



**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
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Harish Chander Mathur Lane,  
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No. BSNL/39-2/SR/2024

Dated: 27.12.2024

A formal meeting of NFTE was held on 4.10.2024 under the chairmanship of Director (HR). The list of participants is enclosed as Annexure A.

At the outset PGM (SR/Restg/WS&I) welcomed all participants from management and staff side present in the meeting. Director (HR) also welcomed all staff side participants.

GS, NFTE thanked Director (HR) for the formal meeting. In his opening address he raised various issues that are not included in the agenda points viz, Declaration of LICE results, wage revision and stagnation, DA payment to TSMs/casual Labourers, cash payment in lieu of uniform and liveries and huge recovery from Shri Dinesh Prasad, TT, Lakhisarai under Bhagalpur BA on grant of up-gradation under NEPP.

President, NFTE in his opening remarked thanked Director (HR) for the meeting and mentioned that the meeting was called after 5 months due to various reasons. He requested a copy of BCG report on HR matter. It was informed that scope of BCG project was largely technical in nature and information on recommendations shall be shared in due course. He informed that there are few circles/field units who intentionally don't comply with the orders/ letters issued by BSNL Corporate Office. DOT rules may be followed and necessary action may be taken.

Thereafter, discussion was carried out on the items as under:

#### 1. Review of sanctioned posts of Circles-

**Staff side stated that:** Sequel to VRS-2019 non-executive posts including JTO cadre were reduced in the Circles without evolving norms etc. Even size of the Circles and workforce available in the circles were not taken into consideration. This resulted surplus situation causing stoppage of promotional prospects. Factually strength was fixed arbitrarily. The matter has been referred to BSNL HQR and formally discussed with the Director (HR) in a scheduled meeting. There has been no progress till date. Therefore, it is urged that needful be done on priority basis to end the surplus condition and our submission submitted in the representations may be kept in view.

It was informed that organizational restructuring was approved by BSNL Board based on the current business requirement & BSNL Telecom setup for all the grades & streams. Sanctioned strength post VRS in various streams and grades was conveyed to the field units in Nov-2021.

It is assured that in the organizational restructuring review is ongoing. Data has been received, from the field units is being examined and inputs will be taken from all stake holders, where on all genuine issues will be addressed.

## 2. Restoration of grant of Festival Advance to employees-

An amount of Rs. 5,000/- was being granted as Festival Advance. This was stopped during financial crunch in the PSU. Now, Dot vide No. 6-22(01)/2020-PA dated 05.11.2023 has enhanced it to Rs. 10,000/-. This issue has been referred to BSNL HQR. in our Nos. TF-38, dated 21.10.2023 and TF-8/6 dated 24.04.2024. Kindly consider to restore the recoverable advance on important festivals.

**It was informed that** as per BSNL Office Order No. 15-8/04-PAT (BSNL) dated 31.03.2005, rate of Festival allowance was increased from Rs. 1500 to Rs. 5000 w.e.f. 01.01.2005 in respect of Non-Executives of BSNL.

It was intimated that Establishment Branch has not issued any order to discontinue the festival advance. However, this facility may have been discontinued due to stressed financial condition. The chairman assured to decide the matter after consideration.

## 3. New Promotion Policy for non-executives-

Presently employees are stagnating in their present scales. The NEPP is outlived and discriminatory. Various communications have been submitted to BSNL Hqr. as well as our discussion in NC be referred to. It is very strongly demanded that new promotion policy be evolved as per promises made to us.

**It was informed that** the NEPP was approved by the BSNL Board after due consultation/ negotiations with the concerned employee unions, and it was notified on 23.03.2010 (the EPP was already notified in 2007). It provides four time bound promotions (at the interval of 8 years) to then on-executives of the company for services in BSNL, along with the post-based promotions, which are decided as per available vacancies. This policy has also co-opted the erstwhile promotions policies of DOT. This policy has been running good and it is admitted position by Unions that NEPP has benefited lakhs of non-executives so far. The non-executives have several options to enter the executive hierarchy through post promotions of different RRs.

