	9	0	0	0	0
9	J&K	1654	1559	21	1538	3	14	3	3	700	42	1	1	1	1
10	JH	2151	2048	31	2017	2	7	4	4	1098	146	1	1	3	3
11	KTK	12308	11692	89	11603	12	73	22	22	4288	534	7	7	10	10
12	KR	9806	9368	45	9323	9	10	17	17	631	1434	2	2	6	6
13	MP	6735	6430	50	6380	5	28	9	9	2351	41	2	2	6	6
14	MH	16221	14919	243	14676	21	52	9	9	5155	210	5	5	4	4
15	NE-I	1368	1266	5	1261	5	2	3	3	65	51	1	1	0	0
16	NE-II	1175	1032	17	1015	3	1	2	2	114	1	2	2	3	3
17	NTR	968	851	6	845	0	11	1	1	494	78	1	1	1	1
18	OR	2845	2722	16	2706	5	11	1	1	1101	121	1	1	1	1
19	PB	5670	5457	37	5420	6	54	9	9	2115	83	3	3	3	3
20	RAJ	7736	7232	58	7174	9	74	17	17	2502	38	4	4	1	1
21	TN	12074	11801	44	11757	7	37	10	10	5584	964	13	13	3	3
22	UP-E	8626	8169	46	8123	11	55	8	8	3138	399	0	0	2	2
23	UP-W	5427	5224	61	5163	2	27	2	2	2079	102	3	3	2	2
24	UTL	1551	1459	10	1449	0	10	4	4	411	35	0	0	1	1
25	WB	5062	4886	28	4858	2	10	2	2	701	224	3	3	351	351
26	CTD	6047	5774	36	5738	4	27	16	16	2532	680	2	2	2	2
27	KTD	5617	5192	36	5156	3	3	2	2	215	570	2	2	712	712
28	ALTIC	93	89	0	89	1	0	0	0	52	0	0	0	0	0
29	BRBRAITT	70	57	0	57	0	0	0	0	4	2	0	0	0	0
30	C.O.	480	416	1	415	1	2	1	1	152	154	0	0	0	0
31	Insp.Cir	46	44	0	44	0	0	1	1	3	5	0	0	0	0
32	TF-J	485	463	7	456	1	4	0	0	174	26	0	0	0	0
33	TF-K	586	558	8	550	1	7	0	0	180	2	0	0	8	8
34	TF-M	517	445	3	442	0	4	0	0	193	41	0	0	0	0
35	TS	146	143	2	141	0	0	0	0	9	28	0	0	3	3
TOTAL		163820	153840	1395	152445	181	720	203	203	52367	8697	101	101	1141	1141
% age w.r.t.total no. of votes			93.91	0.85	93.06	0.11	0.44	0.12	0.12	31.97	5.3	0.06	0.06	0.7	0.7

Grant of facilities to the recognized representative Unions of non-executive employees in BSNL and also to the unions which secured more than 2% of total votes at All India level- regarding

No. BSNL/5-1/SR/2015/Vol.II(ii) Dated the, 19th May, 2016 All Chief General Managers, BSNL

This is with reference to this office Notification no. BSNL/5-1/SR/2015/Vo.II (i) dated 19th May, 2016 declaring "BSNL Employees Union" as the Main Recognised Representative Unions and "National Federation of Telecom Employees BSNL" as the second Recognised Representative Union of non-executive employees in BSNL in pursuance of the results of 7th membership verification declared by the Chief Returning Officer.

2. Accordingly, both the unions, i.e.. "BSNL Employees Union" and "National Federation of Telecom Employees BSNL" are granted facilities as listed under Part (A) of item VIII relating to Trade Union Facilities of the BSNL Recognition of Non-Executives Unions and Representation in the Councils Rules, 2012 at All India/Circle/SSA levels for the period of recognition of three years from the date of notification, i.e. from 19th May, 2016 to 18th May, 2019.

3. Further, by virtue of securing more than 2% votes of total votes at all-India basis, NUBSNLW (FNTO) and BTEU (BSNL) are also granted facilities as listed under the Part (B) of item VIII relating to Trade union Facilities of the BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012 at All India/Circle/SSA levels for the period of three years from 19th May, 2016 to 18th May, 2019.

Revision of pension of pre-2006 pensioners – de linking of revised pension from qualifying service of 33 years

No. 38/37/08-P&PW (A) Dated 06th April, 2016 to Ministry of Personnel, PG & Pensions, Department of Pension & Pensioners' Welfare

The undersigned is directed to say that as per Para 4.2 of this Department's OM of even number dated 1.9.2008 relating to revision of pension

of pre-2006 pensioners w.e.f. 1.1.2006, the revised pension w.e.f. 1.1.2006, in no case, shall be lower than 50% of the sum of the minimum of pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. A clarification was issued vide DoP&PW OM of even number dated 3.10.2008 that the pension calculated at 50% of the minimum of pay in the pay band plus grade pay would be calculated at the minimum of the pay in the pay band (irrespective of the pre-revised scale of pay) plus the grade pay corresponding to the pre-revised pay scale.

2. Several petitions were filed in the Central Administrative Tribunal, Principal Bench, New Delhi inter alia claiming that the revised pension of the pre-2006 pensioners should not be less than 50% of the minimum of the pay band + grade pay, corresponding to the pre-revised pay scale from which pensioner had retired, as arrived at with reference to the fitment tables annexed to Ministry of Finance, Department of Expenditure OM No. 1/1/2008-IC dated 30th August, 2008, Hon'ble CAT, Principal Bench, New Delhi vide its common order dated 1.11.2011 in OA No.655/2010 and three other connected DAs directed to re-fix the pension of all pre-2006 retirees w.e.f. 1.1.2006 based on the Resolution dated 29.8.2008 of the Department of Pension & Pensioners' Welfare and in the light of the observations of Hon'ble CAT in that order.

3. Orders were issued vide this Department's OM of even number dated 28.1.2013 for stepping up of pension of pre-2006 pensioners w.e.f. 24.9.2012 to 50% of the minimum of pay in the pay band and grade pay corresponding to pre-revised pay scale from which the pensioner retired. Para 5 of this OM provides that in case the consolidated pension/family pension calculated as per para 4.1 of O.M. No.38/37/08- P&PW (A) dated 1.9.2008 is higher than the pension/family pension calculated in the manner indicated in the O.M. dated 28.1.2013, the same (higher consolidated pension/family pension) will continue to be treated as basic pension/family pension.

4. Subsequently, in compliance of the order dated 1.11.2011 of the Hon'ble CAT, Principal Bench in OANo. 655/2010, order dated 29.4.2013 of Hon'ble High Court of Delhi in WP (C) No.

1535/2012 and order dated 17.3.2015 of Hon'ble Supreme Court in SLP (C) No. 36148/2013, order were issued vide this Department's OM of even number dated 30.7.2015 that the pension/family pension of all pre — 2006 pensioners/family pensioners may be revised in accordance with this Department's O.M. No.38/37/08-P&PW(A) dated 28.1.2013 with effect from 1.1.2006 instead of 24.9.2012.

