

# TELECOM

**Organ of National Federation of Telecom Employees (BSNL)**

(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

Com. Chandeswar Singh, General Secretary: Residence: 25706166, Mobile: 9868256622, 09431200383

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## EDITORIAL

### AIC at Jabalpur

**The All India Conference of the Union, scheduled for 10th to 12th October at Jabalpur, is taking place at the time when the PSU and the employees are confronted with many challenges and problems.** The management and the Board both have already decided to form the Tower Company, a subsidiary PSU of BSNL, with provision for strategic partner. The Govt. i.e. DoT is yet to approve the proposal of BSNL Board. The Unions including recognised unions have not even been consulted in the matter what to say of taking them into confidence. Earlier, the DoT has formed another PSU in the name of Broad Band Nigam Limited i.e. BBNL. These have been done not with the pious intentions. Such exercises are continuing even today. The administration is obviously taking the employees and the Unions for granted. Very recently the "Deloitte" consultant has given its pernicious recommendations for restructuring of SSAs, formation of area setup etc. besides downsizing the present strength of non-executive employees to the tune of 70,000. This reflects the mindset of the people involved in the affairs. The consultants viz. KPMG, BCG or Deloitte have not ever thought to suggest how best the present staff can be utilized. The management again considered it appropriate to avoid consultation with the unions much against the Industrial culture and staff relation. Even terms of reference for appointment of the consultant are neither known nor disclosed. But the authorities must understand that the telecom employees know how to face such dangerous challenges and defeat the ugly and evil designs of Govt. as well as of BSNL management.

Presently the staff are facing many problems. Thousands of group 'D' staff and regular mazdoors are stagnating in their present scales causing suffocation and frustration amongst them. Undoubtedly this is fall out of wage revision agreement and NEPP but the hardships need to be addressed. *There is calcu-*

*lated move of management to deny the payment of productivity Linked Incentive, PLI, to the employees as per July, 2011 guidelines of Department of Public Enterprise. The issues of wage erosion of post 2006 employees and rules for terminal benefits for Directly Recruited BSNL staff are yet to be resolved. The management is avoiding the settlement of all these on lame excuses. The hardships and sufferings in NEPP continue almost as before. Despite continuous pursuance the LTC, Medical allowance facilities could not be restored.*

The new Govt. at centre headed by BJP has declared in Parliament as well as outside that the Govt. is committed for revival of BSNL which is running in loss for last four years. Till date nothing has been done except tall declarations to lift the company from the present financial condition. There is enormous shortage of materials and equipments in the field as BSNL lacks resources. Question arises as how long we should live and rest on off repeated assurances and declarations. The conference has to deliberate on these vital issues and decide how to face the present challenges.

The NFTE carries glorious past history of facing the challenges with courage and wisdom and coming out from the struggles with flying colours. The NFTE does not either believe in tall talks or barking and boastings. The NFTE is recognised today as such its role has to be positive and effective as per its past track record. The BSNL and the employees have to be safeguarded whatever may be the price for it? *Therefore, march to Jabalpur with courage and wisdom to face the challenges as well as circumstances around us. Keep in mind and be very firm that the adverse circumstances are to be defeated for the well beings of the employees. We have to keep the glorious history of NFTE intact.*

**LONG LIVE NFTE, LONG LIVE NFTE**

**NDA-UPA BOTH INVOLVED IN COAL SCANDALS**

**Question No-63 in Rajya Sabha raised by Shri D.P.Tripathi and  
Answered on -11.07.2014 by MOC**

## **Performance of BSNL and MTNL**

(a) Government is conscious that the performance of Bharat Sanchar Nigam Limited (BSNL) and Mahanagar Telephone Nigam Limited needs substantial improvement.

Landline connections of BSNL have reduced by 38.04% in the period from March, 2009 to May, 2014 and landline connections of MTNL have reduced by 1.14% in the same period.

The market share of mobile subscriber base of BSNL has reduced from 14.87% in March, 2009 to 10.95% as on May, 2014. The market share of mobile subscriber base of MTNL in its two service areas, namely Mumbai and Delhi, has reduced from 10.87% to 4.83% in the same period.

The decline in landline connections and in market share of mobile subscriber base in BSNL has been sharp over the last five years whereas in MTNL, the decline in market share of mobile subscriber base over the last five years has been severe.

The revenues from operations of BSNL have reduced by 11.67% in the last five years, whereas in MTNL, it has reduced by 23.87% in the same period. BSNL has been incurring losses for the last five years with losses touching Rs 7085 crores in FY 2013-14. MTNL too has been incurring losses for four years with its losses reaching Rs 5321 crores in FY 2012-13. MTNL has shown a profit of Rs 7825 crore in FY 2013-14 mainly due to write back of provisions on account of pensionary liabilities and spectrum amortization costs after decisions of Government taken for revival of MTNL.

Bharat Sanchar Nigam Limited (BSNL) and Mahanagar Telephone Nigam Limited (MTNL) are in financial distress. BSNL and MTNL are faced with declining revenues from loss of market share, increasing expenditure and inability to invest in expansion of communications network.

(b) Government has taken several measures to revive the two CPSUs. These measures include:

(i) Treatment of pensionary liabilities of Government employees absorbed in MTNL and who

opted for combined service pension on parity with similar employees in BSNL.

(ii) Waiver of Government loan to BSNL involving an amount of Rs.1411 crores

(iii) Financial support of Rs.6724.51 Crores to BSNL and Rs.4533.97 crores to MTNL on surrender of Broadband Wireless Access (BWA) spectrum.

Besides these measures Government is formulating a coordinated plan aimed towards revival of BSNL and MTNL by addressing issues of high employee expenses and gainful utilization of assets to enhance availability of finances for network expansion and improvement in Quality of Service (QoS).

BSNL and MTNL are separately preparing a revival plan for increasing revenue potential, identifying business opportunities, organizational restructuring to enable them to grow into customer-centric companies with expertise in marketing and customer services delivery and developing human resources strategy in line with restructured organizational vision.

### **TELECOM**

#### **Editorial Board**

**Com. Chandeshwar Singh, General Secretary**

**Com. Islam Ahmad, President**

**Com. C.K. Mathivanan, Dy. General Secretary**

**E-mail: csingh465@gmail.com**

**Website : [www.nftechq.co.in](http://www.nftechq.co.in)**

#### **Central Headquarters**

**Office : 2336 3245, 2334 6656,  
2374 6677**

**Fax : 23341877**

**Com. Islam Ahmad : 9868230506, 9452848182;  
Resi: 25704847**

**Com. C.K. Mathivanan : Mobile: 9445335577**

**Com. Rajmouli : 9013781183**

**Com. Rajpal : 9868818282**

## Will not allow BSNL to die: Minister



Telecom Minister Ravi Shankar Prasad said the prime reason for the decline of Bharat Sanchar Nigam Limited (BSNL) was inadequate investment in infrastructure expansion in recent years.

The other two reasons for BSNL slipping into the red, according to him, were high employee cost and poor perception of quality of service provided.

“The government is committed to the revival of the BSNL. I want to assure the House that the BSNL will not be allowed to die,” he said during question

hour in the Lok Sabha. His assurance comes at a time when the BSNL's market share dropped from 15.66 per cent four years ago to 11.70 per cent on May 31, 2014.

The Minister said unfair financial costs were also imposed on BSNL.

Mr. Prasad said the BSNL was upgrading the infrastructure and migrating from Public Switched Telephone Network to Next Generation Network to provide more value added services to customers. The Minister said he would take action if cases of BSNL employees conniving with private operators were brought to his notice.

### DoT working on modalities of BSNL-MTNL merger

In a bid to revive BSNL and MTNL, Department of Telecom is working on modalities to merger the two state- run telecom companies and also undertake organisational restructuring.

There is no set timefare but it might take 1-2 years.

Minister of Communications and IT Ravi Shankar Prasad had also met the senior management of BSNL-MTNL recently to discuss the blueprint for reviving the loss- making PSU telecom companies.

*(PTI source BL)*

### All India Conference

The All India Conference of Union will take place from 10th to 12th October, 2014 at Jabalpur. The National Executive will meet at 15:30 hours on 9th October. The notifications for conference as well as for National Executive Meeting have already been issued.

The Reception Committee headed by Com. A.K. Mishra is working hard to make the conference a grand success. The Reception Committee is making arrangements with the limited resources as such the host should not be burdened with the huge number of observer delegates. The Circle Secretaries must take note of it to avoid hardships to all concerned. The number of delegates etc. be intimated to the committee well in advance. The number of delegates should be as per provisions in the constitutions.

#### Contact Nos.

Com. A.K. Mishra  
Secretary,  
Reception Committee  
09425868100,08827912577

Com. Habib Khan  
Vice President  
Reception Committee & Circle Secretary  
09425015786

### Circle Secretaries Meet at Delhi

A meeting of Circle Secretaries will be held at Delhi on 6th September to discuss about the ensuring All India Conference.

### Board meeting on 29th Aug.

HR plan in context with the Deloittee recommendations will be discussed.

## NEWS - VIEWS

### Universal Number for EPF Account Holders

EPF Account holders will be allotted Universal number which will remain unchanged even after joining other establishment. Deposits and Interest will be available on Website.

### Five Rich men Posses half wealth of entire wealth of entire remaining Arabpateej

Five rich personnel including Mr. Mukesh Ambani posses half of entire Wealth of remaining Arabpateej in the country. Mukesh Ambani is richest man in the country. He has wealth of Rs. 1,49,474 crores.

### NDA Govt. following policies of UPA II Govt.

The NDA Govt. headed by BJP is on the path of UPA II Govt and implementing their policies viz., the subsidy on Sugar, increase in Railway Fare and Diesel, FDI in Railway, Defence and Insurance. The New Govt. has not evolved its own policies.

### BSNL Board over looking HR matters

The BSNL Board met on 5th August but employees issues (R/R of JTO, and E-1 scale for Non-Executives) were not taken up. It is unfortunate indeed as these are pending for long period.

### Clarion call of MOC

#### CGMs conference at Delhi

The HoCs conference took place on 21st and 22nd August at BSNL Hqr's conference Hall to discuss Deloitte's consultant recommendation's for merger of SSAs, retrenchment of 70,000 employees, Area set up etc.

The Telecom Minister addressed the conference on 22nd in presence of Secy (T), Additional Secy (T) and CMD, BSNL.

Minister in his address stressed that the managers should exert to improve the services and in return he will reciprocate. In Hindi he said "you move 2 steps I will move 5 steps" to help you.

