

 <b>BHARAT SANCHAR NIGAM LTD.</b>	<b>BHARAT SANCHAR NIGAM LIMITED</b> (A GOVERNMENT OF INDIA ENTERPRISE) SR Cell, Corporate Office 8th Floor, Bharat Sanchar Bhawan, Harish Chander Mathur Lane, Janpath, New Delhi-110001
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No. BSNL/39-1/SR/2023

Dated: 01.06.2023

**Minutes of the Meeting of Director (HR) with BSNLEU held on 10.05.2023.**

A formal meeting of BSNLEU was held on **10.05.2023** in the chamber of Director (HR), BSNL Board New Delhi. Shri Arvind Vadnerkar, Director (HR) presided over the meeting. The list of participants is enclosed as Annexure 'A'.

At the outset PGM (SR) welcomed the worthy Director (HR) and all the participants from Management and Staff side present in the meeting.

General Secretary of BSNLEU was requested to state their points in brief before the items of agenda were taken up for discussion. GS, BSNLEU thanked Director (HR) for convening the agenda meeting.

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

**Point no. 1 : Settlement of issues related to the working women of BSNL**

**Staff side demanded** for the settlement of issues related to the working women of BSNL like independent functioning of Internal Complaints Committees (ICC), timely action on complaints of sexual harassments, safety of women employees at work place, strict implementation of DoP&T orders on Child care leave, Special Medical Leaves for women employees above 45 years, Menstrual Leave for 3 days per month, provision of separate toilets and dining rooms for women employees.

**It was informed that** all Circles are instructed from time to time to follow scrupulously the guidelines issued by DoP&T and POSH Act 2013 to ensure safe and secure working environment for women at workplaces.

In accordance with POSH Act 2013, Internal Committee (IC) has been constituted in all the BSNL Corporate Office/Circles/BAs for redressal of grievances of victims of Sexual Harassment at Workplace.

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Instructions have been issued to all Circles vide BSNL letter no. 30-1/2020-SCT –SG dated 26.12.2022 to display Notices containing salient provisions of POSH Act 2013 i.e. composition of ICCs etc. at conspicuous places in BSNL premises as per Section 19(b) of the Sexual Harassment of Women at Workplace Act, 2013 so as the awareness among employees about salient provisions of POSH Act 2013 may be spread out.

All Circles are instructed by Corporate Office to take strict and timely action on complaints of Sexual Harassments. Annual Report is asked from all Circles regarding the pending case and reason of delay.

**It was also informed that** being a Govt. owned PSU BSNL follows the DPE/DoP&T Govt. of India Rules/Guidelines related to Women Empowerment for eg. Grant of CCL, Maternity Leave, Medical Leave for women above 45 years, Menstrual Leave and Special Medical Leave facilities etc.

**It was assured that SCT cell shall review and issue guidelines related to Internal Complaints Committees (ICC). Further, Admn Cell shall issue guidelines for the facility of Separate toilets for women in BSNL units.**

**Point no. 2: Premium amount of the Group Health Insurance should be paid by the Management**

**Staff side stated** that more than 10,000 employees have joined Group Health Insurance implemented in BSNL, resulting in reduction of medical expenditure of BSNL. **Staff side demanded** that the Premium amount of the Group Health Insurance should be paid by the Management.

**It was informed that** the BSNLMRS bill payments are improving continuously and hopefully, within six months all good hospitals are expected to come back in BSNL empanelment. The issue will be deliberated after 6 months. BSNL Management is also pursuing with them to offer cashless treatment.

**Point no. 3: Up-gradation of the pay scales of the cadres JE, Sr TOA and TT**

**Staff side demanded** that in view of changed nature of work of JE, Sr TOA and TT, due to advancement in technologies in BSNL, the pay scales should be upgraded, of the cadres of Junior Engineer from NE-9 to NE-10, Sr. TOA from NE-7 to NE-8 and Telecom Technician from NE-6 to NE-7.

**The demand of the Staff side was noted by BSNL Management.**

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**Point No. 4: Regularization of casual labourers and issuing of Presidential Orders – denial of the both to 140 officials of Bihar Circle.**

**Staff side stated that** DOT vide letter no. 269-94/98-STN-II dated 29.09.2000 issued instructions for the regularisation of all the casual labours. **It was demanded** for the regularization and issuing of Presidential Orders of 140 officials of Bihar Circle.

**It was informed that** pursuant to vigilance proceedings in the matter covering some officers and the 140 TSMs of Darbhanga SSA in Bihar circle, the competent authority in BSNL had approved the direction to Bihar Circle to terminate the services of the concerned TSMs of Darbhanga SSA. This order is presently stayed by Ld. CAT Patna.

**Currently, the matter is sub-judice and no further action can be taken before finalization of the Court proceedings.**

**Point No. 5: Non- Declaration of the results of the JTO LICE conducted in Punjab circle**

**Staff side** raised the issue of Non- Declaration of the results of the JTO LICE (50% quota) conducted in Punjab Circle on 26.05.2019, which is creating frustration among the affected candidates.