5. In accordance with the order issued in implementation of the recommendation of the 6th CPC, the pension of Government servants retired/retiring on or after 1.1.2006 has been delinked from qualifying service of 33 years. In OA No. 715/2012 filed by Ski. M.O. Inasu, a pre-2006 pensioner, Hon'ble CAT, Ernakulam Bench, vide its order dated 16.8.2013 directed that the revised pension w.e.f. 1.1.2006 under para 4.2 of OM dated 1.9.2008 would not be reduced based on the qualifying service of less than 33 years. The appeals filed by Department of Revenue in the Hon'ble High Court of Kerala and in the Hon'ble Supreme Court have also been dismissed. Similar orders have been passed by Hon'ble CAT/ High Court in several other cases also.

6. The matter has been examined in consultation with the Ministry of Finance (Department of Expenditure). It has now been decided that the revised consolidated pension of pre-2006 pensioners shall not be lower than 50% of the minimum of the pay in the Pay Band and the grade pay (wherever applicable) corresponding to the pre-revised pay scale as per fitment table without pro-rata reduction of pension even if they had qualifying service of less than 33 years at the time of retirement. Accordingly, Para 5 of this Department's OM of even number dated 28.1.2013 would stand deleted. The arrears of revised pension would be payable with effect from 1.1.2006.

7. Ministry of Agriculture, etc. are requested to bring the contents of these orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and Subordinate Offices under them for revising the pension of all those pre – 2006 pensioners who had rendered less than 33 years of qualifying service at the time of retirement in the manner as indicated above on top priority. Revised Pension Payment Orders in all these cases may also be issued immediately.

8. All pension disbursing offices/banks are also advised to prominently display these orders on their notice boards for the benefit of pensioners.

9. This issues with the approval of Ministry of Finance, Deptt. of Expenditure vide ID Note No. 2(9)/EV/2015, dated 15.3.2016.

Admissibility of Professional / Skill Upgradation Allowance at IDA Basic Pay with 78.2% fitment in respect of Executives and Non-executives of BSNL

No. 1 1-0412015-PAT (BSNL) Dated: 05.04.2016 to All Heads of Telecom Circles & All Heads of Other Administrative Units

Subsequent to the implementation of benefit of merger of 50% IDA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment and pay fixation in the revised pay scales w.e.f. 10.6.2013, further instructions were issued by this office vide letters No. 1-5012008-PAT(BSNL) dated 13.6.2013 and No. 1-1612010-PAT(BSNL) dated 13.6.2013 wherein, it has been intimated that all allowances like Medical reimbursement with voucher for outdoor treatment, Professional/ Skill Upgradation Allowance, House Rent Allowance, etc. shall continue to be 'paid at IDA Basic Pay with 68.8% fitment till further orders.

Now, it has been decided with the approval of competent authority that the Professional Upgradation Allowance in respect of Executives and Skill Upgradation Allowance in respect of Non-executives shall be paid at IDA Basic Pay with 78.2% fitment w.e.f. 1.4.2016.

Holding of Limited Departmental Competitive Examination (LICE) for promotion to the post of Junior Telecom Officer (Telecom) {JTO (T)} in BSNL -Clarification reg.

No. 12-1/2016-Rectt. Dated 12-4-2016 to Chief General Manager Territorial Telecom Circles, BSNL, Chief General Manager Kolkata/Chennai Telephone Dists, BSNL Chief General Manager Mtce. NTR, BSNL,

As per the Interim Orders given by various CAT Benches, with the approval of the Compe-

tent Authority in BSNL, it has been decided to provisionally allow all those TTAs to appear in the Limited Internal Competitive Examination (LICE) for promotion to the post of Junior Telecom Officer (Telecom) {JTO (T)} to be held on 22/05/2016, for whom examination for Direct Recruitment in the TTA grade was held in the year 2007 and training was completed after 01/07/2008. However, the eligibility of these provisionally allowed candidates would be subject to the outcome of these Court cases/final approval of the Competent Authority in BSNL.

Accordingly, it has been decided to allow only those candidates, who have been provisionally allowed, as per the aforesaid clarification, to appear in the aforesaid LICE, to register Online between 15/04/2016 and 22/04/2016 midnight.

Preparation of voters' list in connection with 7th membership verification - clarification regarding

No. BSNL/5-1/SR/2015/Vol.II Dated, the 28th April, 2016 to Chief General Manager, Kerala Telecom Circle, Thiruvananthapuram.

Ref: Kerala Circle letter no. SR/7lh MV/2016/40 dated 25th April, 2016

Please refer your office letter referred to above on the subject matter. The point-wise clarification is as follows :-

Query: 1. Some JTOs (off) who are presently undergoing training/field training are joined/ expected to join duties as regular JTO on 4.4.2016/9.5.2016. However, on 30.3.2016, since their status was non- executive, their names were included in the electoral roll. But on the date of polling, they may become executive. Whether, they may be permitted for voting?

Proposed reply: No, an employee who acquires the status of an executive on the date of polling, i.e. 10.5.2016, cannot be permitted to cast his vote since the election is for the non-executives.

Query: 2. Same is the case for the TTA's undergoing training/ field training are expected to join duties as regular JTO on 9.5.2016. As on date, they are non- executive. On the date of polling they become executive if qualified. Whether they may be permitted for voting?

Proposed reply: --do--

Query: 3. Some RM's have been appointed on compassionate ground on 5.4.2016 after the finalisation of voter's list. Whether they may be included in the voters list?

Proposed reply: The voters' list has already been finalized on 30.3.2016. The voters' list is not to be revised to accommodate employees who join the organisation after finalisation of voters list.

Query: 4. One TTA has joined in Kerala Circle on 1.4.2016 from Karnataka Circle on transfer. Whether his name be included in the Kerala Circle under Malappuram SSA list?

Proposed reply: The voters' list already finalised is not to be revised. However, to enable the TTA who is transferred from Karnataka Circle, to cast his vote, one authorization letter can be issued on the day of polling.

Concessional telephone facility to the retired/Retiring employees of BSNL - Modification in circular regarding

No. 2-07/07-PHA dated 12-5-2016 to the Chief Manager, BSNL, All Telecom Circles/Distt.

With reference to the subject mentioned above the undersigned has been directed to seek following information in order to process the case further

The amount outstanding beyond the free calls against each connection (LL/BB/Mobile/EVDO/ data card, if any.

How the outstanding beyond free limits is being realized i.e. method of payment/adjustment etc. by different categories.

Change of Designations of major cadres of Non-Executives working in BSNL

No 2-4/2007-Restg.Vol-III Dated 12.05.2016 to CMD BSNL

Competent authority is pleased to- change the designations of the following cadres of Non-Executives in BSNL with immediate effect:

Existing Designations : 1. Telecom Technical Assistant (TTA), **New Functional Designations:** Junior Engineer.

Existing Designations : 2a. Sr. Telecom Operating Assistant (Sr. TOA) in NE-11 & NE-12 Pay Scale), **New Functional Designations:** Office Superintendent

Existing Designations : 2b. Sr. TOA (in NE-9 & NE- 10 pay scale. **New Functional Designations:** Assistant Office Superintendent

Existing Designations : 2c. Sr. TOA (in NE-7 & NE- 8 pay scale. **New Functional Designations:** Senior Office Associate

Existing Designations : 3. Telecom Mechanic (TM), **New Functional Designations:** Telecom Technician

Existing Designations: 4. Regular Mazdoor (RM). **New Functional Designations:** Assistant Telecom Technician.

It is stated that no claim/entitlement of any kind shall lie on account of similarity of new designation with that in Central Govt/ other PSUs and BSNL in respect of pay scales' pay fixation, change in classification or any other entitlements. Further the change in designations of the non-executives mentioned above will not entail any change in their duties and responsibilities.