### TTA R/R

It is approved by Board and orders issued.

### Rs. 800/- incentive

Eligible employees working as Hindi Translator will get incentive of Rs. 800/- P.M. as approved by Board. Orders also issued.

### Committee for revival of sick PSUs

The DPE vide No. DPE/14(17)/20147 Fin (PP) dated 4.8.2014 has appointed a committee under the chairmanship of CMD, NTPC to explore the possibilities of setting up of a company funded by Mharatna and others PSUs to manage the sick CPSES which may be revived.

### Lunch hour Demonstration on 7th August

JAC of non-executive unions/associations conducted lunch hour demonstration on 07-08-2014 at BSNL head quarter New Delhi. Latter a mass meeting was held under the presidentship of Com. Chandeshwar Singh GS NFTE who placed the details of demands and explained how the issues related to the non-executives are not only delayed but denied by the management. Leaders from BSNLEU, FNTO, ATM, BSNLMS and other unions—addressed the meeting. All most all the speakers pointed out and exhorted that the management is keeping deaf ear on genuine demands like stagnation, wage erosion, payment of PLI, LTC Medical etc. The Comrades from Corporate office, NTR, NTP and other BSNL offices participated in the demonstration and mass meeting.

More than two thousand employees participated in lunch hour demonstration in Tamilnadu circle.

There has been tremendous response of call and employees organised demonstrations at Maharashtra, MP, Bihar, Jharkhand, Chhattisgarh etc.

### Lunch hour Demonstration at Corporate office New Delhi

As per earlier notification issued by Forum of BSNL unions and Associations a massive demonstration was conducted in front of BSNL head quarter in lunch hour to protest against recommendations of Deloittee consultants. GS NFTE and other Comrades from CHQ participated.

**Government of India**  
**Ministry of Communication and Information Technology**  
**Rajya Sabha**

**Question No.3287**

**Answered on 8.8.2014**

**PROFIT OR LOSS OF BSNL**

**3287 DR. V. MAITREYAN**

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

(a) the details of profit/loss of BSNL from 2004-05 to 2011-12;

(b) the reasons for the mounting losses;

(c) the remedial steps taken by Government to make BSNL profit oriented and to match with other major private telecom players;

(d) whether BSNL proposes to offer VRS to its one lakh employees to trim its mounting losses; and

(e) if so, the details thereof and the decision taken by Government in this regard?

**ANSWER**

The Minister of Communications and Information Technology & Law and Justice.

(Shri Ravi Shankar Prasad)

(a) Details of profits/ losses of Bharat Sanchar Nigam Limited (BSNL) since 2004-05 to 2011-12 are given below.

<b>Financial Year</b>	<b>Profit/Loss after tax (in Rs Crores)</b>
2004-05	10,183
2005-06	8,940
2006-07	7,806
2007-08	3,009
2008-09	575
2009-10	(-) 1,823
2010-11	(-) 6,384
2011-12	(-) 8,851

Note: (-) denotes losses

(b) The main reasons for losses being incurred by BSNL are as follows.

- (i) Declining landline subscriber base with shift to mobile communications.
  - (ii) Stiff competition in mobile sector.
  - (iii) Inability to invest in infrastructure expansion for coverage and improved quality of service.
  - (iv) Employee expenses far in excess of industry norms.
  - (v) Inability to transition from technology centric to customer-centric business.
- (c) Government has taken several measures to revive the BSNL. These measures include:

- (i) Waiver of Government loan to BSNL involving an amount of Rs.1,411 crores
- (ii) Financial support of Rs.6,724.51 Crores to BSNL on surrender of Broadband Wireless Access (BWA) spectrum.

Besides these measures Government is formulating a coordinated plan aimed towards revival of BSNL by addressing issues of high employee expenses and gainful utilization of assets to enhance availability of finances for network expansion and improvement in Quality of Service (QoS).

BSNL is separately preparing a revival plan for increasing revenue potential, identifying business opportunities, organizational restructuring to enable them to grow into customer-centric companies with expertise in marketing and customer services delivery and developing human resources strategy in line with restructured organizational vision.

(d) & (e) BSNL has submitted a proposal to offer Voluntary Retirement Scheme (VRS) to one lakh employees to reduce employee expenses. After consideration of various options and based on the recommendations of Group of Ministers, **Department of Telecommunications is considering a proposal to provide annual financial support for reduction of employee expenses with certain conditions.**

## Amendments to the Constitution proposed for All India Conference to be held from 10th to 12th October, 2014 at Jabalpur

The Secretariat of NFTE BSNL met at union office, C4/1 Bangla Saheb Road, New Delhi under the Chairmanship of Com. Islam Ahmed. The meeting recommended the following amendments to be placed before the All India Conference.

1. Replace paras 15(a) and 15(b) and insert the following in their places in the constitution.

15(a) The Unions subscription will be Rs 25/- per member per month. The amount will be recovered by the Drawing Disbursing officers through check off system.

(b) The amounts so collected by DDo's will be distributed as below.

CHQ = Rs. 6.00 per member, Circle = Rs 9.00 per member, District=Rs 10.00 per member.

Note: - District unions will give Branch union share at the Rate of Rs 4.00 per member per month.

2. Replace 11 (c) (I) frequency under Caption "Meeting" with the following

(c) Meeting

1) Frequency:- The National Conference shall meet once in three years.

3. Replace clause (25) circle Conference with the following

The circle conference shall be held at least once in three years.

4. Replace 1st line below clause (31) under SSA (District) conference with the following:-

SSA conference shall meet once in two years.

5. Add para(g) below 41(f).

(g) Branch Secretaries will invariably submit list of membership in February, August of the year to the circle Secretaries.

### LETTERS FROM BSNL MANAGEMENT

#### Unending delay in settlement of pending disciplinary/vigilance cases against the pensioners-creation of an effective mechanism for speedy and time bound disposal thereof.

***FNo. 30-1/CVC comp./1/2014-VA. Dated 22-8-2014 to All Vigilance Heads, BSNL Telecom Circle /Units.***

It is intimated that a section of senior citizens, after their retirement continue to suffer for years because of non-settlement of the disciplinary/vigilance cases initiated against them while in service. In addition in many cases, the charge-sheets are served on the last day of their service. These cases continue for years together without any hope of finalization in a reasonable time span. Their pensionary benefits are also withheld by granting them only a provisional pension which is insufficient for leading a decent life hood. As such, they face immense problem to handle their family and social commitments with the meager amount at their disposal and in absence of any other source for further reasonable income. The anxiety and tension created on this account also tells upon their health.

No doubt, the Central Vigilance Commission has laid down central general guidelines for 'timely disposal of disciplinary/vigilance cases against the employ-

ees in general, but these are hardly being followed. But there are no special guidelines or mechanism in place for time bound disposal of the disciplinary / vigilance cases against the retiring/ retired employees (pensioners). No one take into considerations the need to settle these cases on time to give mental and financial relief to this section of the senior citizens. Thus, this section of the senior citizens has to lead the rest of the life under several mental depressions.

Under the above back ground. ***it is requested to kindly devise a special mechanism and a monitoring system for time-bound disposal of disciplinary/vigilance cases against the retiring/retired employees. In no case. the settlement of the cases is delayed for more than five years.***

In view of above points you are therefore., requested to peruse the disciplinary Vigilance cases against the retiring/retired employees to settle their cases timely.

This issues with the approval of CVO, BSNL.

#### Identifications of sensitive and non-sensitive posts.

***No.21-10/2013/VA Dated 04-8-2014 to All the Vigilance Heads, BSNL, Telecom Circle/units***

Your attention is invited to the CVO, BSNL letter

No.22-19/2008-VM-II Dated 03.12.2008 wherein instruction regarding identification of sensitive and non-sensitive posts in BSNL was issued.

With the passage of time, it has desired to have a re-look on the identification of sensitive/non-sensitive posts in BSNL. Therefore, a committee on the subject matter was constituted, on the basis of report of the committee CMD, BSNL has approved the list of sensitive work/section enclosed as Annexure-I

As per CVC guidelines received time to time of officers/officials on **sensitive posts (identification as Annexure-I) are to be rotated in every 2-3 years to avoid developing vested interests.**

This issue with the approval of CVO, BSNL

#### **Annexure-I**

### **Posts/Functions identified as Sensitive**

#### **1. BSNL Corporate Office**

1. **Function/Section:** Procurement of goods and service for the Network & Business of all verticals of BSNL, **Posts to be classified as Sensitive:** AGM & above.

2. **Function/Section:** Transfer/posting/Approval of Pecuniary Benefits to Staff, **Posts to be classified as Sensitive:** AGM & above

3. **Function/Section:** Recruitment & Departmental Examinations, **Posts to be classified as Sensitive:** AGM & above

4. **Function/Section:** Vigilance, **Posts to be classified as Sensitive:** All officers and Staff

5. **Function/Section:** Cash Section, **Posts to be classified as Sensitive:** AO (Cash) & Cashier

6. **Function/Section:** Any other post or Function may be included from time to time, as decided by the Management Committee of BSNL Board, **Posts to be classified as Sensitive:** Any officer(s) and official(s)

#### **II. Circles Office(S)**

1. **Function/Section:** Procurement of goods and services for the Network & Business of BSNL, **Posts to be classified as Sensitive:** AGM/CAO & Above

2. **Function/Section:** All circle Heads (Except NCNGN, Inspection, ALTTC, BRBRAITT, NATFM, BBNW provided not engaged in item No.1), **Posts to be classified as Sensitive:** CGMTs and CGMs

3. **Function/Section:** Recruitment & Departmental Examinations, **Posts to be classified as Sensitive:** Officers/officials engaged exclusively with this function

4. **Function/Section:** Vigilance, **Posts to be classified as Sensitive:** All officers and Staff

5. **Function/Section:** Cash Section, **Posts to be classified as Sensitive:** AO (Cash) & Cashier

6. **Function/Section:** IFA, **Posts to be classified as Sensitive:** IFA to Head of circle

7. **Function/Section:** Circle Telecom Store, **Posts to be classified as Sensitive:** Store I/C

8. **Function/Section:** Any other post may be included as decided by CMD, **Posts to be classified as Sensitive:** Any officer(s) and officials(s).