For BSNL absorbed employees, 1st TBP and 2nd TBP of 4 years and 7 years respectively were given through the initial 11 years. For BSNL appointee, the time bound promotions every 8 years under NEPP is a big improvement in any promotion policy available to Group C&D employees in the earlier regime. Presently, there appears no need for any new time bound pay up gradation policy.

**It was agreed to** issue a compendium of applicable orders /letters /circulars etc. on NEPP.

*N. S. D.*

#### 4. Up-gradation of CSS Staff-



The erstwhile DoT CSS staffs are also stagnation akin to field staff. The following demand is referred and discussed also with the PGM (Pers.). There are 6 stagnating LDC officials out of these two can be promoted to UDC cadre against two vacancies as per procedure in vogue. Similarly UDCs can be up-gradated to AM Post.

**It was informed that** (a) Regarding promotion of LDC to the grade of UDC, it is stated that as of now there is ONE vacancy of UDC in CSS cadre, which arose on 01.08.2024 on account of one retirement on Superannuation on 31.07.2024. Thus, there is ONE vacancy for VY 2024. Prior to this, there was no vacancy available for VY 2020, 2021, 2022 and 2023, hence, no promotion could be made.

(A.1) Further, it is to be noted that one UDC had earlier retired on 31.07.2021 but no vacancy arose because of this retirement due to the provisions contained in para

5 (i) (a) & (b) of the Restg Branch order dated 23.11.2021 which is reproduced as under:

5 (i) (a) There shall be only six grades (/E, TT, ATT, O/AOS/SOA/IOA etc (Erstwhile Sr. TOA/TOA cadre etc), JHT & SHT) in Non-Executive cadre, which are declared live/operational.

5 (i) (b) All other cadre and Grades of Non Executives other than those mentioned above in para (a) are declared as Dying Cadres. All the posts in excess of the existing (working) non executives as on 01.09.21 in all the grades and cadres of dying cadre are abolished. No further appointment shall be made in these cadres and grades by direct recruitment. However, the existing Non Executives of these Dying Cadres will continue to avail promotional benefits as provided in the respective cadres/grades. On retirement or on separation from service of the existing (working) Non- Executives of these Dying Cadres, the post falling vacant shall be filled up by way of promotion from the Non- Executives of dying or non-dying cadre. The post falling vacant in the dying cadre (in the lower grade) after promotion to the next higher grade will stand abolished automatically. No equivalent post in another Cadre /Grade shall be created in lieu if it, (i.e swapping of posts). Similarly, the vacant posts in the higher grade in dying cadres shall be abolished only after taking into consideration the promotional avenues of existing non-executives in the feeder grade.

As the retirement of UDC took place on 31.07.2021 i.e. prior to 01.09.2021, hence the said post was abolished, and no vacancy could arise because of it.

(b) Regarding the filling up of the vacancies in the grade of AM, it is stated that the process has already been initiated. The vacancy position in the grade of Assistant Managers of CSS Cadre for VY 2023 and VY 2024 (as of now) is as under:

Vacancy Year	Total	LICE(50%)	DR(50%)
2023	03	02	01
2024	05	03	02

The finalization of reservation rosters for the grade of Assistant Managers is under process.

## 5. Non-settlement of PO cases-

The matter has been referred and discussed on many occasions. It is regretted that settlement is delayed due to obvious factors. The circles are not receptive and not submitting information.

**It was informed that** the office has been processing cases of left out casual labourers for grant of Presidential Order of absorption in BSNL who have been conferred TSM status before 30.09.2000 and regularised as RM in BSNL under the mandate of DoT letter No. 269.94/98-STN-II dated 29.09.2000 in terms of DoT ND's letter No. 27-2/2006-SNG dated 20.10.2006. Cases forwarded by Circle are vetted here and forwarded to DoT for approval. And, it is incumbent upon Circles to take up genuine cases of PO in respect of TSMs regularised in BSNL.