Preparation of voters' list in connection which conduct of 7th membership verification of non-executive' unions in BSNL – clarification regarding.

No.BSNL/5-1/SR/2015/Vo.II Dated, the 12th May, 2016 to All CGMs, BSNL, GM (Pers), BSNL CO

This has reference to this office letter of even number dated 28th April, 2016 addressed to the Kerala Telecom Circle and copy endorsed to all the CGMs under which it is clarified that employees who acquire the status of an executive on or before the date of polling, i.e 10.05.2016 cannot be permitted to cast their votes since the election is for the non-executives.

It is further clarified that while communicating the final results of the election to the Corporate office in accordance with this office in accordance with this office letter no. No. CRO/BSNL/MV/2016 dated 3rd May, 2016 the number of employees, who are promoted to the executive category on or before 10.5.2016, may be excluded from the list of total number of non-executives.

Rule-8 Transfer Requests on ERP Portal-reg.

No.5-20/2016-Estt-IV Dated: 12th April 2016 to Heads of all Telecom Circles, BSNL

It is to inform that a provision has been made in the ERP system for applying online for rule-8 transfers for all employees who wish to apply for transfer under rule 8.

It may be given wide publicity and all JTOs and TTAs who apply for rule 8 transfer after issue of this letter may be requested to apply for rule 8 transfer through ERP portal only.

The waiting list already existing in Circle may also be put up on ERP portal so that any information relating to rule 8 transfers of Circles can be seen by Corporate office which is often required while replying to VIP references relating to rule 8 transfers.

Framing of Recruitment Rules of TTA – 2014 – Clarification thereof

No. 250-7/2013-Pers-III, Dated: 19.04.2016 To The Chief General Manager, BSNL, Rajasthan Telecom Circle, Jaipur.

I am directed to refer to your office letter No. STA/8-8/TTA/Req./2015/56 dated 4.4.2016 on the above mentioned subject and to clarify that those TTAs who were initially recruited as per old RR of TTA-2001 for the RY-2012 but appointed after 25.08.2014 shall be treated as SSA cadre employees for all purpose.

Steady decline in maintenance of BSNL IQs.

F.No. BSNL/Admin/23-10/2015 Dated: 18.4.2016

I am writing this to invite your attention towards steady decline in the standards of maintenance of BSNL IQs. Many higher officers from BSNL and other organizations such as DOT etc. have reported that at some place even minimum standards of maintenance are not observed. Our rooms are generally spacious with many amenities but these are badly managed. Rooms are generally not clean and tidy and bathrooms miserable. It has also come to notice that at most of the places one or two rooms are exceptionally well managed and rest of the rooms are simply not taken care of. It has also observed that our IQ condition are very pathetic.

Officer of BSNL, DOT, MTNL, TRAI and other related organizations move across the country and stay in BSNL IQs. The tariffs of these IQs have also been revised suitably from time to time. Hence it is imperative to maintain minimum basic standards in the maintenance of rooms/stoats in our IQs.

I would like to emphasize that cleanliness and tidiness are basic necessities. These are basic minimums that are required wherever we stay. Luxury comes next and is not a necessity as such. People complain only when they see that rooms are not even clean and tidy.

In view of above I would like to stress following points regarding maintenances of our IQs.

1. All rooms should remain clean and tidy.
2. The walls should be properly painted and floors should not have any cracks.
3. Doors and windows should operate smoothly and should shut rightly.
4. The bed should be pepper with clean mattress and bed sheet and pillow.
5. There should be a basic table and chair with a lamp in the room.
6. The room should be properly lit and all electricity points should be safe and properly installed.
7. The AC should be in working condition with acceptable noise levels.
8. During winters a basic heating device and clean blankets should be provided.
9. TV with cable/satellite connection should be available.
10. Bathrooms should be clean and tidy. Buckets and mugs should be clean and there should not be any leakage from the taps
11. GM (Admin) in the circle and DGM (Admin) in the SSAs shall be the in charge of IQs and they will be responsible for effective implementation of all above points. They would also ensure a weekly visit in the IQs and submit a visit note to respective heads.

Clarification in pay scale up-gradation under NEPP-2010 in regard to effect of EOL/CCL etc. regarding.

No.13-3/2016-Pen.(B) Dated 18.04.2010 to All Heads of Telecom Circles/ Telecom District & other Administrative Offices/Telecom Stores/ Telecom factories, BSNL

This office has received letter from Rajasthan Telecom Circle seeking clarification in pay up-gradation under NEPP-2010 in regard to effect of EOL/CCL etc.

The matter has been examined in this office and the following clarifications are provided.

Description: EOL without medical certificate for pursuing higher studies. **Clarification:** The period will be counted towards residency period for up-gradation.

Description: EOL in other cases. **Clarification:** The period will not be counted towards residency period for up-gradation.

Description: Child Care Leave. **Clarification:** The period will be counted towards residency period for up-gradation since CCL is to be treated like EL and sanctioned as such in terms of DOP & Trg. OM No. 13018/1/1/2010-Estt (Leave) dated 18.11.2008.

Revision of pension of pre-2006 pensioners- delinking of revised pension from qualifying service of 33 years- reg.

No.40-04/2013-Pen (T) Ministry of Communications &IT Department of Telecommunications (Pension Section) Dated 5/5/2016

The undersigned is directed to circulate DOP & PW's OM No. 38/37/08-P&PW (A) dated 06.04.2016 on the above mentioned subject for implementation and necessary action.

Amendment in BSNL Employees Transfer policy issued vide No. 6-1/2007-Restg dated 7.5.2008 and amended from time to time.

No 6-1/2007-Restg Vol-IE Date 7th April 2016, to All Heads of Telecom Circles/ Metro Districts / Functional Units of BSNL

Approval of the Competent Authority is hereby conveyed to the inclusion of the diseases "Thalassemia" and "Haemophilia" in the term of 'disabled' in clause 6(i) of the amendment to transfer policy issued vide letter No 6-1/2007-Restg Vol-III dat-

ed 24.11.2014. The said amendment was made under the heading SECTION- A TRANSFER RULES & GUIDING PRINCIPLES.

The following text under 6(i) of the said amendment may be read as:

(i) Employee who is also a care giver of disabled child may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints. The word 'disabled' includes (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or Cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness (vii) multiple disabilities (viii) autism (ix) Thalassaemia and (x) Haemophilia.

Compassionate Ground Appointments (CGA)-Revision in Weightage points

**No.273-18/2013-Estt-IV Dated:21 April, 2016
to The All Heads of Circles. Bharat Sanchar
Nigam**

1. As circles are aware, weightage point system is in vogue in BSNL for considering compassionate ground appointment cases and the scheme in this regard was issued vide letter no. 273-18/2005-Pers-IV dated 27.06.2007.

2. Due to revision of pay scales, pension etc and the feedback received in the past/observations of different courts, the existing weightage point system has been revised. Accordingly, BSNL Board has approved the new weightage point system as detailed in Annexure-I-A and I-B applicable w.e.f. 01.04.2016. The changes in the weightage points in the new scheme are in respect of : (i) Handicapped Dependent (ii) Accommodation (iii) EPF pension (iv) Negative points for belated request (v) Applicant's weightage.