#### **III.SSA& Other Field Units**

1. **Function/Section:** Procurement of goods and service for the Network& Business of BSNL, **Posts to be classified as Sensitive:**SDE/AO& above

2. **Function/Section:** Head of SSA, **Posts to be classified as Sensitive:** All Heads of SSA

3. **Function/Section:** OFC Cable Construction, **Posts to be classified as Sensitive:** JTO & above

4. **Function/Section:** Vigilance, **Posts to be classified as Sensitive:** All officers and Staff

5. **Function/Section:** Cash Section, **Posts to be classified as Sensitive:** AO (cash) & Cashier

6. **Function/Section:** IFA, **Posts to be classified as Sensitive:** IFA to Head of SSA

7. **Function/Section:** Dealings with cash Vouchers/Recharge Coupons, **Posts to be classified as Sensitive:** Officers Responsible for cheque Remittance

8. **Function/Section:** District Telecom Store, **Posts to be classified as Sensitive:** Store I/C

9. **Function/Section:** Any other post, may be included as decided by the CGM concerned, **Posts to be classified as Sensitive:** All officers and staff

#### **IV. Telecom Factory (TF)**

1. **Function/Section:** Procurement of goods and service for the TF and disposal of obsolete, **Posts to be classified as Sensitive:** JTO& above

2. **Function/Section:** Head of Telecom Factory/telecom Factory Circle, **Posts to be classified as Sensitive:** Head of TF & Head of TF Circle

3. **Function/Section:** IFA, **Posts to be classified as Sensitive:** IFA to Head of TF/TF Circle and CAO in TF

4. **Function/Section:** Vigilance, **Posts to be classified as Sensitive:** All officers and Staff

5. **Function/Section:** Cash Section, **Posts to be**

**classified as Sensitive:** AO (cash) & Cashier

6. **Function/Section:** Inspection & QC, **Posts to be classified as Sensitive:** JTO & above

#### V. Civil & Electrical Wing

1. **Function/Section:** Material Management, **Posts to be classified as Sensitive:** SDE and Above

2. **Function/Section:** In-charge of execution of work, **Posts to be classified as Sensitive:** SDE/EE/SE

3. **Function/Section:** Dealing with Tenders and EOI, **Posts to be classified as Sensitive:** SDE and Above

4. **Function/Section:** IFA, **Posts to be classified as Sensitive:** IFA and AO (Cash)

5. **Function/Section:** Transfer/Posting, **Posts to be classified as Sensitive:** EE and above

### **Minutes of the 20th meeting of Standing Committee of National Council held on 22nd July, 2014 in 8th floor Committee Room, Bharat Sanchar Bhawan.**

**BSNL No. BSNL/39-5/SR/2014 Dated, the 14th Aug, 2014**

1. The following were present:

<b>Official side</b>	<b>Staff Side</b>
1. Shri Neeraj Verma, GM (SR)	1. Shri P. Abhimanyu
2. Shri R.K. Goyal, GM (Estt.)	2. Shri V.A.N. Namboodiri
3. Smt. Smita Choudhary, GM (EF)	3. Shri Animesh C. Mitra
4. Shri Satish Wadhwa, DGM (SR)	4. Shri Islam Ahmed
5. Shri Chandeshwar Singh	

2. After GM (SR) welcomed the participants both from the Staff Side as well as the Official side, the issues were taken for discussion, viz.

2.1 Review of results of JAO Part II Examination by granting of grace marks - The official side informed that the exam held in 2010 has already attained finality and thereafter one more exam. had been held in 2012 which also attained finality, As such it is not feasible to reopen the case of grant of grace marks at this stage. After discussions, it was agreed to close this item.

2.2 Reduction in emoluments to the Non-Executives joining on or after 01.01.2007 - Protection for negative arrears in respect of Non-Executives appointed on or after 1.1.2007 and grant of pay protection by allowing the fitment benefit to the nonexecutive employees recruited on or after 01.01.2007 - In response to the demand of Staff side for protection of loss in salary consequent upon wage revision w.e.f. 1.1.2007 in respect of non-executive employees who joined on or after 1.1.2007, the official side mentioned that it is normal that an official who joins after a cut-off date, gets less salary as compared to the officials who have joined prior to this cut-off date e.g. the official who joins prior to 01.01.2007 gets more salary because of fitment benefit as compared to the officials who joined after 01.01.2007 and gets his pay fixed at minimum of the corresponding revised pay scale. It was agreed that the discussion shall continue on this issue.

2.3 Review of BSNL Medical Policy - It was agreed to close this item.

2.4 Grant of 78.2% IDA instead of 68.8% w.e.f. 1.1.2007 - In response to the demand of Staff side for grant of 78.2% IDA instead of 68.8% w.e.f. 1.1.2007, the official side informed that certain clarification as asked for by DOT have already been replied vide letter dt. 10.6.2013. As such, it was agreed to close this item.

2.5 Grant of JTO scale to officiating JTOs - The official side informed that in order to provide relief to officiating JTOs, RRs of JTO are being revised and a provision is being made in the proposed RRs to accommodate officiating JTOs on regular basis, As such, it was agreed to close the issue.

2.6 Setting aside penalties imposed applying provisions under FR - It was agreed to close this item.

2.7 Implementation of Anomaly Committee Report with regard to anomaly/aberrations in the wage revision from CDA to IDA scales w.e.f. 1.10.2000 - The official side mentioned that a proposal for issuing orders implementing judgment of the Hon'ble CAT, Ernakulam Bench on settlement of anomalies has been examined and with the approval of CMD, BSNL, the matter has been referred to DDG (Estt.) DoT for according approval for universal implementation of pay anomalies/aberrations arisen on account of point to point pay fixation on 1.10.2000. Approval from DoT is awaited and reminders have been issued recently for expeditious disposal.

2.8 Acute delay in sanction and payment of Pension to BSNL retirees - The item was agreed to be closed.

2.9 Review of Recruitment Rules - The official side informed that Recruitment Rules of TM stand issued on 19.09.2012 and RRs of TTA & JTO have been approved by Management Committee which are under consideration of BSNL Board. As such, it was agreed to close this item.

2.10 Option for pay fixation on promotion, from date of next increment in the cases where the promotion date was before 1.10.2000 and date of next increment was after 1.10.2000 - The official side informed that the DOT OM dated 17.12.2008 has been circulated to all the units of BSNL for taking necessary action vide Circular No. 32 dated 27.9.2012. As such, it was agreed to close this item.

2.11 Framing of Conduct of Business Rules for the National, Circle and Local Councils - After discussions, it was **agreed to jointly draft the Conduct of Business Rules for functioning of these Councils in BSNL.**

2.12 Removal of the method of standard of evaluation for entitlement of time bound upgradation of new scales under NEPP - it was agreed to close this item.

2.13 Reservation in NEPP for SC/ST employees - The official side clarified that Time bound IDA scale up gradations are not linked with availability of posts and thus, as per the DOP&T guidelines the provisions relating to application of post based roster i.e. reservation for SC/ST employees are not applicable in this case. However, as a concession to SC/ST employees, relaxed standards of evaluation have been provided in the promotion policy for the Non-executive employee, which is akin to the ACP in force for the employees of Govt. of India, which has been framed by the DOP&T. It was agreed to close this item.

2.14 Counting of past service of Telegraphmen and Group D employees for the purpose of promotion to OTBP/BCR in Telecom Mechanic cadre - The official side informed that the matter is sub-judice before the Hon'ble Supreme Court, to which the Staff Side asked for current status of the case. *It was agreed to apprise the Standing Committee in its next meeting.*

2.15 Application of CDA to employees of Telecom Factory and Telecom Stores - It was decided to discuss this issue in the next meeting of Standing Committee with current status.

2.16 Restructuring of Industrial cadres - The Staff side was informed that the case is under examination. The Staff side submitted to expeditiously finalise the proposal.

2.17 Utilisation of Telecom Factories and Revival

of Telecom Factories - As agreed in the meeting held on 27th June, 2014, the Staff Side shall submit necessary inputs to ED (NB).

2.18 Standing order for industrial workers - The Staff side was informed that the approved Standing Order for Industrial worker of TFs has been prepared by TF Cell and was submitted to Establishment Branch for taking further necessary action for getting the same certified by the Competent Authority of Ministry of Labour, Government of India. However, while examining the draft, the Establishment Cell has made certain suggestions and returned the file for incorporating the same in the modified draft. The case is being re-submitted after necessary modifications suggested by Estt. Branch. In response, the Staff Side requested to expedite the issue.

2.19 Regularisation of Casual labour – implementation of assurance given in the National Council meeting held on 11.2.2008 - Management side explained that the cases of West Bengal Circle were examined afresh and it was found that the regularization of the casual labourers engaged in BSNL from DoT period is not possible. A detailed reason has been outlined in the reply given to CGM, WB Circle with copy to Secretary, Staff Side and General Secretary, BSNL EU vide BSNL CO letter No.17-1/2012-LE dated 30/9/2013. It was agreed to continue the discussion in the next meeting.

2.20 Bonus / PLI – evolving a new formula - The official side mentioned that as informed in the meeting held on 27th June, 2014, as per the wage agreement with the Employees Union, PLI scheme based on performance was to be formulated. A Committee comprising of official side and staff side members was constituted and one meeting of the committee was also held. However, the Unions have taken the view that PLI should be paid to all employees without linking the same to profit and performance. It was agreed that as the Committee has already been formed, the Committee may deliberate the issue and give its recommendations preferably within a period of two months' time. The committee is scheduled to meet on 23rd July, 2014.

2.21 Non-holding of the meeting of Standing Committee - The official side mentioned that the Standing Committee, after conduct of 6th membership verification, has since been reconstituted and its meetings have started taking place. It was agreed to close this item.

2.22 Implementation of clause 11 of the agreement on NEPP - The official side informed that the

proposal already approved by the Management Committee has been submitted to BSNL Board for deliberation. Decision of BSNL Board is awaited.

2.23 Change of Designations of Non-Executive Employees - The official side pointed out that as agreed in the meeting held on 27th June, 2014, the Committee on change of designations is scheduled to meet on 23rd July, 2014.

2.24 Declaring HCV (Hepatitis-C) as chronic disease - Individual cases can be examined on case to case basis and relaxation accorded. As such, it was agreed to close this item.

2.25 Including brothers and sisters as dependents for claiming medical reimbursement under BSNLMRS - The official side mentioned that Medical scheme is a welfare measure extended to its employee, and it is dependent on the financial strength of the organisation. The issue of dependents was considered in Review Committee and considering the policies of various other organisation, Review Committee recommended restricting the dependents to the employee, his spouse, two dependent children and parents. However, restriction of number of children to two is not applicable to children born before 16th April, 2010. On the recommendations of Review Committee, Management approved the proposal. After deliberations, it was agreed to close this item.