All Circles were asked to furnish the left out cases of PO as per DoT's latest guidelines dated 04.08.2023 vide this office letter dated 21.08.2023 has issued instructions to bring up the left out cases as per DoT's fresh guidelines dated 04.08.2023 Further reminder has been issued to all Circle on dated 08.04.2024.

However, cases have been pending due to the lack of documents from Circles. In Bihar 7 cases have been pending as RM order is not available due to provisional appointment of RMs. Bihar Circle has been asked to create substantive appointments against these RMs and 4 cases in MH Circle have been pending due to lack of documents. In this connection, Director (HR), BSNL Board has made telephonic queries with the concerned GMs to expedite any left out case and a DO letter has been issued on dated 26.06.2024 to CGM(Bihar) and CGM (MH) to furnish the left out cases with all particulars as per DoT's latest guidelines dated 04.08.2023.

Two cases of Punjab circle (Sh. Vinod Kumar, Sh. Mahadev) and one case of B.C. Baria from Gujrat Circle have got approval from DoT for the issuance of PO.

**It was agreed that** the matter will be taken up with concerned CGM.

## 6. Formation of New Circle "BBNW" with Hqr at Bangalore

In this regard BSNL CO - A-A/16(13)/1/2020-Estt B dated 20.01.2022 and BBNW No. BG/BBNW/ Admin/Vol - 1112023-24/76 dated 15.05.2023 be referred to. Till date the cadre controlling authority has not been spelt out in respect of non-executive employees.

**It was informed that** Restg. Cell will examine the matter.

## 7. Employees receiving wages In ERP-

All employees receiving wages through ERP system be treated as regular employees. Such staffs are anxious to join unions as per their option. It is demanded that this category of officials be allowed to opt to subscribe to unions as per their options for redressal of their grievances.

**It was informed that** as per BSNL RNEU Rules subscription is allowed only to regular employees.



## **Empanelment of cashless payment for Indoor treatment –**

The facility is completely stopped due to non-payment by BSNL. It is urged that the cashless facility be restored and hospitals be empanelled. Instructions be issued to CGMs in this regard.

**It was informed that** (i) Instructions to circles vide letter no. BSNLCO-ADMN/11(12)/1/2020-ADMN-part(1) dated 5.3.2024 for empanelment of hospitals with target of empanelling at least reputed hospital per OA on credit facility basis have been issue to circles.

(ii) In order to achieve above, KPI target parameter namely “new empanelment of hospitals” has also been assigned to circles in Q1, Q2 and Q3 of FY 2024-25 and same is planned for Q4 as well. Till Q2 of 2024-25, total achievement i.e. new hospitals empanelled by circles are 160 against target of 179.

**It was intimated that** in spite of vigorous persuasion, hospitals are not ready for cashless treatments due to difficulty in settlement/non-settlement of pending dues. However, efforts are on.

## **9. Promotion through LICES –**

In post VRS period vacancies in the cadres of *JTO/JEITT* have been reduced due to restructuring. This has resulted in "NIL" vacancy in TT cadre in earlier SSAs (now ~As) due to which assistant Telecom Assistants have no opportunity for promotion to that cadre. The following demands 1 suggestions be considered.

- (a) The LICE be held to the cadre of T. T. on the basis of total vacancies of the BAs. The successful candidates be sent for raining on the basis of merit and option. Posting be done after training as per their options and position in the list.
- (b) There are vacancies in Sr. TOA cadre which can be filled up by such candidates who possess Intermediate / Graduate degree after a test.
- (c) Similarly, the Telecom Technicians be also considered for promotion to Sr. TOA cadre.
- (d) Most of the circles have been declared as surplus circle for the Cadre of JTO, JE & TT, hence the employees working in those circles will never get chance to get promotion through LICE. It is requested to search and apply some mechanism to save the carrier of such employees.

**It was informed that** LICES are held as per the Recruitment Rules and existing sanctioned strength of the cadre (post restructuring). Post Restructuring, the distribution of working employees is not as per sanctioned strength. Some circles/ BA are surplus in the cadre while some others are deficit. In order to normalise the distribution and not to exceed the Pan-India Sanctioned Strength of the cadre, the deficit circles are given vacancies less than the actual vacancy. It may be noted that not all vacancies available in the circle have been allotted to a circle keeping in view of the overall sanctioned strength of the cadre (Pan- India).