3. The officials who have taken absorption in BSNL under rule 37 A are eligible to get pension as per CCS pension rules 1972 in case of death/medical invalidation/missing employees and are covered under General Provident Fund Scheme. CGA case of such employees may be given marks in terms of point allotted to different parameters as detailed in Annexure-I-A or I-B as the case may be.

4. The officials who have been recruited/appointed/regularized directly by BSNL are not eli-

gible for pension under CCS pension rules, 1972. However, all such officials are covered under Employees Provident Fund Scheme in which BSNL contributes @ 12% of his (basic +IDA) every month. Accordingly, employees may be given marks in terms of point allotted to different parameters as detailed below wherein Basic monthly return formula has been used in place of CCS Basic monthly pension to achieve correlation between the two.

Basic monthly return (on the day of death/invalidation) may be calculated as detailed below:

Total monthly contribution made by BSNL till death/date of invalidation = A.

Interest@8.5% per annum on the monthly contribution made by BSNL till death/date of invalidation = B.

Total Corpus Fund on the date of death of an employee/date of invalidation = A+B

Basic Monthly return by considering interest @8.5% per annum on the Corpus Fund at the time of death/date of invalidation = (A+B)*8.5/12

5. Cases with 55 or more net points shall be prima-facie treated as eligible for consideration by Circle High Power Committee (HPC) for compassionate appointment. Score of 55 or more point by any applicant does not give him any right/claim of appointment under CGA.

6. The procedure for processing the cases of compassionate appointment shall thus be as below:-

i) The Welfare Officer of the Circle/SSA/Unit will meet the members of the family of the ex-employee immediately after his death/medical invalidation to advise them about provisions of the scheme and assist them in completing necessary formalities in filling up of details in prescribed proforma i.e. Proforma Part 'A' (same as Annexure of the DOP & T scheme of 1998) and other details needed as per weightage point system and verify it with the official records. The office concerned will fill up the Proforma Part 'B' as per the existing practice.

ii) The SSA/Unit concerned will scrutinize the application and prepare check-list according to the weightage point system (Proforma Annexure -I-A & I-B).

iii) The Circle –list (in the format of Annexure-I-A & I-B). Proforma Part ‘A’ and Proforma Part ‘B’ complete in all respects, along with supporting details, shall be sent to concerned territorial circle office for further processing.

7. The Circle High Power Committee (CHPC), consisting of three officers of PGM/Sr. GM/GM level, nominated by Circle Head, Shall consider applications for appointment on compassionate grounds as per guidelines issued vide letter no. 273-18/2013/CGA/P-IV dated 01-10-2014. Only those cases where net points are 55 or more than 55 will be considered. Cases with net points below 55 (i.e 54 or less), the family will be treated as not living in indigent condition and such compassionate ground appointment request will be regretted by the Circle. The applicant will be intimated about rejection of the request by the concerned circle through a speaking order.

8. Where there is a problem in attributing points on any of the aspects due to peculiar circumstances in any specific case, the same may also be referred to BSNL Corporate Office along with supporting documents, including the check-list, for consideration and decision by Corporate Office HPC.

9. The recommendations of High Power Committee of the circle along with approval of CGMT will be considered and approved by CMD of Director (HR), BSNL before offering CGA.

10. The decision taken by the Corporate Office will be intimated to respective circles for further follow up action i.e. informing the candidate about acceptance or rejection of his or her CGA case. The procedure for calculating 5% CGA quota vacancies will be as per principles laid down in BSNL CO letter No. 268-101/2002-P.IV dated 01.10.2012.

11. In case where the wife of the deceased employee has applied for CGA for herself, she will get 15 additional points as grace points. This is in line with the general principle that the widow needs to be given preference for compassionate ground appointment.

12. The new weightage point system shall be applicable w.e.f. 01.04.2016. While sending CGA cases as per new policy, it must be ensured by the Circles that revised pension and terminal

benefits received by the deceased family are as per the revised pay etc. have been considered.

Annexure-I-A

Weightage Point System for assessment of Indigent Condition

(A) Items with Positive Points

ITEM	WEIGHTAGE POINTS
1. Dependent’s weightage	Points
	Max. 30 points
a) No. of dependents	
(i) 3 and above	15
(ii) 2	10
(iii) 1	05
b) No. of unmarried daughters	
i) 3 and above	15
ii) 2	10
iii) 1	05
(iv) None	00
c) No. of minor children	
i) 3 and above	15
ii) 2	10
(iii) 1	05
(iv) None	00
2. For handicapped dependent	05
	Max 05 points
	(Only if degree of disability is more than 40%)
2. Basic Family Pension/Basic Family Return	
	Max. 20 points

Pension calculated with uniform fitment benefit @ 30 % of Basic pay + effective DA @78.2% as on 01.01.2007(effective DA arrived at after extending benefit of merger of 50% DA for the purpose of fitment w.e.f 01/01/2007)

	Points
Upto 4650	20
4651 to 5250	18
5251 to 5850	16
5851 to 6450	14
6451 to 7050	12
7051 to 7650	10
7651 to 8250	08

8251 to 8850	06
8851 to 9450	04
9451 to 10050	02
10051 & above	00

3. Left out service*(w. r. t. date of death/medical invalidation/missing) Max. 15 points

	Points
< 1 year left out service	Nil
> 1 year left out service	@ 1 point for each year of left out service subject to maximum of 15 points.

Max. 15 points

4. Applicant's weightage	Points
a) Widow seeking CGA	15
Others (Son/Daughter/Brother/Sister/Widower)	00
(b) Applicant will get additional points if other parent has also expired on or before the date of death of deceased employee /Medical invalidation of employee/Missing persons	15

5. Terminal benefits including DCRG. GPF/EPF. Leave encashment, Pension Commutation. CGEGIS/GSLI. All life insurance policies. ex-gratia payment etc. **Max 10 point**

	Point
Upto 2,00,000	10
2,00,001 to 4,00,000	09
4,00,001 to 6,00,000	08
6,00,001 to 8,00,000	07
8,00,001 to 10,00,000	06
10,00,001 to 12,00,000	05
12,00,001 to 14,00,000	04
14,00,001 to 16,00,000	03
16,00,001 to 18,00,000	02
18,00,001 to 20,00,000	01
20,00,001 & above	00

6. Accommodation	Max. 5 points
Family living in rented house and not owning his own house (anywhere in India)	Points
Family living in own house	05
	00

Item with negative point

7. Monthly income (Except income from serial No. 2 & 5 above) of earning member(s) including income from property/other sources

	Points
0 to 1000	Nil
1001 to 3,000	01
3001 to 5000	02
5001 to 7000	03
7001 to 9000	04
9001 & above	05

Max. 05 points

NET POINTS = Serial {1+2+3+4+5+6-7}

Assessment criteria

I. Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Circle High Power Committee for compassionate ground appointment.

II. Cases with NET POINTS below 55 (i.e.54 or less) shall be treated as non-indigent and shall be rejected.

III. The dependent of ex-employee has to apply within 3 years of the date of the death or medical invalidation of ex-employee; otherwise the case shall be treated as rejected.

IV. In case of court cases/ litigations regarding legal spouse/ legal dependents above condition of 3 years will not be applicable such cases will be decided on case to case basis by H.P.C of respective Circles provided such applicant gets 55 or more than 55 points and recommended by H.P.C or circle office.

BSNL RECEIVED AN AMOUNT OF RS. 6000 CRORES FROM THE INCOME TAX DEPARTMENT AGAINST OVER PAYMENT OF IT.