2.26 Compassionate Ground Appointments - The official side mentioned that the new weightage point system was submitted to the Management Committee of BSNL Board. The MC of BSNL Board has asked the Committee to examine for an alternate to CG appointments. Report of **the Committee regarding alternate to CGA is likely to be submitted shortly.**

2.27 Extension of 60% discount on EVDO, Data Card and NIC - It was agreed to close this item.

2.28 Non-settlement of grievances in the NEPP - The official side pointed out that this issue was discussed in detail in the 19th meeting of Standing Committee held on 26th June, 2014. It was agreed to club both the items.

2.29 Promotion to the cadre of Sr. Accountant – implementation of CAT order - The official side informed that SLPs were filed by BSNL against the judgement of Hon'ble High Court of Kerala, which were dismissed by the Hon'ble Supreme Court of India vide orders dated 08.04.2013 granting liberty to the petitioner i.e. BSNL to approach the High Court by way of Review and to point out the submissions made before the Supreme court. But again the High Court of Kerala dismissed the Review Petition vide

its order dated 20.12.2013. Hence, again two SLPs have been filed against orders of Hon'ble High Court of Kerala. Apex court on 25.04.2014 granted stay on the impugned judgement of the Hon'ble High Court of Kerala.

2.30 In service training to TTAs at par with JTO/SDEs - There is no bar, as such, for deputation of TTAs to concerned technical training programmes if that is felt appropriate by the Circle administration, in the interest of service. It was agreed to close this item.

2.31 Restructuring of Civil Wing - The issue will be discussed in the next meeting of Standing Committee with current status.

2.32 Taking back of the services outsourced to private call centres - The official side reiterated that in view of TRAI directives to maintain quality of service standards and to meet their bench marks, it is imperative to effectively man the call centres. Accordingly while call centres were being manned by our own staff, it was observed that circles are not able to meet the bench marks due to which heavy penalties have been imposed on BSNL by TRAI at regular intervals, which necessitated out sourcing of call centres. However, the call centers at Chennai and Patna duly manned by our own staff exhibited very good performance and circles are being advised to follow suit.

2.33 Non-implementation of agreement signed on 12.6.2012 - The official side pointed out that on Child Care Leave, necessary instructions have been issued on 8.3.2013, issue may be closed. As regards IDA pay fixation with 78.2% fitment, in pursuance of PO issued by DOT, the benefit of merger of 50% IDA effectively amounting to 78.2% has been extended vide letter dated 10.6.2013, this issue may also be closed. Further, issue relating to Superannuation benefit to directly recruited BSNL employees, has been discussed in the 29th meeting of National Council and hence may be clubbed with it.

2.34 TSM service to be entered in the HR package - The official side informed that necessary instructions stand issued on 21st July, 2014. It was agreed to close this item.

2.35 Empanelment of Private hospitals which are not accredited from NABH/NABL - The official side informed that the guidelines issued by CGHS on empanelment of hospitals were circulated to all the units to keep them abreast about the latest developments on the subject. Thereafter, clarification has been issued vide letter dated 16th April, 2012. The guidelines are clear on the subject. It was agreed to close this item.

## LETTERS TO BSNL MANAGEMENT

### **Recommendations of the "Deloitte" for the restructuring of BSNL.**

***TF-6/2 Dated:-02-08-2014 to Chairman Cum Managing Director BSNL, New Delhi.***

Kindly refer to our letter No.-6/2, dt-01-05-2014 regarding appointment of the consultant "Deloitte" for the restructuring of the PSU. If you remember correctly we met you earlier in this regard and urged for supply of the copy of the "Terms of Reference" under which the consultant has been appointed you readily agreed on the demand. However, the union could not get the copy of the terms of reference. We are still waiting for the same.

The union has come to know that the "Deloitte" has submitted its recommendation suggesting need for Area offices, merger of small SSAs, identification of bigger area offices, focusing on sales and marketing etc. We have further come to know that the CGMs are meeting on 12th/13th August for discussions on the recommendations. We are reasonably afraid that the BSNL HQR is proceeding in an arbitrary way in the matter. It is evident from the fact that what to say of consultation with the recognized unions on the issue the corporate office has not even cared to supply the copy to terms of reference and recommendation to the union. It is wide spread that the said consultant has been appointed at DOT's instance and the report is in accordance with their desire.

Under the circumstances we request you as under:- (I) Copy of Terms of reference and the "Deloitte" recommendations be supplied to the union.

(II) Unions be consulted before decisions are taken on the recommendations. Arbitrary decisions may aggravate the situation.

We are sure to hear from the management at the earliest.

### **Superannuation benefits to the directly recruited BSNL employees- evolving of rules**

***TF-11/13 Dated: 22-7-2014, to Chairman and Managing Director, BSNL, New Delhi***

We write to you with a very heavy heart as abnormal time is being consumed in settlement of the matter.

It may be recalled that the management signed an agreement on 12-6-2012 with the unions to evolve rules for superannuation benefits to D/R BSNL staff. More than two years have elapsed but the rules could not see the light of the day making future of D/R employees uncertain. You will appreciate, Sir, two years are more than sufficient for settlement of the matter provided intention is pious for well being of the employees.

In the meeting, held on 27.6.2014, we were told that the HPC as well as HLC both have made identical recommendations in respect of BSNL's Contribution. We strongly felt that the same is not accordance with the respectability of the PSU and the management should consider this aspect. There had been positive indication in this regard from the management side in the said meeting.

We, therefore, request you to get the matter resolved quickly in the interest of employees.

### **Presidential orders in respects of TSMs promoted to the Cadre of Telecom Mechanic-regarding**

***TF-24/4 Dated:-2-8-2014 to Sr.GM (Est) BSNL***

Kindly recall the discussions in first National Council, held on 23-12-2013, regarding issue of PO in respect of staff promoted as Telecom Mechanic from TSM Cadre. There was indication for consideration of such cases.

It is stated there are many TSMs who passed the TM examination before and after corporatization and promoted after training on 1-10-2000 or thereafter. The POs in respect of such category of employees have not been issued. These officials come within the purview of GPF also orders do exist that the TSMs regularized as RM on 1-10-2000 or thereafter are eligible for POs and in the same analogy the TMs from TSM Cadre are also entitled.

Kindly consider to take up the matter with the DOT.

### **Court Verdict, for counting of service of Ex-Servicemen for eligibility to appear in JTO LICE, 2013**

***TF-14/2(b) Dated: 21-7-2014, to CMD, BSNL,***

It is reported that three Courts have given ver-

dict to count the past Services of ex-serviceman to appear in JTO LICE held in June, 2013. Such category of staff approached to court for participation in examination. The courts had granted provisional permission to the candidates to appear in the examination. The number of such candidates may not exceed even 100. Ignoring the judgments the BSNL HQR is contemplating for appeal. It is stated that the counting of service is permissible in JAO examination. The corporate office should not adopt double standard in this respect.

Kindly, therefore, intervene so the appeal is not filed and result of ex-servicemen staff is declared.

**Problems regarding payment of GPF advances to the Staff-remedial action regarding**

***TF-11/11, dated 21-7-2014, to Chairman and Managing Director BSNL***

We have submitted numerous representations on the subject. The situation is still unchanged and staff continues to suffer for non- payment of GPF advances. The staff normally takes advances for higher education as well as to solemnize the marriages of their dependents.

We are, however, very surprised to know the situation prevailing in some circles due to which the issue is becoming more and more problematic. There are sizeable number of officers (Deputationists) who are depositing huge amount as GPF contributions and later after 3 or 4 months they withdraw the enormous amount due to which fund allotted to the circles prove insufficient and employees specially group 'C' - 'D' staff don't get advances.

We, therefore, solicit you to please take appropriate action to stop the practice so that non- executive employees may get GPF advances as per their requirement.

**Pre-paid Sim to non-executive employees- regarding**

***TF-19/4 Dated 4.8.2014 to GM (Adm) BSNL***

Vide BSNL HOR letter No.-06-01/2012-PHA (pt), dt-01-07-2014 orders have been issued to provide Sim of Talk Value of Rs. 200/- to the non-executive employees.

We have received representations to the effect that the officials be allowed to do C-stop on this Sim.

The BSNL will get revenue in the process. The officials have access to other network as STD facility.

Kindly consider above favourably and inform the result to union.

**Repatriation of staff from hill areas on completion of their tenure- proposed fast by circle secretary, Tamilnadu**

***TF- 20/3 Date: 21-8-2014 to Chairman Cum Managing Director, BSNL, New Delhi.***

We seek your very urgent intervention to mitigate the sufferings of the employees who have served at the Hill areas in Madurai SSA for more than three years but not being repatriated their choice of places due to inhumane attitude of the administration. The matter has been brought into the notice of CGM, Tamilnadu but the matter is still unresolved much to the detrimental for the cause of harmony and peace in the PSU. The circle secy. of the union will begin his fast from 28<sup>th</sup> August against the rigid and lethargic attitude of the administration in repatriation of the following employees to their opted places.

(1) Mohd Rafik, TM (2) Ayyanar, TM (3) Selvaraj, TM

We may state that the GM is adopting loose tactics as well as involved in loose talks with the employees. She is claiming that she is fearless and unbound. It may be due to fact that she is at Madurai for more than the prescribed period. We are afraid if remedial action is not taken quickly there will be unrest for which the union may not be held responsible.

Therefore, we implore upon you to immediately intervene to check the arrogant and vindictive attitude of SSA Head so that the employees having worked for more than 3 years in the hill areas are brought to their opted places.

**Provision 32 of CDA Rule - Modification reg.**

***TF-13/8 Dated:-04-08-2014 to Director (HR) BSNL, New Delhi.***

We are reproducing below the contents of Rule 32 of CDA Rule 2006.

"(1) When the employee under suspension is reinstated. The competent authority may grant him the following pay and allowance for the period of

suspension.

(a) If the employee is exonerated and not awarded any of the penalties mentioned in Rule-33, the full pay and allowances which he would have been entitled to if he had not been suspended, less the subsistence allowance already paid to him: and.

(b) If otherwise, such proportion of pay and allowances as the competent authority may prescribe.

(2) In a case falling under sub-clause (a), the period of absence from duty will be treated as a period spent on duty. In case falling under sub-clause (b) it will not be treated as period spent on duty unless the competent authority so directs.