**It was agreed that** the suggestion of the union will be considered at the appropriate time.



## 10. Non-functioning of councils at all levels

It is fact that in post VRS period the functioning of councils have almost stopped. Steps are needed to ensure the functioning at 3 levels viz. All India, Circle and OA/BA levels.

**It was informed that** after 9<sup>th</sup> MV of Non-executives all CGMs were informed to form Councils at National, Circle and Local level in accordance with Part VII of BSNL RNEU Rules , 2012 vide SR cell letter No. BSNL/5-1/2022/SR dated 17.10.2023 and re-endorsed vide no. BSNL/39-1/2024-SR dated 7.5.2024. A letter from Director (HR) was issued on 12.9.2024 to all CGMs for necessary action.

## 11. Hardships to employees in transfer-

Due to revision in transfer policy considerable hardships are being faced by employees. The following points are submitted to obviate the same.

- (I) the employees seeking Rule 8 transfer to join their spouses who are serving in Govt. PSU and bodies be considered even for circles where surplus situation exists. Necessary relaxation be accorded in this respect and service period be also relaxed if required. Everyone will agree that couples should live together.
- (II) Mutual exchanges be sanctioned and service period restriction should not be imposed. Necessary relaxation be made in this regard also
- (III) Rule 9 transfer be acceded to for prescribed period as per existing orders for surplus circles also.
- (IV) The officials seeking transfer to deficit circles be acceded to expeditiously.

**It was informed that** the Rule -8 transfer of Circle/ BA cadre (JTO and JE) is considered as per the administrative feasibility under the existing Rule except in case of surplus circle where no further accommodation of excess cadre is allowed so that sanctity of sanctioned strength is maintained.

Spouse cases are given weightage in preparation of waiting list vide this office letter No 5-32/2017-Estt-IV/Rule-8 dated 23.02.2017.

There is no service restriction in case of Mutual transfer of these Circle /BA cadres.

Under Rule-9 transfer of BSNL transfer policy, officials can request for temporary transfer outside their recruiting circle irrespective of circle status i.e. Surplus /Deficit in the following cases:

- (i) In case of medical emergency for self / family or dependent parents for any of the specified chronic diseases defined in the policy.
- (ii) In case official who became physically handicapped with minimum specified disability,
- (iii) In case spouse is working in Central Govt., State Govt. or other PSU as a permanent employee.



Temporary transfer cases are considered only after completion of three years of service, and transfer shall be for a maximum period of two years.

Vide this office letters dated 23.02.2022, 16.06.2022 & 14.11.2022 surplus circles have been requested to process the Rule -8 cases expeditiously.

Staff side urged for reviewing of Rule -8 & 9 transfer policy. In this regard, it was informed that a committee has already been constituted to review the policy by PERS Branch. The committee will look in to the suggestions of Unions.

## **12. Coverage of DoT recruits transferred to BSNL under NPS/ OPS etc . –**

A sizeable number of officials were recruited by DoT as per Gol orders. These were imparted training by DoT and as such entitled for all benefits available to Central Govt. employees. However sequel to completion of training of such officials they were transferred to BSNL without option. Factually, these were entitled to NPS as per Gol orders enforced during the period. This was denied by DoT wrongly. Due to erroneous orders of DoT they are now deprived of OPS also as per DoP PW, OM dated 03.03.2023. In the process they have been denied NPS/OPS both. Therefore, it is urged that matter be taken up with the DoT to take option from this category of staff for NPS/OPS or absorption in BSNL be considered in Rule 37A. The status of employees recruited by DoT cannot be changed arbitrarily.

**It was informed that** as per the decision of DoT, the employees appointed by BSNL on or after 01.10.2000 are the employees of the Company. The employees appointed by BSNL are covered under EPF Scheme and NPS is not applicable to employees appointed by BSNL. Further, employees recruited by BSNL are not eligible for the benefits under Rule 37A of CCS (Pension) Rules, 1972. The said Rule is applicable only in respect of erstwhile DoT employees who sought Absorption in BSNL.