Extension of benefits of pay protection to the Internal officials selected against DR-JTO quota who have applied through proper channel-reg.

No.5-31/2001 - Pers -IV Dated : May 20th, 2016, All Heads of Telecom Circles, All Heads of Other Administrative Units, BSNL.

This Office is in receipt of various CPGRAMS regarding pay protection of TTAs selected as DR-JTO under Direct Recruitment quota (2007 Batch). These DR-JTOs in their representation have mentioned that their pay have been fixed at Rs. 19020/- i.e. at par with fresh outsider JTO candidates while these DR-JTOs have already crossed the stage of Rs 19020/-

Guidelines in this respect have already been issued vide letter dated 11.11.2014 and 23.06.2010. However, it is again reiterated that officials appointed as DR JTO (who were earlier working as TTA) are entitled for benefits of past service if otherwise admissible under rules meaning thereby that their pay in TTA grade will be protected and pay will be fixed in JTO grade accordingly. The pay in JTO grade will be fixed at a particular state after giving pay protection in TTA grade or the stage of Rs. 19020/- whichever is higher. Pay of these JTOs may therefore be fixed accordingly.

This issues with the approval of competent authority.

ADDENDUM

Procedure to be followed by the Expert Committee in case of OMR based Departmental Examinations conducted by BSNL.

No. 5-8/2013-DE (pt) Dated: 24/05/2016

In continuation to this office letter of even No. dated 08/04/2016) vide which guidelines have been issued with regard to the procedure to be followed in case of OMR based Departmental Examinations conducted by BSNL.) I am directed to say that the guidelines issued in above said letter dated 8.4.2016 with regard to JTO LICE-2013 held on 02/06/2013 (as an exceptional case) are applicable for failed candidates only.

This issues with approval of Competent Authority.

Launching of 'Free to Home' Service - Call Forwarding to Landline Numbers Scheme w.e.f. 30.05.2016

No. Mob-32/Genl/2012 (Pt.) /45 dated 30th May, 2016 to Chief General Manager All Telecom Circles/ Metro Districts, GM (Nodal Center) Pune/ Trichy/Kolkata/Chandigarh

Reference is invited towards this office letter of even number dated 23.03.2015 vide which it was instructed to test and keep the network readiness for launch of Call Forwarding to BSNL Landline numbers within and outside LSA, as per the test cases mentioned therein. Now it has been decided by the competent authority to launch 'Free to Home' service w:e:f 30.05.2016. The 'Free to Home' service involves following type of call forwarding cases from BSNL Mobile to BSNL Landline numbers:

(I) Allowing call forwarding from both Post-paid and Prepaid BSNL Mobile Numbers of an LSA to any BSNL landline numbers within that LSA on free of cost basis i.e. no charges be levied on the Mobile number originating the forwarding leg.

(II) Allowing call forwarding from both Post-paid and Prepaid BSNL Mobile Numbers to any BSNL Landline numbers outside LSA on chargeable basis. The charges to be levied on the Mobile number originating the forwarding leg would be same as per its existing subscribed plan.

(III) The said Call Forwarding by BSNL Mobile number to home LSA BSNL Landline number should work even in the scenario when the said Mobile number is in National roaming to other than home LSA.

(IV) While, implementing, all scenarios, while in roaming etc be also checked to ensure that no undesired call forwarding cases (except for the intended ones at (i) (ii) & (iii) above) occurs.

2. The service has been announced by Hon'ble Minister of Communications & IT. It is imperative that all circles and Nodal Centre should ensure that the service is implemented in a seamless fashion.

3. This be treated as MOST URGENT.

This issues with approval of Director CM BSNL Board.

LETTERS TO BSNL MANAGEMENT

Conduct of 7th Verification to identify non-executive majority union (s) in the BSNL -reg.

No TF-1/1(C-7) Date: 16-05-2016 to Chief Labour Commissioner (Central)

We are enclosing herewith copies of two letters, addressed to BSNL authorities, on the issue for perusal, ready reference and appropriate remedial action. It is strongly felt that the CRO has acted wrongly in reducing the total votes at the eleventh hour as such this has necessitated a reference for corrective measure.

The BSNL management has drawn complete plan for preparation of voters list, Polling dates and declaration of result of the verification. It is stated that BSNL HQR fixed last date for the filing of objection in voters list and thereafter finalised the same after obtaining the signatuies of the contesting unions. The CRO on the date of declaration of result 12.05.2016, reduced the total nos. of votes by deleting the names on the plea that on the date of polling they have become executives by passing the established system and procedure that there cannot be corrections after polling is over. India is democratic country where elections are taking place but such action has never been seen. The CRO deleted the names of hundreds of voters on the date of declaration of result. The BSNL has conducted six verifications but such action has never been done. You will agree, Sir, the CRO has made a mockery of the election by reducing the total strength of "the voters on the date of declaration of result. Due to such action the result was declared on 13th instead of 12th instant.

We, therefore, urge upon you to kindly intervene and restore the credibility of the election process.

LICE, 2016 for promotion to JTO Cadre – reg.

TF-14/2(b) Dated:-03-05-2016 Director (HR) BSNL, New Delhi.

Respected Madam, Kindly refer to our communication on the subject.

It has been represented that in some circles the 3% quota for physically handicapped has not been mentioned. The GOI has prescribed 3% quota for P/H and this should normally not been ignored.

Further, once again the Ex-servicemen has not

been permitted to appear in LICE ignoring the fact of year, 2013. You will agree that the stand and approach is not correct as it will invite again litigation.

We are also informed that some qualified Ex-servicemen of year 2013 LICE has still not been sent for training despite orders from BSNL HQR.

Kindly, therefore, look into the matter so that the issues are resolved.

High handedness and partisan attitude of CGM, Bihar

TF-05/2016 Dated:-13-05-2016 to Shri Anupam Srivastav, CMD BSNL, New Delhi.

We are extremely constrained to write about the high handedness and blatant partisan attitude of CGM, Bihar and urge upon you to contain the erring officer before situation go beyond control.

It is stated that a meeting of employees was scheduled to take place on 5th instant in circle, office, Patna which was to be addressed by me and other leaders. The union sought permission but the CGM denied permission on 04-05-2016 at 6 pm and by that time Pandal and dias was ready and in this huge expenditure was incurred. We may point out the same CGM permitted BSNLEU to hold meeting on 26th April.

On the meeting day due to notification about 500 employees assembled but to our great surprise and dismay the services of policeman and their officers were called to deal with the law abiding and peaceful employees. As soon as we received the information I alongwith G.S, SEWA BSNL rushed to the venue to prevent untoward happening and persuaded the workers to other place. It is proper to acquaint you that the CGM permitted BTEU also to hold meeting in the premises with 25 personnel and denied permission to NFTE due to vindictive approach. The CGM could have allotted time for the meeting to each union. The employees are not only hurt but extremely agitated over the partial and raw treatment meted out to NFTE. You will agree, Sir, the BSNL cannot to run and grow with the blessings of policemen and the circle head should take Workers into confidence.

We, therefore, demand that appropriate action be taken against the erring, partisan and vindictive circle Head in the interest of peace.

Denial to use Calculator in the LDCE for promotion to JTO (Elect) under

20% quota held on 27.3.2016 - reg.