**It was informed that** MA in the connected case vide OA No/ 060/742/2018 titled as Parminder Kaur (Erstwhile Sarvjit Singh) & others vs BSNL &Ors has been filed in CAT registry on 11.11.2021 by BSNL. **Another** OA No.060/1156/2021 titled as Anil Kumar Vs BSNL filed on the matter of carry forwarding the left out vacancies of 2013-14 to the 2014-15.

**Estt cell to arrange meeting with Rectt Cell and CGM(PB) at the earliest for resolution of the issue.**

**Point no. 6: De - reserving of 95 JTO posts of ST category in Punjab Circle.**

**Staff side stated** that 95 ST vacancies available in Punjab Circle in the cadre of JTO are lying unfilled for many years, despite being carried over for many recruitment years. It was demanded that action should be initiated in accordance with DoP&T rules for dereserving of these posts in Punjab Circle.

**It was informed that,** Post VRS, restructuring exercise was approved by BSNL Board wherein the Sanctioned Strength of JTO of Telecom stream has been revised/reduced to 11756. Further, the circle-wise distribution of sanctioned strength of JTO (T) has been notified vide letter dtd 20.01.2022 as per the restructuring exercise. As per provisions of restructuring of BSNL manpower issued vide letter no. 4-02/2021-Restg dated 23.11.2021, all the posts in excess of the

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approved sanctioned strength post VRS restructuring by BSNL Board in different grades and streams stand abolished w.e.f. 01.02.20. Further, **the sanctioned strength** of JTO(T)s in Punjab circle is **465** as on 01.02.2020 and **the working strength** of JTO (T) as on date is **581**. Also, there was over supply of working heads post Restructuring vis-a-vis sanctioned post of JTO (T) in BSNL in 2021 year as well as in Punjab Circle and hence there is no vacancy in the grade of JTOs in Punjab circle. The abolition of large number of posts in BSNL through VRS, retirement and Restructuring exercise approved by BSNL Board rule out any utilization of posts that may have been available before 01.02.2020 and which are non-existent now.

**However, SCT cell shall examine the matter related to De - reserving of 95 JTO posts of ST category in Punjab Circle.**

**Point no.7: Reducing the period of qualifying service to 4 years for appearing in the JTO LICE.**

**Staff side stated** that for appearing in MT exam, the internal candidates require only 4 years of qualifying service. However, for appearing in the JTO LICE, the qualifying service is stipulated as 5 years. **It was demanded for reducing the period of qualifying service to 4 years for appearing in the JTO LICE.**

**It was informed that** in the past the combined residency period of regular service in the pay scale of NE-9 had reduced from 10 years to 7 years. As per JTO (T) RR 2014, further, it was reduced from 7 years to 5 years. In this regard, it is mentioned that the candidates eligible for appearing for JTO (T) LICE are Group 'C' and non-executives. The JTO (T) cadre is the executive cadre. If we further reduce the combine period of qualifying service for appearing in JTO (T) LICE, it may hamper the efficiency of JTO(T) cadre, hence as per the provision of JTO(T) RR 2023, eligibility of minimum 5 years of combined residency period in NE 9 pay scale is valid and in the interest of the organization. It is further informed that JTO (T) and other equivalent cadres require the same eligibility criteria. LICE of JTO (T) and MT exam are both different cadres and governed by separate Recruitment rules. No comparison can be drawn between the two cadres which are governed by separate set of RRs and having different work responsibilities.

**The above issue was noted by the BSNL Management.**

**Point no. 8: One time diversion of the Direct Recruitment Quota posts to the TT LICE.**

**Staff side stated** that Rectt Cell vide letter dated 02.02.2023, has issued directions to 15 Circles to hold TT LICE under 50% quota for the vacancy years 2020 & 2021. However, TT LICE will not be held in 14 Circles. **It was demanded for one time diversion of the Direct Recruitment Quota posts to the TT LICE.**

**It was informed that** the draft Notification for LICE for promotion to the post of Telecom Technician (TT) for the Vacancy Years 2020 & 2021 has been issued vide Rectt. Branch letter dated 02.02.2023. The Circles are to issue their respective notifications for conducting the said Exam.

Once the said LICE /Exam is held and the results are declared, the matter of diversion of direct recruit quota posts of TT, if required, will be considered as in the case of JTO special LICE.

**Point No. 9: Implementation of EPF in respect of the employees whose Presidential Orders are cancelled by the DoT.**

**Staff side stated** that Presidential Orders of 73 officials working in CNTxE Bhubaneswar as well as in various BAs of Odisha Circle, were cancelled by DOT. Due to cancellation of Pos, these employees are treated as BSNL recruitee now. All these 73 officials covered under GPF scheme. Since all these officials have been treated as BSNL recruitees, they are not entitled to cover under GPF scheme. **It was demanded that EPF has to be implemented in respect of all these 73 officials.**

**It was informed that** Odisha Circle had sought clarification with regard to opening of their EPF Account w.e.f their joining, payment of interest and penalty on account of opening of EPF from 01.10.2000 or date of joining etc as the their GPF accounts were earlier erroneously opened on the pretext of POs for their permanent absorption in BSNL.

