

Items for discussion in the 36th National Council meeting

(1) Demanding extra marks, as well as relaxations, for the JE LICE.

The JE LICE was conducted on 28.01.2018. The officials with 10+2 qualification are eligible to appear the JE LICE. Hence, the standard of the JE LICE should also be that of 10+2. But, it is reported by a large number of candidates who appeared in the above stated examination that, many of the questions asked in the examination are of B-Tech standard. This may be due to the fact that the task of setting up the JE LICE question paper was outsourced to outside agencies. The questions which are of high standard are:- 04, 09, 11, 13, 15, 16, 19, 20, 21, 23, 24, 28, 29, 30, 31, 33, 34 & 38.

Similarly, there are many questions given with wrong answers, the details of which are given below:-

Sr No	Question ID	Answer as per answer key	Correct answer
1	41	Main Frame	Max Frame
2	42	Tape	All of these
3	44	Magnetic Ink Case Reader	Magnetic Ink Character Reader
4	45	Input Unit, Output Unit, control Unit	Input Unit, Output Unit, central Processing unit & Storage unit
5	47	American Standard code for inelegancy	American Standard code for Information Inter change
6	49	Path	Address Bus
7	50	A Central Processing Unit	All Of these

Seven questions are also wrong, since they have more than one correct answers. These questions are question no.10, 37, 75, 83, 90, 92 & 95.

In view of the foregoing, it is demanded that extra marks should be awarded to the questions with wrong answer key and also to the questions which carried more than one correct answers. Further, it is also demanded that relaxation should be given to the questions which are above 10+2 standard, in view of the fact that only a very small number of candidates will pass in the exam.

(2) Regularisation of RTP Service.

The Hon'ble CAT has ordered regularisation of the RTP (Reserve Trained Pool) / short duty service, done before regular appointment in the ToA cadres. (a) The Ernakulum CAT, in its judgment dated 9.7.2010 in O.A No. 133 of 2009, has directed for regularizing the RTP (Reserve Trained Pool) service of 4 officials in Telephone Operator cadre, retrospectively from 1983. The concerned officials were regularised much later, even though posts were available for regular appointment. The CAT order was challenged by BSNL and the case went up to Supreme Court. Finally the CAT order was upheld and was implemented. (b) In another case, advertisement was given for regular recruitment against the available vacancies in ToA cadre and accordingly the applicants have applied and were given training. But after training, they were appointed as short duty operator instead of regular operator. It was done on the misunderstanding that the ban on creation of posts that came into effect from 1.1.1984 was applicable for the posts created before 1.1.1984 also. In OA No.952/1992 the CAT Hyderabad issued orders for regular appointment of the said official from the date of appointment as short duty operator, because post was available at that time. (c) In OA No. 79/2011, the Ernakulum CAT has directed that (i) Respondents shall work out the vacancies that arose from 1984 onwards, which could not be filled up on account of the ban on recruitment. (ii) RTP candidates, based on their year of recruitment, coupled with order of merit, shall be accommodated notionally against such vacancies that were lying unfilled from 1984 onwards. (iii) It is from the date on which these applicants could be deemed to have been placed that the period of 16 years service for grant of TBOP(Time bound one promotion) benefits be worked out.

(iv) On completion of 16 years of such service, they would be deemed to have been granted TBOP benefits and the pay in the higher scale shall be fixed. (v) Arrears shall be worked out in respect of these cases and shall be paid to the applicants concerned.

It is therefore requested to regularize the RTP service and grant consequent benefits. But as per the information obtained under RTI Act, several SSAs in AP have replied that the concerned information regarding whether the vacancies were available and the RTP were not regularised even though vacancies were available etc., is not available with them since the information sought for, belongs to the period which was 30 years ago. But it cannot be the reason for denying regularisation of RTP service. Absence of records cannot be the ground for denying justice. Hence it is requested to regularise RTP service and extend consequent benefits.

(3) Recruitment in the cadre of Senior Office Associate.

Massive retirements are taking place in the cadre of Senior Office Associate. This has resulted in acute shortage in this cadre. In most of the places, the situation has become unmanageable. This issue seriously affects the functioning of the organisation. In view of this, it is requested that fresh recruitment should be made in the cadre of Senior Office Associate.

(4) Conducting the JE LICE as 'off-line' exam.

For the first time, the JE LICE conducted on 28.01.2018, was conducted as an online exam. Even before the examination was conducted, the Staff Side raised it's objection to this. It is the demand of the Staff Side that all examinations from Non-Executive to Non-Executive should be conducted only as an 'off-line' exam. This is in view of the fact that most of the applicants for the JE LICE are Telecom Technicians, who possess little knowledge in computer operations. However, the request of the Staff Side was not considered by the Management. Based on the answer key released by the Management, it could be gauged that only a few officials will get through this examination. It is requested that, taking this experience into consideration, the Management should conduct the future JE LICEs only as 'off-line' exams. The successful candidates should be imparted with the training in computer operations, so as to enable them to discharge their duties and responsibilities in the new cadre.

(5) Extension of the facility of payment of medical allowance without voucher, beyond the initial 6 month period.