**TF-28/7 Dated:-13-05-2016 to Smt. Sujata Ray,
Director HR, BSNL**

The LDCE for JTO (Elect) was held on 27th March, 2016. There were questions which could not be answered due to denial to use calculator. This has placed the Candidates in disadvantageous position. This aspect need to be considered in real perspective as some candidates could not qualify by 2 marks. In this connection we are referring the case of Shri Nitinjain, Roll No.-400499. His application is enclosed for ready reference.

We therefore, request you to get the matter considered and grant full marks for the questions which require the assistance of calculator.

Creating of Multi Tasking staff -reg.

**TF-15/3 dated: 22-5-2016 to Director (HR),
BSNL, New Delhi.**

**Refce:- Item 7.16 of 31st NC, meeting held on
25th September 2014.**

Kind reference is invited to the discussions on above item. The minutes of the meeting are reproduced below for ready reference.

"Staff side submitted that Central Government departments have upgraded all the Gr. D/RMs to Group C by creating a Multi Tasking Staff Posts. Similarly BSNL should form a Cadre like MTS in NE5 scale and solve many issues that are affecting the RM/Gr. D staff. They suggested that suitable training may be given to them before their absorption to such a Cadre.

Official side replied that management is aware of the need of capacity enhancement of non-executive including RMs and creation of Multi Tasking Cadres. However, as stated earlier, a consultant has been engaged to recommend the ways for financial growth and revival of BSNL. Once the roadmap to financial growth and revival of the company is in place, the capacity assessment and area for improvement in respect of Group 'D'/RM Cadres may be undertaken to understand the training needs of these personnel so that the huge workforce can be utilized more gainfully".

Almost two years have elapsed since then but apparently no action has been taken in the matter even though the official side agreed in the meeting for gainful utilization of employees by creating multi-tasking staff.

We request you to please look into the matter so that the process for creation of multi tasking staff is started which will solve many issues including stagnation, of RMs and Group 'D' employees.

**Grant of one increment to TTAs to
protect wage loss –Reg,**

**No. TF-9/1(7), Date: 25-05-2016 to The Director
(HR), BSNL, New Delhi**

Vide BSNL HQ letter No. 1-02/2012-PAT (BSNL) DT.13-7-2015 orders were issued for grant of one increment to directly recruited TTAs to protect their wage loss due to second wage revision. This benefit was extended to TTAs appointed between 1-1-2007 and 7-5-2010. It is stated that due to administrative reasons some TTAs of same batch were sent for training at a later date resulting appointment after the cut of date i.e. after 7th May, 2010. Such TTAs are also facing wage loss.

We may submit that the union vide letter TF 9/1 dt 5-4-2016 and 25-4-2016 has referred the matter as series of the representations had been received at the head quarters.

Therefore we urges upon you to please order for the benefit of one increment' to TTAs of same batch who were appointed after 7th May '2010 and facing wage loss.

**JTO LICE vis-a-vis promotion of
Ex-servicemen to the posts**

**TF-14/2(b) Dated:-26-05-2016 to Director (HR)
BSNL, New Delhi.**

Vide BSNL HQR letter No.-3-34/2016/Estt.-IV/ESM, dt-22-03-2016. Orders were issued to all CGMs for promotion of such ex-servicemen TTAs who appeared in JTO LICE of year 2013 as per Court verdict. Some personnel have completed phase-I training as per Court orders.

It has been represented to HQR that despite orders of corporate office. Referred above, such ex-servicemen have not been sent even for Field Training what to say of regular promotion. In this connection the cases of Rajasthan, Eastern and Western UP circles be particularly referred to as examples. This is resulting in avoidable loss to the employees.

We, therefore, request you to please intervene so that the ex-servicemen TTAs of year 2013 LICE are immediately sent for Phase- II Field Training, and are promoted to JTO Cadre.

Notice

It is hereby notified to all concerned that the National Executive Committee meeting of NFTE (BSNL) is decided to be held from 13-7-2016 to 14-7-2016 at New Delhi.

Com. Islam Ahmad president will preside the meeting. The meeting commence at 10.00 a.m. on 13-7-2016.

The items of Agenda are as follows.

1. Review of 7th membership verification results /SSA /Circle
2. Organisational review, policy and programme for strengthening it from Branch up to circle level.
3. Settlement of staff problems /Left out issues as HRA on 78.2%, PLI etc.
4. Revival of BSNL
5. Formation of "National Forum of BSNL workers"
6. Any other item with permission of chair.


 (C.Singh)
 General Secretary

Copy Forwarded to

- 1) All Central Office Bearers,
- 2) All Circle Secretaries
- 3) GM (SR) BSNL for information and to issue orders for grant of Special Casual Leave for the period with usual transits
- 4) O/C (5-6) Spare.


 (C.Singh)
 General Secretary

NATIONAL FORUM OF BSNL WORKERS

SEWA-BSNL, NFTE BSNL, TEPU, PEWA)

MSII Quarter No. 17 & 21, Atul Grove Road New Delhi-1



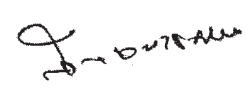

Tel. No.: 01123353245, 23315677, 23351877, Email: csingh465@gmail.com

Ref: 001

Date: 28.05.2016

We on behalf of National Forum of BSNL Workers sincerely thank the worker for supporting NFTE BSNL to get the recognition position. We assure & ensure that we shall work hard and move together for the betterment of workers & as well for the Industry.

With fraternal greetings.

 (N.D.Ram, G.S) SEWA BSNL	 (Chandeshwer Singh, G.S) NFTE BSNL	 (V. Subburaman, G.S) TEPU	 (Masila Mani, G.S) PEWA
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IT IS REPORTED BSNL INCOME MAY CROSS Rs. 30,000 CR. ON YEAR ENDING OF 2015-16 AND OPERATIONAL PROFIT MAY BE AROUND 2200 CR.

मान्यता एवं हमारी प्रतिबद्धता

एन.एफ.टी.ई. (बी.एस.एन.एल) मुख्यालय, संगठन को मान्यता प्राप्त स्थिति प्रदान करने के लिए सभी साथियों के प्रति अनुग्रहित है।

केन्द्रीय मुख्यालय दायित्वों के प्रति सचेत हैं। हम बृहद पैमाने पर एकता के प्रति प्रतिबद्ध हैं तथा हम मुख्यधारा में सभी को एकजुट कर दूरसंचार कर्मचारियों के आंदोलन को धारदार बनाने में पीछे नहीं रहेंगे।

बीएसएनएल की आर्थिक जीवंतता से सम्बद्ध कुछ बिंदु हैं जिन पर हमें गौर करना है। जानकारी के अनुसार बी.डब्ल्यू.ए. स्पेक्ट्रम के लिए मिलने वाली धनराशि को टुकड़ों में दिया जा रहा है जैसे एक सौ करोड़, आठ सौ तीस करोड़ एवं इस बार दो हजार दो सौ करोड़, हमें बाकी रकम शीघ्र मिलनी चाहिए। हम प्रबंधन के प्रयासों की प्रशंसक हैं जिससे हमें आयकर में जमा अधिराशि की पुनः प्राप्ति संभव हुआ है।

हम प्रबंधन से आग्रह करते हैं कि सभी सरकारी योजनाओं को पूर्ण रूप से प्राप्त करे जैसे नोफेन, सेना का अलग स्पेक्ट्रम, पूर्वोत्तर क्षेत्रों में दूरसंचार क्षेत्र का विकास जिससे कम्पनी की राजस्व वृद्धि सम्भव हो।