It is stated that as per above provision if the employee gets even minor punishment, Say "Censure", he will lose his pay and allowances unless the competent authority directs otherwise contrary to above if minor punishment is imposed as per CCS/CCA rule the period of suspension is treated as on duty vide DOP and Trg OM No.-11 012/15/85-Est(A), dt-3rd December, 1985.

In course of suspension forcing the employee to come to office daily and mark attendance is illegal as per Gal; MHA, OM, No.-142/2/83-ADVI, dt-06-04-83.

Kindly, therefore, get the issues considered favourably akin to CCS/CCA rule.

### **Delay in finalization of Staff matters pending with the BSNL Board.**

***TF-14(2b) Dated:-21-08-2014 to Chairman Cum Managing Director BSNL, New Delhi.***

We are constrained to state that the Recruitment Rules of following Cadres have been sent to Board long ago after the recommendations of the Management. These are still awaiting approval of the Board.

1. JTO Recruitment Rule

2. Creation of E1 scale is also pending with the Board.

We have come to know that the Board meeting took place on 5th instant but surprisingly the above HR matters could not get due attention and consideration at the meeting.

We are aggrieved over such state of affairs.

We request you to take appropriate steps so

that the HR matters are approved by Board expeditiously and staff are saved from irreparable losses.

### **Nominations for Local Councils**

***TF-2/2 Dated:-21-08-2014 to Sr. GM (SR) BSNL, New Delhi.***

The NFTE HQR has decided that the nominations for Local Council including changes and alterations hereafter will be done by the respective circle Secretaries of the union. However the CHQ will continue to nominate members for circle councils.

Kindly issue orders in the matter.

### **Counting of past service of Ex-Serviceman in LICE for promotion to JTO Cadre**

***TF-14/2(b) Dated:-21-08-2014 to Shri A.N. Rai, CMD BSNL New Delhi.***

Kindly refer to our communication No.- TF-14/2(b), dt-21-07-2014 on the subject.

It is stated that our President met on 05-08-2014 and impressed upon you that similar provision is available in the JAO departmental examination. The said provision is also available in JTO (Electrical) LICE circulated vide BSNL letter No.-23-2(VOL-II)/2008- Electrical. We are unable to understand and reconcile how the BSNL HQR is adopting different stand for JTO (Telecom). It is really strange and need review.

We are at a loss why the BSNL HQR is spending money in litigation and preferring appeal in which atleast three courts have given favourable judgment.

We urge upon you to get the matter resolved and save the staff from sufferings and frustrations.

### **Notice for All India Conference**

***TF-1/2/AIC Dated 6.8.2014 to Sr.GM(SR), BSNL, New Delhi, All Central office Bearers, All circle Secretaries and Permanent Invitees and All District Secretaries***

It is hereby notified for information of all concerned that the 4<sup>th</sup> All India Conference of the union will be held from 10<sup>th</sup> to 12<sup>th</sup> October, 2014 at Christian Higher Secondary School, Jabalpur (M.P.Circle). The National Executive of the Union will meet at 1500 hours on 9<sup>th</sup> October. The confer-

***Contd. on page 16***



## The National Federation of Telecom Employees (BSNL), New Delhi Income and Expenditure Account for the year ended 31-12-2013

Expenditure	Year Ended 31.12.2013 (Rs.)	Year Ended 31.12.2012 (Rs.)	Income	Year Ended 31.12.2013 (Rs.)	Year Ended 31.12.2012 (Rs.)
Accounts Compilation charges	20,225.00	13,483.00	Member Contribution	1,793,584.50	1,383,354.00
Bank charges	423.50	75.00	Donation	39,575.00	7,070.00
Bonus to employees	30,500.00	19,500.00	Books & Periodicals	34,475.00	25,930.00
Building Maintenance (DGB Mtc.)	58,837.00	58,765.00	Interest on SB Account	23,425.00	21,969.56
Car Expenses	69,877.00	105,907.00	Rent	29,135.00	29,345.00
Conveyance	13,201.00	9,757.00	Miscellaneous Expenditure	22,388.00	2,500,000.00
Gifts & Donation	8,578.00	12,950.00	Interest on fixed Deposit (Net)	2,082,165.08	933,268.19
National Executive Meeting	306,042.00	232,219.00			
Legal Expenses	-	35,000.00			
Organizational Expenses	521,235.66	43,293.00			
Printing & Stationary	32,708.00	44,454.00			
Postage, telegram & telephones	73,224.00	64,583.00			
Sumptuaries	42,587.00	41,239.00			
Typewriter & Computer Maintenance	20,800.00	22,518.00			
TA/DA	179,782.00	157,131.00			
Tele Labours Magazine	-	277,160.00			
Telecom Employees magazine	386,607.00	305,750.00			
PPF Contribution	9,710.00	9,590.00			
Book & periodicals	368,282.00	-			
Depreciation	127,825.12	19,922.85			
Electricity & Water	44,457.00	51,021.00			
Establishment (pay & Allowance)	772,436.00	778,051.00			
Miscellaneous Expenses	19,300.00	53,685.90			
Excess of Income over Expenditure transferred to Reserve Fund	918,110.30	2,544,882.00			
<b>Total</b>	<b>4,024,747.58</b>	<b>4,900,936.75</b>	<b>Total</b>	<b>4,024,747.58</b>	<b>4,900,936.75</b>

Compiled from the books of accounts produced to us.

for S.N. Dhawan & Co.  
Chartered Accountants  
FRN No. 000050N

S.C. Arora  
Partner  
M.No. 081379  
Place: New Delhi  
Dated : 22 April 2014

Chandeshwar Singh  
General Secretary

A. Rajamauli  
Treasurer

For the National Federation of Telecom Employees (BSNL)

## The National Federation of Telecom Employees (BSNL), New Delhi Depreciation

Assets	In Rupees					Depreciation Rate charged (as per Income Tax Act)	
	WDV as at 1-1-2013	Additions	Deletions	Value as at 31-12-2013	Depreciation for the Year		WDV as at 31-12-2013
Car	60,130.70	753,055.00	-	813,185.70	121,977.86	691,207.85	15%
T.V	4,917.60	-	-	4,917.60	491.76	4,425.84	10%
Furniture	26,594.10	-	-	26,594.10	2,659.41	23,934.69	10%
Typewriter	3,302.25	-	-	3,302.25	495.34	2,806.91	15%
Computer	3,322.40	-	-	3,322.40	1,993.44	1,328.96	60%
Fax Machine	1,382.10	-	-	1,382.10	207.32	1,174.79	15%
<b>Total</b>	<b>99,649.15</b>	<b>753,055.00</b>	<b>-</b>	<b>852,704.15</b>	<b>127,825.12</b>	<b>724,879.03</b>	
Previous Year Figures	101,362	18210	-	119,572	19,923	99,649	

### Contd. from page 13

ence and the National Executive will be presided over by president, Com. Islam Ahmad, of the union.

The following items of agenda will be transacted in the conference.

1. Adoption of report of activities after 3<sup>rd</sup> All India Conference held at Patna.

2. Adoption of audited accounts for the period under review.

3. Organizational review.

4. CHQ functioning.

5. Functioning of Negotiating Machineries at three levels.

6. Participation in Forum/JAC (Non-executive).

7. Financial health vis-à-vis survival of BSNL.

8. Restructuring of BSNL vis-à-vis recommendations of the consultant, Deolitte.

9. (a) Pension of absorbed employees.

(b) Rules for pension and terminal benefits in respect of direct recruits BSNL Staff.

10. Stagnation of RMs and Group 'D' staff.

11. Productivity Linked incentive to non-executive employees as per DPE guidelines.

12. (a) Wage Revision

(b) Wage erosion of staff appointed on or after 1<sup>st</sup> January, 2007.

13. Hardships in NEPP.

14. Transfer policy.

15. Consideration of problems of Telecom Factories, stores and civil/Electrical wing and consideration and resolutions on other demands.

16. Re designation of cadres.

17. Compassionate ground appointments-policy regarding.

18. Amendments in the union constitution.

19. Dada Ghosh Bhawan affairs.

20. Election of offices bearers.

21. Any other item with the permission of chair.

The delegate session will start from 1000 hours on 10<sup>th</sup> October.

## राष्ट्रीय अधिवेशन

संघ का राष्ट्रीय अधिवेशन दिनांक 10 से 12 अक्टूबर, 2014 को जबलपुर (मध्य प्रदेश) में होना निर्धारित है। सम्मेलन ऐसे समय हो रहा है जबकि निगम तथा कार्यरत कर्मचारी दोनों ही समस्याओं तथा चुनौतियों से जूझ रहे हैं। प्रबंधन तथा बोर्ड ने कंपनी के भीतर ही एक अन्य उपक्रम, टॉवर कंपनी, बनाने का निर्णय लिया है। इसमें स्ट्रेटजिक पार्टनर बनाने का भी प्रावधान है। सरकार, डीओटी, के अनुमोदन की प्रतीक्षा है। इस संपूर्ण प्रक्रिया में संघों को विश्वास में लेने की बात तो दूर उनसे विचार-विमर्श भी नहीं किया गया है। इसके पूर्व में डीओटी ने बीबीएनएल, भारत ब्राडबैंड निगम लिमिटेड, कंपनी की स्थापना की है। ऐसी प्रक्रियाएं आज भी जारी हैं। प्रबंधन तथा सरकार दोनों को आभास है कि कर्मचारियों तथा इनके संघों के साथ मनमाना व्यवहार संभव है। कुछ समय पूर्व "डीलाइट" कंसलटेंट ने एसएसएज् कम करने, एरिया सेटअप की स्थापना आदि तथा 70,000 कर्मचारियों को घर भेजने की सिफारिश की है। इससे जिम्मेदार व्यक्तियों की मानसिकता उजागर होती है। यह अभाग्य है कि केपीएमजी, बीसीजी अथवा डिलाइट कंसलटेंट्स ने कभी यह नहीं विचार किया कि किस प्रकार वर्तमान कर्मचारियों को भली-भांति उपयोग किया जाय। प्रबंधन ने पुनः औद्योगिक सभ्यता तथा सौहार्दपूर्ण वातावरण की अनदेखी की तथा कर्मचारियों के संघों से विचार-विमर्श नहीं किया। टर्म ऑफ रिफरेंस का पता नहीं है। इसे गोपनीय रखा गया है। परंतु प्रबंधन को समझना होगा कि बीएसएनएल कर्मचारी चुनौतियों का सामना करने में सक्षम हैं। कर्मचारी प्रबंधन तथा सरकार के नापाक इरादों को कभी सफल नहीं होने देंगे।