BSNL Corporate Office, vide letter no. BSNL/Admn.I/15-22/14 dated 11.04.2017, introduced the facility of payment of medical allowance without voucher, for outdoor treatment, to the retired employees. This facility was introduced to mitigate the hardships being experienced by the retired employees in getting reimbursement of their outdoor medical expenditure. Extension of this facility was to be reviewed after 6 months, from the date of it's introduction. Since this review is not done, field units have stopped this facility. It is demanded that the Corporate Office may issue necessary letter to the field units, for the continuation of this facility to the retired employees.

(6) Proper up-keep of Inspection Quarters and introduction of IQ booking through online.

In most of the places, the BSNL inspection quarters are maintained badly. Only in a few places proper up-keep of the IQs is being done. It must be noted that the Company spends huge money to the outsourced agencies, for the maintenance of IQs. However, it is clear that this money is being siphoned off. When this is brought to the notice of the Management, only some stereo-typed letters are issued. Hence, it is requested that appropriate action may be taken to ensure that the IQs are maintained properly, and that BSNL's money does not go into the drain.

(7) Implementation of revised weightage point system for Compassionate Ground Appointments.

Compassionate Ground appointments are given by the BSNL, as per the policy guidelines issued by the Corporate Office, vide letter no.273-18/2005-Pers.IV dated 27.06.2007. Revised Weightage Points were issued on 21.04.2016, based on the persistent demand of the Staff Side. Accordingly, Compassionate Ground appointments were to be made based on Revised Weightage Points. However, the Corporate Office, vide letter no.273-18/2013-Estt.IV dated 02.06.2016, has issued instruction that HPC meetings for the present financial year may be conducted in accordance with the guidelines issued vide letter no.273-18/2013/CGA/Estt-IV dated 01.10.2014. As a result, CGA applicants are deprived of getting appointments even though vacancies are available. Hence, it is demanded that the Revised Weightage Point System for Compassionate Ground appointments may be implemented from 01.04.2016.

(8) *Non-implementation of the HR issues approved by the Management Committee.*

Three HR issues, viz., implementation of promotion to the Non-Executives in E-1 pay scale, one additional increment for the left out Non-Executives (at par with the TTAs who are appointed after 01.01.2007), implementation of gratuity for casual labourers, are already approved by the Management Committee many years ago, but were not implemented till date. These are very genuine and justified demands which need to be implemented without further delay.

(9) *Settlement of the problems that have arisen out of the bifurcation of Andhra Pradesh and Telangana circles.*

Consequent to the bifurcation of united Andhra Pradesh into Andhra Pradesh and Telangana States, which was a political decision, another political decision was taken for bifurcating BSNL AP Circle into AP and Telangana Circles. Due to this, the junior most employees in the Sr.ToA(G) cadre, working in the Circle Office at Hyderabad, were transferred to the AP Circle Office at Vijayawada, imposing lot of difficulties on them.

The Corporate Office has assured soft tenure (3 years tenure) as a one-time measure for these officials, vide BSNL order No. 317-04/2012-Pers.I (Pt) dated 13.3.2017. It means, while these officials can go back after the 3 year tenure, those coming in their place cannot go back after completing a fixed tenure and they have to remain in Vijayawada Circle Office until their retirement. It will be an untenable discrimination. The only solution for settling this problem will be, resorting to fresh recruitment for providing substitutes for them. It is to be noted that consequent to the bifurcation of NE Circle into NE-1 and NE-2 circles, the NE-2 circle was allowed, fresh recruitment. It is requested to reduce this tenure of 3 years to 2 years and to allow AP Circle to make fresh recruitment. It is also requested to do this fresh recruitment as early as possible, so that the officials opted/ forcefully transferred, can go back even before two years.

(10) *Setting up of a separate BSNL server for Assam, NE-I and NE-II circles at Guwahati.*

The Eastern Zonal Billing Centre for both landline and IT Project Centre (for mobile) is at present located at Kolkata. It is experienced by BSNL customers and more so by the BSNL Direct Selling Agents in those circles that, whenever link between Kolkata and Guwahati gets interrupted due to any reason, the entire Broadband service of Assam, NE-I and NE-II circles also get disrupted. As a result, the subscribers of Assam and NE circles could not even lodge their complaints to the appropriate authority. Hence, to solve all these problems, a separate BSNL server may be provided at Guwahati, which will cater the requirements of the entire North Eastern Region.

(11) *Special recruitment in the cadre of Senior Office Associate for J&K, Assam, NE-I and NE-II.*

There is acute shortage in the cadres of Assistant Office Superintendent and Office Superintendent in the hilly and far-flung circles of J&K, Assam, NE-I and NE-II. With a view to settle this shortage, it is requested that a special recruitment may be conducted in the cadre of Senior Office Associate for the above mentioned circles.

(12) *Extension of special concessions to casual labours working in Kashmir Valley.*

The Government of India has provided special concessions to Central Government employees working in Kashmir Valley in attached / subordinate offices or PSUs falling under the control of Central Government. The package of incentives is uniformly applicable to all Ministries / Departments and PSUs under the Government of India and package of concessions are also admissible to Temporary Status casual labours working in Kashmir Valley. BSNL is at present giving the special concessions to the regular employees only. It was earlier given to casual labours with Temporary Status who are working in BSNL in Kashmir Valley. Surprisingly, the facility was withdrawn from those casual labours for last few years in Kashmir Valley. It is requested to extend the special concessions to those casual labours working in Kashmir Valley.