नये वाणिज्यिक वातावरण के अनुसार कर्मचारियों को पुनः प्रशिक्षण एवं संवर्गों का पुनर्गठन करके हमारे विपणन एवं बिक्री के क्षेत्र को पुनर्गठित करना चाहिए। हमारे उपभोक्ता सेवा केंद्रों में कार्यरत कर्मचारियों को प्रोत्साहित किया जाय ताकि वे खुद को कम्पनी का अगुआ महसूस करें।

कुछ कर्मचारियों की मुख्य समस्याएं हैं जिसके लिए बृहद एकता की जरूरत है। वेतन पुनः निर्धारण के सवाल पर सावधानी बरतनी है। कर्मचारियों के वेतन-स्टैगनेशन, 78.2 प्रतिशत औद्योगिक मंहगाई भत्ते का पेंशन के साथ विलयन एवं सरकारी पेंशन की गारंटी के प्रति हम प्रतिबद्ध हैं।

डियोलाइट कम्पनी के अनुशासकों के मुकाबले हमें अपनी सेवा को सुरक्षित रखनी है। नियम 55II बी की समाप्ति सहित टावर कम्पनी एवं एम.टी.एन.एल के विलय के प्रश्नों को प्रमुखता देते हुए इसे निरस्त करना होगा। इसके अतिरिक्त समयबद्ध प्रोन्नति एवं इसमें एससी/एसटी कर्मियों

हेतु सहूलियत (छूट) की व्यवस्था सुनिश्चित करनी है।

हमें अपने एलायंस पार्टनर के साथ मजबूत रिश्ता बनाते हुए सेवा-टेपु-पेवा के साथियों के प्रति आदर एवं निष्ठा की भावना के साथ मिलकर काम करना है तथा इसे सर्किल एवं एस.एस.ए. स्तर पर भी जारी करना है।

एक बार फिर हम मुख्यालय की ओर से सभी प्रतिनिधियों को उनके अथक प्रयास के लिए नमन करते हैं, जिन्होंने सातवीं सदस्यता सत्यापन में अनवरत प्रयास किया है।

प्रबंधन से पत्र

नान-एकजीक्यूटिव श्रमिक संघों के लिए मान्यता नियम के तहत गुप्त मतदान के द्वारा कराये गए सातवीं सदस्यता सत्यापन में बहुमत प्रतिनिधि संघों का चुनाव परिणाम

सं.सी.आर.ओ/एम.बी./बीएसएनएल/20016 दिनांक 13 मई 2016 अध्यक्ष सह प्रबंध निदेशक बीएसएनएल।

आदेश संख्या बीएसएनएल/5-1/एस.आर./2015 दिनांक 1-2016 द्वारा अधोहस्ताक्षरी को नॉन एकजीक्यूटिव संघों का गुप्त मतदान द्वारा बहुमत प्राप्त प्रतिनिधि संघ निर्वाचन हेतु मुख्य चुनाव अधिकारी नियुक्त किया गया था। समतस्त राष्ट्रीय पैमाने पर दिनांक 10 मई 2016 को शांतिपूर्ण मतदान सम्पन्न हुआ।

2. मतों की गिनती दिनांक 12 मई 2016 को सम्पन्न हुई। सभी 19 सहभागी संघों द्वारा प्राप्त मतों की सूची संलग्न है। कुल 81195 यानी 49.56 प्रतिशत मत प्राप्त कर बीएसएनएल एम्पलायज यूनियन ने सबसे बड़े संघ एवं 52367 यानी 31.97 प्रतिशत मत प्राप्त कर एनएफटीई (बीएसएनएल) द्वितीय सबसे बड़े संघ का दर्जा प्राप्त किया है। (संघों द्वारा, प्राप्त मतों की सूची इसी अंक में प्रकाशित है।)

दिनांक 10.5.2016 को गुप्त मतदान द्वारा सम्पन्न सातवीं सदस्यता सत्यापन के, आलोक में नॉन एकजीक्यूटिव कर्मचारी संघों की मान्यता।

**सं. बीएसएनएल/5-1/एस आर/ वोल. II (1) दिनांक
19.05.2016**

मुख्य निर्वाचन अधिकारी के पत्रांक-सीआर (ओ) एम. बी./बीएसएनएल/2016 दिनांक 13 मई 2016 द्वारा घोषित सातवीं सदस्यता सत्यापन के निर्वाचन परिणाम एवं नान-एकजीक्यूटिव कर्मचारी संघों के लिए मान्यता नियम के प्रावधानों के अनुरूप बीएसएनएल में अधिकृत सक्षम अधिकारी द्वारा बीएसएनएल ईम्पलाइज यूनियन को कुल 81195 यानी 49.56 प्रतिशत प्राप्त होने पर मुख्य मान्यता प्राप्त संघ राष्ट्रीय, परिमंडल एवं एस.एस.ए.स्तर के लिए एवं साथ ही नेशनल फेडरेशन ऑफ टेलीकाम इम्पलाइज, बीएसएनएल को सर्वाधिक द्वितीय स्थान का मत 52,367 यानी 31.97 प्रतिशत प्राप्त करने के आलोक में वितीय मान्यता प्राप्त संघ राष्ट्रीय स्तर/सर्किय/एसएसए स्तर के लिए घोषित की जाती है। मान्यता की अवधि 19मई 2016 से लगातार 18 मई 2019 तक की होगी।

**नेशनल काउंसिल, सर्किल काउंसिल, स्थानीय
(लोकस) काउंसिल के गठन से सम्बंधित।**

**सं. बीएसएनएल/5-1/एस.आर./2015/वोल II(III)
दिनांक 19 मई 2016 सभी मुख्य महाप्रबंधक
बीएसएनएल एवं महाप्रबंधक (प्रशासन बीएसएनएल
निगमित कार्यालय को।**

सातवीं सदस्यता सत्यापन के आलोक में समसंख्यक पत्र दिनांक 19 मई 2016 द्वारा बीएसएनएलईयू एवं एनएफटीई, बीएसएनएल को मान्यता प्रदान की गई है। अब इसके अनुरूप कौंसिल के गठन का निर्णय लिया गया है।

नॉन-एकजीक्यूटिव संघों के मान्यता एवं काउंसिल में प्रतिनिधित्व नियम 2012 एवं सतावीं सदस्यता सत्यापन में प्राप्त मतों के अनुरूप बीएसएनएल इम्पलाइज यूनियन की नौ सदस्यों को एवं एनएफटीई, बीएसएनएल पांच सदस्यों को नामित करेगी। सदस्यों को नामित करते वक्त पत्रांक बीएसएनएल/9-5/एसआर /2013 दिनांक 27 जून को ध्यान में रखना होगा।

सदस्यों को नामित करते वक्त मान्यता प्राप्त संघ ऊपर उल्लेखित पत्र के पार्ट (VI) एवं (VII) के प्रावधानों का संज्ञान लेंगे।

**मान्यता प्राप्त संघों को देय सहूलियतें साथ ही दो
प्रतिशत मत प्राप्त करने वाले संघों की दी जाने
वाली सहूलियतों के संबंध में।**

**पत्रांक बीएसएनएल/5-1/एस.आर./2015/वोल - II (ii)
दिनांक 19 मई 2016 सभी मुख्य महाप्रबंधक बीएसएनएल।**

उक्त पत्रांक द्वारा मान्यता प्राप्त संघों एवं दो प्रतिशत से अधिक मत प्राप्त करने वाले संघों को दी जानी वाली सुविधाओं की वर्णित किया गया है।