वर्तमान में कर्मचारी अनेक समस्याओं से जूझ रहे हैं। हजारों ग्रुप 'डी' कर्मचारी तथा नियमित मजदूर वेतनमानों पर स्टैगनेट कर रहे हैं जिससे उनमें भारी असंतोष तथा निराशा है।

यह सच है कि "स्टैगनेशन" की समस्या वेज रिवीजन तथा एनईपीपी समझौतों की उपज है। परंतु इसका समाधान आवश्यक है। एनईपीपी की कठिनाइयां तथा कष्ट यथावत हैं। प्रबंधन पीएलआई के भुगतान के मामले में टालमटोल की नीति अपना रही है। जबकि डीपीई के जुलाई, 2011 के पत्र में

सभी निगमों को स्पष्ट दिशा-निर्देश हैं। संघ के अत्याधिक प्रयास के पश्चात् भी एलटीसी, चिकित्सा भत्ते की सुविधाओं का रिस्टोरेशन नहीं हुआ है।

बीजेपी के नेतृत्व में बनी नवीन सरकार ने संसद तथा इसके बाहर बीएसएनएल के पुनर्त्थान की घोषणाएं की हैं। कंपनी चार वर्षों से आर्थिक हानि में है। परंतु घोषणाओं के अतिरिक्त सरकार ने कोई ठोस कदम इस दिशा में नहीं उठाया है। आखिर घोषणाओं तथा आश्वासनों पर हम कब तक टिके रहें। सामग्रियों तथा उपकरणों की नितांत कमी है। बीएसएनएल के पास श्रोतों का अभाव है। अधिवेशन को इन सभी पर विचार करके निर्णय लेना होगा कि किस प्रकार चुनौतियों तथा परिस्थितियों का सामना किया जाय?

एनएफटीई का पूर्व का महत्वपूर्ण तथा गौरवमय इतिहास है कि किस प्रकार इसने चुनौतियों का साहस के साथ सामना किया तथा संघर्षों में अभूतपूर्व सफलता प्राप्त की। निःसंदेह एनएफटीई का न तो बड़बोलापन में विश्वास है एवं न ही अनावश्यक चिल्लाना। आज एनएफटीई को मान्यता है। अतः इसकी भूमिका पूर्व की भांति प्रभावी तथा सार्थक होनी चाहिए। बीएसएनएल तथा कर्मचारियों की सुरक्षा होनी चाहिए चाहे जो भी कीमत चुकानी पड़े। अतः जबलपुर में साहस तथा बुद्धिमता के साथ पधारें तथा निर्णय लें कि किस प्रकार चुनौतियों तथा परिस्थितियों का सामना किया जाय। ध्यान रहे कि हमें **प्रतिकूल परिस्थितियों को कर्मचारियों के हित में परास्त करना है। प्रत्येक दशा में एनएफटीई के पूर्व के जगमगाते इतिहास को सुरक्षित रखना है।**

एनएफटीई जिंदाबाद, एनएफटीई जिंदाबाद

### संघ का राष्ट्रीय अधिवेशन

संघ का राष्ट्रीय अधिवेशन 10 से 12 अक्टूबर, 2014 को जबलपुर में सम्पन्न होना है। राष्ट्रीय कार्यकारिणी की बैठक 9 अक्टूबर को 15:30 बजे होगी। इस संदर्भ में नोटिस जारी हो चुकी है।

साथी ए.के.मिश्रा के नेतृत्व में बनी स्वागत समिति अधिवेशन को सफल बनाने में कार्यरत है। स्वागत समिति

सीमित स्रोतों से अधिवेशन का प्रबंध कर रही है। अतः प्रांतीय सचिव विशेष ध्यान दें कि आब्जर्बर डेलीगेट अधिक नहीं आएँ जिससे कि किसी को कठिनाई तथा कष्ट नहीं हो। प्रतिनिधियों की संख्या से स्वागत समिति को शीघ्र अवगत कराएँ एवं यह संघ के प्रावधान के अनुसार हो।।

#### सम्पर्क नंबर

साथी ए के मिश्र

साथी हबीब खान

सचिव, स्वागत समिति

उपाध्यक्ष, स्वागत समिति

09425868100, 08827912577

09425015786

### एनडीए सरकार यूपीए के राह पर

एनडीए सरकार यूपीए के कार्यों को आगे बढ़ा रही है। चीनी पर सब्सिडी, रेलवे व डीजल के बढ़े दाम, बीमा में एफडीआई, रेलवे तथा रक्षा में एफडीआई आदि उदाहरण है। नया कुछ भी नहीं है। वर्तमान सरकार पिछली सरकार की नीतियों को ही कार्यान्वित कर रही है।

### बीएसएनएल- एमटीएनएल का परफारमेंस माननीय सांसद श्री डी.पी. त्रिपाठी का राज्यसभा में प्रश्न 63 का संचार मंत्रालय द्वारा 11.7.2014 को उत्तर

क) सरकार चिन्तित है कि बीएसएनएल तथा एमटीएनएल के परफार्मेंस में अत्याधिक सुधार हो।

बीएसएनएल के लैन्डलाइन फोन्स की मार्च 2009 से मई 2014 तक 38.4% की गिरावट है जबकि एमटीएनएल की 1.14% मोबाइल सेक्टर में मार्केट शेयर में बीएसएनएल की गिरावट 14.87% से 10.95% की है जबकि 10.87% से 4.83% है। बीएसएनएल के लैन्डलाइन कनेक्शन तथा मोबाइल ग्राहक भागीदारी में 5 वर्षों में भारी गिरावट है जब कि एमटीएनएल के मोबाइल ग्राहक भागीदारी में अत्याधिक गिरावट हुई है।

पांच वर्षों में बीएसएनएल के रेवेन्यू में 11.67% की गिरावट है जबकि एमटीएनएल की 23.87%। वर्ष 2013-14 में बीएसएनएल की हानि रूपया 7085 करोड़ है वर्ष 2012-2013 में एमटीएनएल रूपया 5321 करोड़

की हानि में था। वर्ष 2013714 में एमटीएनएल रूपया 7825 करोड़ के लाभ में इस लिए है क्योंकि पेन्शनरी लाभों तथा स्पेक्ट्रम चार्जेज को वापस किया गया है।

बीएसएनएल तथा एमटीएनएल दोनों आर्थिक संकट में है। रेवेन्यू की कमी खर्च में वृद्धि तथा विकास विस्तार में निवेश की असमर्थता।

ख) सरकार ने पुनर्त्थान के अनेक कार्यवाही की है :-

1) एमटीएनएल स्टाफ के पेंशन की जिम्मेदारी बीएसएनएल की भांति

2) सरकार द्वारा रूपया 1411 करोड़ ऋण की माफी

3) बीएसएनएल को रूपया 6724.51 करोड़ तथा एमटीएनएल को रूपया 4533.97 करोड़ की ब्राडबैंड वायर एसेस (बीडब्ल्यूए) स्पेक्ट्रम की वापसी पर आर्थिक सहायता।

सरकार दोनों कम्पनियों के पुनर्त्थान की योजना बना रही है। इसमें कर्मचारियों के अधिक खर्चे तथा सम्पदा का उचित उपयोग आदि मुद्दों का समाधान भी है। जिससे कि नेटवर्क में विस्तार तथा गुणवत्ता में सुधार हो।

दोनों कम्पनियों पुनर्त्थान की योजना बना रही है कि किस प्रकार रेवेन्यू में वृद्धि हो।

### पांच अमीरों के पास अरबपतियों की आधी दौलत

देशों के कुल अरबपतियों की सम्पत्ति का आधा भाग पांच अरबपतियों के पास है। यह राशि लगभग 85.5 अरब डॉलर अर्थात् लगभग 5,23,897 करोड़ रूपए की निजी सम्पत्ति है। यह देश के कुल अरबपतियों की कुल सम्पत्ति का 47.5 प्रतिशत है। मुकेश अम्बानी देश के सबसे अमीर व्यक्ति हैं। उनके पास 1,49,474 करोड़ रूपए की सम्पत्ति है।

### ईपीएफ खाता धारकों का एकाउन्ट नम्बर अब नहीं बदला जाएगा

ईपीएफ खाता धारकों को यूनीवर्सल एकाउन्ट नम्बर आवंटित होगा। नौकरी बदलने पर खाता संख्या नहीं बदलेगा। कर्मचारी किसी भी प्रतिष्ठान में नौकरी करें उसकी पहचान यूएन (यूनिवर्सल एकाउन्ट नम्बर) से होगी। वेबसाइट के जरिए जमा धनराशि तथा अर्जित ब्याज को भी देखा जा सकेगा।

## बीएसएनएल बोर्ड द्वारा कार्मिक मुद्दों की अनदेखी :-

बीएसएनएल बोर्ड की बैठक 5 अगस्त को सम्पन्न हुई। परन्तु कार्मिक मुद्दों (जेटीओ को भर्ती नियम, ई-1 स्केल का सृजन आदि) के एजेन्डे में होने पर भी नहीं लिया गया। दलील है कि समय का अभाव था। यह अभाग्य नहीं तो क्या है ?