**WS&I cell to take up the matter with CA Cell for resolution of the issue.**

**Point no. 10: Review the norms fixed for various cadres under the restructuring scheme.**

**Staff side stated** that the corporate office has laid down new norms for various cadres, through the "Restructuring Scheme". BSNLEU had submitted a detailed note in respect of fixing the new norms for various Non-Executive cadres as well as for the cadre of JTO and JAO. Even though the JTO and JAO cadres come under the Executive category, those are promotional cadre of Non-Executives. Hence the Non-Executives and their recognised Unions are very much linked with the availability of post in the JTO and JAO cadres. BSNL Management had brushed aside the proposals given by BSNLEU. The net result is that there is heavy shortage at the field level, in respect of all the cadres. **It was demanded for review of the norm fixed for various cadres under the restructuring scheme.**

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

**Restg. Cell will review Manpower plan in next Organizational Restructuring** and Norms will be fixed for various cadres and streams looking at the current business requirement and also after the consultation with all the stake holders in BSNL.

**Point no. 11: Non-implementation of the National Council decision on holding of a Special JTO LICE for the Draftsman cadre**

**Staff side stated that** decision was taken in 35<sup>th</sup> National Council Meeting held on 27.11.2017, to hold a Special JTO LICE for the Draftsman cadre in the Civil/Electrical wings. **It was demanded to hold the Special JTO LICE for Draftsman cadre in the Civil/Electrical wings without further delay.**

**It was informed that** Establishment Branch had issued an instruction to cadre controlling authority – BW unit vide letter no BSNLCO-A/15(14)/3/2022-ESTAB dated 07.09.2022 to submit the detailed proposal for holding the special JTO (Civil/Electrical/Telecom) LICE exams for Draftsman Civil/ Electrical/Telecom, possessing the requisite qualification at the earliest to expedite the process as per the assurance given to the Unions in the 26<sup>th</sup> meeting of the National Council, held on 27<sup>th</sup> February, 2012.

**BW/EW Cell to submit their requirement for JTO LICE to Recruitment Section at an early date.**

**Point no. 12: Arbitrarily issued Sports Compendium – modify it appropriately in consultation with the Recognised Unions.**

**Staff side stated that** the Corporate Office has issued the Sports Compendium 2022 without any consultation with Recognised trade unions. Nor has the Compendium been finalised after discussion in the Sports Board. The Rules framed in the Compendium for conducting Sports Meets, are outdated. Many lacunae are observed in the Sports Compendium 2022. In basketball match, there are 4 quarters of 10 minutes each and not two halves of 20 minutes each. The system of 20 minutes halves was changed 2 decades back. There is no such operator of 30 seconds. It is 24 second operator. It was also stated that the Career progression Policy dated 01.05.2008 for the Sports Personnel has not been implemented. **It was demanded that Sports Compendium should be appropriately modified in consultation with the Recognised Unions.**

**It was informed that** a Committee of senior officers of corporate office was framed with the approval of competent authority to review Career Progression Policy for Sport person and sports policy of BSNL. On the recommendation of the Committee, three section namely section – VII Career progression Policy for Sports person, section –IX Facilities for Sports person have been changed with the approval of CMD, BSNL. The above changes have been made as per the requirement of BSNL with the approval of competent authority and suggestion from Unions/Associations is always welcome for further modification.

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The Sports Compendium has been issued incorporating all the latest circulars and orders so that the circles can easily access /refer the rules /circulars.

Admn Cell noted the issue and informed that the discrepancies in the Compendium shall be corrected and revised compendium shall be issued in consultation with experts and recognized unions and associations.

This is issued with approval of the competent Authority.

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21/06/2023

P. K. Gupta  
AGM (SR)

To,

1. CGM(BW) / CGM(EW) / PGM(Estt) / PGM(SR/Restg/WS&I) / GM(Admn) / GM(SCT)
2. General Secretary, BSNLEU

**List of Participants****Participants from Management**

Sl. No.	Name	Designation
1	Sh. Saurabh Tyagi	PGM(Estt)
2	Smt. Anita Johri	PGM(SR)
3	Sh. S. P. Singh	GM(Admn)
4	Sh. Ranvir Singh	DGM(SCT)

**Participants from Union (BSNLEU)**

Sl. No.	Name	Designation
1	Sh. Animesh Mitra	President
2	Sh. P. Abhimanyu	General Secretary
3	Sh. P. K. Jain	Organising Secretary
4	Sh. Parveen Kumar	Organising Secretary
5	Sh. Ashwin Kumar	Organising Secretary