ज्ञातव्य है कि बीएसएनएल ईम्पलाइज यूनियन एवं एनएफटीई, बीएसएनएल मान्यता प्राप्त संघ है।

एफएनटीओ, एवं बीटीईएफ को दो प्रतिशत से अधिक मत प्राप्त हुए हैं।

**बीएसएनएल मुख्यालय ने पत्रांक 273-18/2013
इ.एस.टी.टी - IV दिनांक 21 अप्रैल 2016 सभी
मुख्य महाप्रबंधक बीएसएनएल को अनुकम्पा
आधारित नौकरी के लिए वेटेज प्वाइंट में
परिवर्तन से सम्बंधित निदेश जारी किये हैं।**

बीएसएनएल मुख्यालय ने एम.ओ.बी/32/जीइएनएल/2012 (पी.टी)145 दिनांक 30मई 2016 द्वारा सभी मुख्य महाप्रबंधक एवं संबंधित अधिकारियों को एक नई योजना 'फ्री टू होम' की घोषणा की जानकारी दी है।

इस योजना के तहत एक स्थानीय स्वीचिंग एरिया के कोई भी पूर्व भुगतये एवं पोस्ट पेड मोबाइल उपभोक्ता अपने मोबाइल काल का अग्रसारण लैन्डलाइन फोन पर कर सकते हैं।

नोट : सभी साथी इस योजना का तेजी से प्रचार-प्रसार करें ताकि हमारे सेवा की लोकप्रियता बढ़े और कम्पनी तरक्की की ओर अग्रसर हो।

**बीएसएनएल में कार्यरत बहुसंख्यक संवर्गों के
पदनाम परिवर्तन।**

**सं. 2-2/2007 - रिस्ट्रक्चरिंग वोल - III दिनांक 12.
05.2016**

सक्षम अधिकारी ने निम्नांकित संवर्गों का पदनाम बदलाव की घोषणा तत्कालिक प्रभाव से किया है।

1) टेलीकाम टेक्निकल अस्सिस्टेंट - जुनियर इंजीनियर

- 2) सीनियर टेलीकाम आपरेटिंग अस्सिस्टेन्ट
अ) सीनियर ऑफिस एसोसिएट – वेतनमान: एनई-7,
एनई-8
ब) अस्सिस्टेन्ट ऑफिस सुपरिंटेंडेंट – वेतनमान –
एनई-9, एनई-10
स) ऑफिस सुपरिंटेंडेंट, वेतनमान – एनई -11,
एनई-12
3) टेलीकाम मैकेनिक-टेलीकाम टेक्निशियन
4) रेगुलर मजदूर – अस्सिस्टेन्ट टेलीकाम टेक्नीशियन।

प्रबंधन को पत्र

मुख्य महाप्रबंधक बिहार द्वारा बर्बरता एवं भेदभाव।

**टीएफ-05/2016 दिनांक 13.5.2016 श्री अनुपम
श्रीवास्तव, अध्यक्ष सह-प्रबंध-निदेशक, बीएसएनएल**

हम अति दुख के साथ मुख्य महाप्रबंधक बिहार पटना के बर्बर एवं अति भेदभाव पूर्ण रवैये की प्रति सूचित करते हुए निवेदन करते हैं कि स्थिति विस्फोटक होने से पूर्व दोषी अधिकारी पर कार्यवाही की जाय।

दिनांक 5.5.2016 को कर्मचारियों की एक सभा को मुझे तथा अन्य कर्मचारी नेताओं को सम्बोधित करना था, जिसके लिए स्थानीय संघ के प्रतिनिधियों ने परिसर में सभा करने की अनुमति मांगी थी। एकाएक 4 मई 2016 को सी.जी.एम.टी ने सभा करने की मनाही कर दी जब पंडाल एवं मंच बनकर तैयार हो गये थे।

निर्धारित तिथि को 500 से अधिक कर्मचारी सभा स्थल पर उपस्थित हो गए तो सीजीएम बिहार ने भारी पुलिस दल का बंदोबस्त किया तथा कर्मचारियों से निपटने को कहा। यह अति आश्चर्यजनक है कि वी.टी.ई.एफ के 25 कर्मचारियों की सभा को तो अनुमति दी गई एवं वीएसएनईयू को 26.4.2016 को सभा की अनुमति दी गई पर एन.एफ.टी.ई. के साथ भेदभाव किया गया। सी.जी.एम. अगर सदबुद्धि से काम लिये होते तो सभी संघों की सभा समय निर्धारण से किया जा सकता था।

उक्त घटना से कर्मचारी दुखी और क्रोधित है। ज्ञातव्य है कि बिना कर्मचारियों के सहयोग के सेवा सुदृढ़ नहीं की जा सकती एवं पुलिस बल के सहारे सेवा नहीं चलाई जा सकती।

अतः निवेदन है कि गलती करने वाले, भेदभाव करने वाले, और शत्रुतापूर्ण कार्यवाही करने के लिए मुख्य महाप्रबंधक के विरुद्ध उचित कार्यवाही की जाय।

**दिनांक 27 मार्च 2016 को सम्पन्न जे.टी.ओ.
(इलेक्ट्रिकल्स) के 20% कोटे के अन्तर्गत सम्पन्न
परीक्षा में केलकुलेटर का इस्तेमाल रोक देने से
संबंधित।**

**टीएफ-28/7 दिनांक 13.05.2016 श्रीमती सुजाता
राय, निदेशक (एच.आर.)**

दिनांक 27 मार्च 2016 को सम्पन्न जे.टी.ओ.
(इलेक्ट्रिकल्स) की परीक्षा में केलकुलेटर का इस्तेमाल मना कर देने से कुछ परीक्षार्थी को क्षति हुई है। ऐसे परीक्षार्थी एक को दो अंक से अनुत्तीर्ण हो सकते हैं।

हम नितिन जैन रोल नं. – 400499 का आवेदन अग्रसारित करते हैं।

कृपया इस पर विचार करते हुए उचित निर्णय दिया जाय।

**वर्ष 2016 की विभागीय जे.टी.ओ (टी.) परीक्षा के
संबंध में**

**टी.एफ. 14/2 (बी) दिनांक 03.05.2016 निदेशक
(मानक संसाधन)**

आदरणीय महोदया, कृपया इस विषय पर पूर्व के हमारे पत्रों का अवलोकन करें। कई सर्किलों ने विकलांग कोटे के तीन प्रतिशत आरक्षण को अपने अधिसूचना में शामिल नहीं किया है।

कृपया इस पर विचार करें तथा समाधान सुनिश्चित करें।

अप्रत्याशित घटनाक्रम

बीएसएनएल में नॉन एकजीक्यूटिव कर्मचारी संघों की मान्यता हेतु सदस्यता समापन में समस्त चुनावी प्रक्रिया समाप्त होने के उपरान्त कुल मतों की संख्या में अवैध तरीकों से कमी करके चुनाव परिणाम घोषित किये गये जो एक अप्रत्याशित घटना है, हम इसका प्रतिरोध कर रहे हैं। हमने, सभी सम्बंधित अधिकारियों सहित मुख्य श्रमायुक्त (केन्द्रीय) नई दिल्ली का ध्यान इस अवैधानिक प्रक्रिया की ओर आकृष्ट किया है।