The Govt. of India has introduced NPS for its employees, who joined service on or after 01.01.2004. There is no such order from Govt./DoT, which provides for extending the benefit of NPS to BSNL recruited employees. Further, the DoP & PW OM dated 03.03.2023 provides an option to Govt. employees, who joined Govt. service after 01.01.2004 and were covered under NPS benefits, to opt for OPS in case they had been appointed against the vacancies prior to notification of NPS i.e. 22.12.2003. The OM dated 03.03.2023 is not applicable in respect of employees appointed by BSNL.

## **13. Problems / Grievances of TSM / Casual Labours –**

- (I) The wages of TSMs and other Casual labours including listed should be paid as per CDA Pay Scales. The TSMs wage revision is due from 01.01.2016. Till date it has not been done as per formula evolved by BSNL HQR.
- (II) The TSMs etc. are entitled to contribute in GPF. This has been surprisingly discontinued in NE-2 Circle at Dimapur SA. The wrong done be rectified.



**It was informed that**(i) Due to its difficult financial condition, the company does not qualify to pay revision of its employees as per DPE norms. Accordingly, pay revision of executives & non-executives under IIIrd PRC is still not done. Similarly, casual labours /TSMs are being paid wages as per VIth CPC minimum Gr. "D" pay scale with appropriate DA revisions regularly.

A committee constituted to examine the issue of wages revision for TSMs/Casual Labours has recommended that considering the present financial position, the proposal for revision of the wages of casual labours may be taken up for examination once the Company's financial health improves.

(ii) As part of extending social security measures, BSNL Board approved the benefit of EPF/ESI schemes for all casual workers and Temporary Status Majdoors and the same was conveyed vide BSNL CO's letter No. 273-5/2006-Pers-IV(LE) dated 11 Jan 2011. Further, as a sequel to exercise initiated vide the earlier approval, BSNL Board further approved the implementation of EPF/ESI scheme to all CL/TSMs from the retrospective date of 01.10.2000 whose numbers have been furnished by the Circles. This approval was conveyed vide letter No. 11-5/2010-LE dated 18 May 2015.

Staff side submitted that it is against DoT's decision. In this regard, it was clarified that DoT has been insisting for discontinuation of TSMs from GPF subscription from time to time and on boarding them under EPF scheme. The migration of TSMs from GPF to EPF has been done at the instance of DoT only and as such there is no violation of DoT's decisions.

#### **14. Lifting of ban on compassionate ground recruitment.**

**It was informed that** CGA appointment in BSNL is kept in abeyance vide BSNL letter dated 09.04.2019 & 07.03.2022 till further order due to stressed financial condition of the company, with the approval of BSNL Board. The review of the above decision will be considered at appropriate time.

At the end Dir (HR) in his address to the union assured that all lingering points will be examined with a sympathetic and humanitarian view. He further thanked union for useful, cordial and positive deliberations.

Meeting ended on a positive note with a vote of thanks by PGM (SR/Restg/WS&I).

This is issued with the approval of competent authority.

  
(Vipul Shrivastava)  
AGM (SR)

To,

1. PS to Director (HR)
2. PGM (Admn)/PGM (Estt.)/PGM(Pers.)/PGM (SR/Restg/WS&I), BSNL CO
3. General Secretary, NFTE



**LIST OF PARTICIPANTS**

**Management side**

Sl. No.	Name	Designation
1.	Anita Johri	PGM (SR/restg/WS&I)
2.	S P Singh	PGM (Estt.)
3.	Dinesh Mahur	PGM (Pers.)
4.	Sanjeev Tyagi	PGM (Admin)

**Staff side**

Sl.No.	Name	Designation
1.	Islam Ahmed	President
2.	Chandeshwar Singh	General Secretary
3.	K.Sheshadri	Dy. General Secretary
4.	Rajmouli	Treasurer

*[Handwritten Signature]*  
27/12/2024