आखिर नॉन-इकजीक्युटिव कर्मचारियों तथा उनकी समस्याओं की अनदेखी कब तक होगी।

### टीटीए भर्ती नियम

बोर्ड द्वारा अनुमोदित हो गया है। आदेश जारी हो गया है।

### रूपया 800/- का प्रोत्साहन धन

पात्र कर्मचारी जिनके पास हिंदी अनुवादक का कार्यभार उन्हें प्रत्येक माह रूपया 800/- प्रोत्साहन धन मिलेगा। यह बोर्ड द्वारा अनुमोदित हुआ है। आदेश जारी हो गया है।

### प्रबंधन को पत्र

#### बीएसएनएल के पुर्नगठन हेतु 'डिलाइट' कन्सलटेंट की सिफारिश

टीएफ-6/2 दिनांक 2.8.2014 सीएमडी, बीएसएनएल को कृपया पत्र संख्या टीएफ-6/2 दिनांक 1.5.2014 का सन्दर्भ लें जिसमें संघ ने कन्सलटेंट की नियुक्ति के सन्दर्भ में पत्र लिखा था। स्मरण करें हमने "टर्म ऑफ रिफरेन्स" की प्रतिलिपि की मांग थी। आपने उपलब्ध करने हेतु सहमति भी व्यक्त की थी। संघ अभी तक प्रतीक्षारत है।

यह संज्ञान में आया है कि डिलाइट ने एरिया ऑफिस की आवश्यकता, छोटे-छोटे एसएसएज का मरजर, बृहत एसएसएज का चिन्हित करना, बिक्री तथा मार्केटिंग पर बल आदि की सिफारिशों की है। हमें ज्ञात हुआ है कि सिफारिशों पर चर्चा हेतु 21/22 अगस्त को सीजीएमएस की बैठक बुलाई गई है। ऐसा आभास हो रहा है कि प्रबन्धन सिफारिशों पर मनमाने ढंग से कार्यवाही करने की दिशा में है। मान्यता प्राप्त संघों से चर्चा की बात तो दूर है उन्हें "टर्म ऑफ रिफरेन्स" तथा सिफारिशों की प्रतिलिपियां भी नहीं दी गई है। यह बहु चर्चित है कि कन्सलटेंट की नियुक्ति डीओटी के इशारे पर की गई

थी तथा उनकी इच्छानुसार सिफारिश की गई है।

अतः संघ की मांग है कि

1) "टर्म ऑफ रिफरेन्स" तथा सिफारिश की प्रतिलिपियां संघ को उपलब्ध की जाय।

2) सिफारिशों पर संघों से चर्चा की जाय। एकतरफा निर्णय कम्पनी के लिए घातक हो सकता है।

शीघ्र उत्तर की प्रतीक्षा में।

#### बीएसएनएल कर्मचारियों के लिए पेंशन नियम टीएफ-11/3 दिनांक 22.7.2014 सीएमडी, बीएसएनएल को

संघ अत्यंत दुखित होकर मामले में ध्यान आकर्षित कर रहा है। यह अधिक समय से लम्बित है।

दिनांक 12 जून, 2012 को प्रबन्धन ने संघों के साथ समझौता नियम बनाने का समझौता किया था। परन्तु यह अभी तक नहीं बना है। आप इससे सहमत होंगे कि दो वर्षों का समय समाधान हेतु बहुत अधिक है। परन्तु विचार पवित्र होना चाहिए।

दिनांक 27.6.2014 को संघों को बताया गया था कि एचपीसी तथा एचसीएल दोनों ने योगदान की समान सिफारिश की है। परन्तु 2% का योगदान कम्पनी की प्रतिष्ठा के अनुरूप नहीं है। प्रबन्धन को इस पर ध्यान देना चाहिए। प्रबन्धन के पक्ष से सकारात्मक इशारा था। कृपया मुद्दे का शीघ्र समाधान सुनिश्चित करें।

#### टेम्पोरेरी स्टेटस मजदूरों का टेलीकॉम मैकेनिक वर्ग में प्रोन्नति पश्चात् प्रोसिडेशियल आर्डर्स

टीएफ-24/4 दिनांक 2.8.2014 सीनियर जीएम (स्थापना), बीएसएनएल को

कृपया 23.12.2013 को नेशनल कौंसिल की बैठक में विषय पर चर्चा का सन्दर्भ लें। बैठक में ऐसे मामलों पर विचार करने की सहमति बनी थी।

संघ अवगत कराना चाहता है कि अनेक टेम्पोरेरी स्टेटस मजदूरों ने निगमीकरण के पूर्व तथा पश्चात् परीक्षा उत्तीर्ण करके प्रशिक्षण के पश्चात् टेलीकॉम वर्ग में प्रोन्नति हुए हैं। इन्हें पीओएज जारी नहीं किया गया है।

परन्तु ऐसे टीएसएमएस जो 1.10.2000 अथवा इसके

पश्चात् नियमित हुए हैं उनकी पीओ की पात्रता है। इस संदर्भ में टेलीकॉम मेकैनिकल की भी पात्रता बनती है। ये जीपीएफ की परिधि में भी है।

कृपया मामले को डीओटी भेजने पर विचार करें।

### **वर्ष 2009 के पश्चात् के नियुक्त कर्मचारियों के वेतन में कमी**

**टीएफ-9/29, दिनांक 21.7.2014 श्री ए.एन. राय, सीएमडी को**

संघ ने नेशनल कौंसिल की सम्पन्न दो बैठकों, दिसम्बर 2013 तथा अप्रैल 2014, मुद्दे को उठाया था। इसके पूर्व अनेकों पत्र तथा अनौपचारिक बैठकों द्वारा भी ध्यान आकर्षित किया था।

संघ के अथक प्रयास के परिणामस्वरूप एक समिति का गठन हुआ जिसने अपनी सिफारिश प्रबन्धन को दे दी है। प्रबन्धन ने सिफारिश को वापस करते हुये प्रस्तुति देने के लिए कहा था। लगभग 5 माह हो गए परन्तु इस दशा में कोई प्रगति नहीं हुई तथा मामले को ठन्डे बस्ते में डाल दिया गया है। इससे हम दुखी तथा चिन्तित है।

दिनांक 27 जून को मामला पुनः चर्चा में आया। आयटम 6.2 में अंकित मिन्ट्स दुःखदायी है तथा दर्शाता है कि नॉन-इकजीक्युटिव कर्मचारियों के साथ किस प्रकार का बर्ताव हो रहा है। यह पूर्व के आश्वासनों तथा सिफारिशों के भी विरुद्ध है।

कृपया औद्योगिक शांति के हित में शीघ्र समाधान सुनिश्चित करें।

### **पूर्व सैनिक कर्मचारियों की जेटीओ के परीक्षा, 2013 में पात्रता**

**टीएफ-14/2(बी) दिनांक 21.7.2014 सीएमडी, बीएसएनएल को**

संघ के संज्ञान में आया है कि तीन अदालतों ने निर्णय दिया है कि एक्स सर्विसमेन की परीक्षा हेतु पूर्व सेवा की गणना करे। पूर्व में अदालतों ने प्रॉविजनल परमीशन परीक्षा हेतु दी थी। ऐसे कर्मचारियों की संख्या लगभग 100 होगी। पता चला है कि कॉर्पोरेट कार्यालय अपील की तैयारी में है। जेएओ की परीक्षा में पूर्व सेवा की गणना की जाती है। आप सहमत

होंगे कि दोहरा मापदंड नहीं होना चाहिए। कृपया हस्तक्षेप करें जिससे परिणाम घोषित हो।

### **जीपीएफ भुगतान में समस्याएं**

**टीएफ-11/11 दिनांक 21.7.2014 सीएमडी, बीएसएनएल को**

उपर्युक्त विषय पर संघ ने पूर्व में प्रतिवदेन भेजे हैं। परन्तु परिस्थिति में परिवर्तन नहीं है तथा कर्मचारियों के कष्ट यथावत है। कर्मचारी अपने आश्रितों की उच्च शिक्षा तथा विवाह सम्पन्न करने के लिए ही अधिकांशतः अग्रिम लेते हैं।

यह आश्चर्यजनक है कि कुछ सर्किलों में अधिकारी लोग जीपीएफ में अधिक राशि का योगदान करते हैं तथा 3/4 माह के पश्चात अग्रिम लेते हैं जिसके कारण फन्ड में कमी हो जाती है तथा निम्न श्रेणी के कर्मचारी अग्रिम से वंचित हो जाते हैं। कृपया ऐसे कृत्य पर रोक लगाएं जिससे कि नॉन-इकजीक्युटिव कर्मचारियों को अग्रिम मिल सके।

### **बोर्ड द्वारा कार्मिक मुद्दों की अनदेखी**

**टीएफ-14(2बी) दिनांक 21.8.2014 सीएमडी को**

बोर्ड की बैठक 5.8.2014 को हुई थी। परन्तु मुद्दों को अनुमोदित नहीं किया गया है।

1. जेटीओ भर्ती नियम

2. ई1 वेतनमान

दोनों मामले काफी समय से बोर्ड में लाम्बित हैं। कृपया उचित कार्यवाही करें क्यों कि कर्मचारियों को हानि हो रही है।

### **एक्स सर्विसमेन की पूर्व सेवा की गणना**

**टीएफ-14/2(बी) दिनांक 21.8.2014 श्री राय, सीएमडी को**

कृपया पत्र संख्या टीएफ 14/2(बी) दिनांक 21-7-2014 का सन्दर्भ लें। संघ के अध्यक्ष ने भेंट करके अवगत किया था कि जेएओ परीक्षा में गणना होती है जेटीओ (इलेक्ट्रिकल) की परीक्षा में भी इस प्रकार का प्रावधान है। इस संदर्भ में कॉर्पोरेट कार्यालय के पत्र संख्या 23.2(वाल-II)/2008 इलेक्ट्रिकल का संदर्भ लें। आखिर कॉर्पोरेट कार्यालय दो प्रकार की नीति कैसे अपना सकता है ? तीन अदालतों ने इसके पक्ष में निर्णय दिया है। कृपया मामले में हस्तक्षेप करें।

## नियम 32 में निम्न प्रावधान है

टीएफ-13/8 दिनांक 4.8.2014 को सम्बोधित सीडीए  
नियम 2006 में नियम 32 का संशोधन

“(1) निलम्बन की वापसी पर सक्षम अधिकारी निलम्बन अवधि का पूर्ण वेतन दे सकता है।

(क) यदि पूर्ण रूप से दोष मुक्त होता है तथा कोई सजा नहीं मिलती है तो पूर्ण वेतन सबसिस्टेन्स एलाउन्स की कटौती करके भुगतान होगा।

(ख) अन्यथा सक्षम अधिकारी वेतन का जो भी अंश का निर्णय करें

2) यदि (क) में आता है तो सस्पेसन अवधि ड्यूटी मानी जाएगी तथा (ख) की दशा में डियूटी नहीं मानी जाएगी जब तक कि सक्षम अधिकारी ऐसा कोई निर्णय नहीं दें।

यदि ‘सेन्सर’ की सजा मिलती है तो कर्मचारी को वेतन नहीं मिलता जब तक सक्षम अधिकारी निर्णय नहीं दे। सीसीए नियम में सेंसर की सजा मिलने पर निलम्बन अवधि डीओपी के पत्र 11012/15/85- ईस्ट(ए) दिनांक 3.12.85 के अनुसार डियूटी मानी जाती है। निलम्बन अवधि में एचएमएस के पत्र 142/2/83/एडी VI दिनांक 6.4.83 के अनुसार डियूटी पर आना आवश्यक नहीं है।

कृपया मामलों पर सीसीएस/सीसीए के अनुसार विचार करना सुनिश्चित करें।

टीएफ-2/2 दिनांक 21.8.2014 सीनियर जीएम(एसआर)  
को

लोकल कौंसिल के सदस्यों नामित करने का मामला एनएफटीई हेडक्वार्टर ने निर्णय लिया है कि लोकल कौंसिल के सदस्यों का नामांकन। संशोधन सम्बन्धित प्रान्तीय संघ करेगा। सर्किल का सीएचक्यु करेगा। कृपया आदेश जारी करें।

## बीमार निगमों के पुनर्त्थान हेतु समिति का गठन

सरकार पत्र संख्या डीपीई/14(17)/2014-फिन (पीपी) दिनांक 4.8.2014 द्वारा सीएमडी, एनटीपीसी की अध्यक्षता में एक समिति का गठन किया है जो कि बीमार कम्पनियों के पुनर्त्थान के लिए एक पृथक कम्पनी बनाने पर

विचार करेगी। इस कम्पनी को फन्ड महारत्ना तथा अन्य कम्पनियां उपलब्ध करायेंगी।

## बीएसएनएल तथा एमटीएनएल मरजर

दोनों निगमों के पुनर्त्थान हेतु डीओटी दोनों संगठनों के मरजर के लिए रूपरेखा तैयार करने में लगा है। इसमें दो वर्षों का समय लग सकता है।

संचार मंत्री, श्री रविशंकर प्रसाद ने दोनों कम्पनियों के वरिष्ठ अधिकारियों से चर्चा की है कि किस प्रकार इनका पुनर्त्थान हो।

(पीटीआई बीएम पर आधारित)

## बीएसएनएल का लाभ हानि

### राज्य सभा प्रश्न सरकार

8.8.2014 को उत्तर 3287 डॉक्टर मैतरेयान  
क्या संचार मंत्री अवगत करेंगे कि:-

(क) वर्ष 2004-2005 से 2011-12 तक का लाभ/ हानि का ब्यौरा।

(ख) हानि के कारण

(ग) सरकार द्वारा कम्पनी को लाभ में करने के प्रयास तथा निजी कम्पनियों से मुकाबला

(घ) क्या बीएसएनएल के एक लाख कर्मचारियों को वीआरएस देने का प्रस्ताव है।

(च) विस्तृत ब्यौरा तथा सरकार का निर्णय।

उत्तर

संचार तथा कानून-न्याय मंत्री का उत्तर (श्री रविशंकर प्रसाद)

(क) 2004-05	10,183 करोड़
2005-06	8,940 करोड़
2006-07	7,806 करोड़
2007-08	3,009 करोड़
2008-09	575 करोड़
2009-10	(-) 1,823 करोड़ हानि

**कोयला घोटालों में एनडीए-यूपीए दोनों सरकारें दागी**

2010-11 (-) 6,384 करोड़ हानि

2011-12 (-) 8,851 करोड़ हानि

(ख) हानि के निम्न कारण है :-

- 1) ग्राहकों का लैन्ड लाइन से मोबाइल में जाना
- 2) मोबाइल क्षेत्र में तीव्र प्रतियोगिता
- 3) इन्फ्रास्ट्रक्चर में निवेश की असमर्थता जिससे गुणवत्ता तथा कवरेज प्रभावित हुई।

4) कर्मचारियों के खर्च औद्योगिक मापदंड के अनुसार तुलनात्मक वृद्धि

5) तकनीकी से ग्राहक व्यापार क्षेत्र में जाने में असमर्थता  
ग) सरकार ने पुनर्गठन के अनेक कार्यवाहियों की हैं।

1) रूपया 1411 करोड़ ऋण की माफी

2) बीडब्ल्यू स्पैक्ट्रम की वापसी पर रूपया 6,724.51 करोड़ रूपए की बीएसएनएल को आर्थिक सहायता तथा संयुक्त रूप से अन्य उपाय भी किए जा रहे हैं कि किस प्रकार कर्मचारियों के खर्चों का समाधान हो तथा सम्पदा का उपयोग हो एवं गुणवत्ता में वृद्धि हो।

बीएसएनएल पुनर्गठन योजना बना रहा है। रेवेन्यू वृद्धि, व्यापार के अवसर तथा मार्केटिंग आदि पर ध्यान दिया जा रहा है।

(घ) तथा (च) डीओटी बीएसएनएल के जीओएम की सिफारिश के अनुसार कुछ शर्तों में आर्थिक सहायता देने पर विचार कर रहा है जिससे कि कर्मचारी खर्च में कमी हो।

### बोर्ड मीटिंग 29 अगस्त

बीएसएनएल बोर्ड 29 अगस्त को कार्मिक योजना पर डिलाइट के सिफारिशों की पृष्ठभूमि पर विचार करेगा।

### राष्ट्रीय अधिवेशन

टीएफ-1/2/एआईसी दिनांक 6.8.2014

सभी को सूचित किया जाता है कि संघ का चौथा राष्ट्रीय अधिवेशन 10 से 12 अक्टूबर, 2014 को क्रिश्चियन हायर सेकेन्ड्री स्कूल, जबलपुर (मध्य प्रदेश) में आयोजित होगी। राष्ट्रीय कार्यकारिणी की बैठक 9 अक्टूबर को 15.30 बजे होगी। संघ के अध्यक्ष, साथी इस्लाम अहमद अधिवेशन तथा कार्यकारिणी बैठक की अध्यक्षता करेंगे।

कार्यसूची निम्नवत है:

(1) पटना अधिवेशन के पश्चात् संघ के कार्यकलापों की रिपोर्ट

(2) संघ का ऑडिटेड लेखा-जोखा

(3) संगठन का पुनर्वालोचन

(4) हेडक्वार्टर के कार्यों की समीक्षा

(5) तीन स्तरों पर निगोशिएटिंग मशीनरी का कार्य करना

(6) फोरम/जेएसी (नॉन-इक्जीक्युटिव) में भाग लेना।

(7) बीएसएनएल की आर्थिक दशा तथा इसका जीवित रहना।

(8) डिलाइट कन्सलटेन्ट की अनुशंसाएं तथा बी एस एन एल का पुनर्गठन

(9) (क) बीएसएनएल में सम्मिलित कर्मचारियों की पेंशन

(ख) बीएसएनएल भर्ती कर्मचारियों के पेंशन नियम का बनना।

(10) नियमित मजदूर तथा ग्रुप 'डी' स्टॉफ का स्टैगनेशन

(11) डीपीई के दिशा-निर्देशन के अनुसार पीएलआई का भुगतान

(12) (क) वेतन संशोधन

(ख) 1.1.2007 अथवा इसके पश्चात् भर्ती कर्मचारियों के वेतन में कमी।

(13) एनईपीपी के कष्ट

(14) ट्रांसफर पॉलिसी

(15) टेलीकॉम फ़ैक्टरीज, स्टोर्स तथा सिविल/इलेक्ट्रिकल की समस्याएं तथा मांग

(16) कैंडरों का री-डेजिगनेशन

(17) अनुकम्पा नियुक्ति-नीति

(18) संघ के संविधान में संशोधन

(19) दादाघोष भवन के मामले

(20) पदाधिकारियों का चुनाव

(21) सभापति के अनुमति से अन्य मुद्दे।

## संचार मंत्री का आह्वान

आप दो कदम आगे चलें हम पांच कदम आगे बढ़कर सहयोग करेंगे

मुख्य महाप्रबंधकों की बैठक 21/22 अगस्त को बीएसएनएल हेडक्वार्टर के कांफ्रेंस हॉल में सम्पन्न हुई। दिनांक 22 अगस्त को संचार मंत्री ने सम्मेलन को संबोधित किया। इस अवसर पर सचिव (टी), अतिरिक्त सचिव (टी) तथा सीएमडी मौजूद थे। सम्मेलन का मुख्य संदेश डिलाइट, कंसलटेंट की सिफारिशें थीं जिसमें एसएसए को कम करना, एरिया सेटअप बनाना, 70000 कर्मचारियों को कम करना आदि शामिल हैं।

अपने संबोधन में मंत्री ने कहा कि आप "दो कदम आगे बढ़ें हम पांच कदम आगे बढ़कर आपकी सहायता करेंगे।"

**टिप्पणी:** फोरम के संघों ने दिनांक 4 अगस्त को कन्सलटेन्ट्स के सिफारिशों के विरुद्ध कॉर्पोरेट कार्यालय परिसर में जोरदार प्रदर्शन आयोजित किया।

## संघ के संविधान में प्रस्तावित संशोधन

संघ की सेक्रेटेरियट की बैठक दिनांक 25 अगस्त को साथी इस्लाम अहमद की अध्यक्षता में सम्पन्न हुई। बैठक ने संविधान में संशोधन के निम्न प्रस्ताव अनुमोदित किए जिन्हें आगामी राष्ट्रीय अधिवेशन में प्रस्तुत करना है।

### 1) मासिक चन्दा

संघ का चन्दा प्रत्येक कर्मचारियों से प्रत्येक माह 25/- रुपये कर दर से चेक ऑफ सिस्टम द्वारा डीडीओ के द्वारा वसूली करना होगा। आवंटन निम्नवत होगा। हेडक्वार्टर 6.00, सर्किल 9.00, जिला 10/-जिला संघ शाखा को 4.00 की दर से उसके अंश का भुगतान करेगा।

### 2) अधिवेशन का समय काल

राष्ट्रीय तथा प्रान्तीय अधिवेशन 3 वर्षों में तथा जिला अधिवेशन दो वर्षों में आयोजित होगी।

3) प्रत्येक शाखा मंत्री वर्ष के फरवरी तथा अगस्त में सदस्यों की सूची प्रान्तीय मंत्री को भेजेगा।

## Demonstrations view on 7-8-2014 at different Circle and SSA



Jharkhand



Mumbai

### ध्यानाकर्षण प्रदर्शन

नान-इक्जीक्युटिव कर्मचारियों के महत्वपूर्ण मुद्दे अधिक समय से लम्बित हैं। जेएसी के आह्वान पर अनेक स्थानों पर कर्मचारियों ने प्रबंधन का ध्यान आकर्षित करने हेतु प्रदर्शन आयोजित किया जो कि पूर्णरूप सफल था।

### Demonstrations view on 7-8-2014 at different Circle and SSA



Raipur

Bihar



Mumbai



Bhopal



Indore