

Formal meeting with Director (HR), held online on 28.08.2020.

BSNLEU held an online Formal meeting with the Director (HR), at 16:00 hrs. on 28.08.2020, to discuss certain important issues of the employees. The list of the participants of the meeting is as follows:-

Official Side

- (1) Shri Arvind Vadnerkar, Director (HR)
- (2) Shri Saurabh Tyagi, Sr.GM(Estt.)
- (3) Shri A.M. Gupta, Sr.GM(SR)
- (4) Shri Ashutosh Gupta, GM(Admn.)
- (5) Ms. Samita Luthra, GM (Rectt.)
- (6) Shri A.K. Sinha, DGM(SR)

Staff Side

- (1) Com.Animesh Mitra, President
- (2) Com.P.Abhimanyu, GS
- (3) Com.Swapan Chakraborty, Dy.GS
- (4) Com.John Verghese AGS

Shri A.M.Gupta, Sr.GM(SR), welcomed everyone on behalf of the official side. Before discussions started, the Director (HR) briefly explained the present financial position of the Company. He stated that, even though expenditure is reduced due to the implementation of VRS, the extra-ordinary situation created by the COVID-19, has badly affected financial position of the Company. He stated that BSNL would in a position to issue bonds for Rs.8,500 crore, by the end of September, which would be utilised for debt restructuring. He further stated that big progress is being made in the matter of providing fibre connections. The details of the discussions held on the agenda items are as follows:-

(1) Making cashless treatment available to BSNL employees and retirees in the empanelled hospitals, under BSNL MRS.

The Union explained that employees are unable to get cashless treatment in the empanelled hospitals, due to the non-payment of bills to the hospitals by the Management. They demanded that the BSNL Management should at least pay a part payment to the hospitals and should negotiate with the hospitals, to ensure cashless treatment to the employees and retirees.

The Director (HR) replied that, Rs.100 crore is outstanding in respect of indoor treatment. He stated that, efforts are being made to pay 25% to 30% of this outstanding amount. He also assured that this problem will be solved within a few months.

(2) Holding of the limited Internal Competitive Examinations, for the Non-Executives, as per the vacancies existed as on 31.01.2020.

The Union pointed out that the holding of the Internal Competitive Examinations, viz., JTO LICE, JAO LICE, JE LICE and TT LICE is being delayed inordinately, which is causing great loss to the employees. It was demanded that these LICEs should be held immediately and that, they should be held as per the vacancies that existed as on 31.01.2020, i.e., before the implementation of the VRS.

The Sr.GM(Estt.) replied that the Establishment Branch is working on calculating posts for various LICEs. The Director(HR) directed that this exercise should be completed within a month.

The Union pointed that the JAO LICE is being delayed due to the non-approval of the amendments proposed to the Recruitment Rules and demanded that this dead-lock should not continue for long.

The Union also pointed out that one special LICE, for promotion from Draughtsman to JTO is being greatly delayed, even though the Management has already agreed twice in the National Council to hold this examination. Replying to this point, the Sr.GM(Estt.) replied that the BW & EW wings have to process the file. The Sr.GM(SR) stated that the proposal is genuine and this examination can be conducted. The Director (HR) finally ruled that the file should be put up to him expeditiously.

(3) Granting of full marks for the questions with multiple correct answers in the JTO LICE held on 26.05.2019.

The Union demanded that full marks should be granted to the questions with multiple right answers, or alternatively, relaxation should be granted to failed candidates.

The Director (HR) replied that the BSNLEU's demand of granting full marks, for the questions with multiple right answers, is accepted. However, he told that this decision could be implemented for the JTO LICES to be held in the future only, since there are problems in implementing the same retrospectively, for the JTO LICE held on 26.05.2019.

Alternatively, BSNLEU leaders demanded relaxation to the failed candidates. For this, it was replied by the Director (HR) that, the "pass percentage" of the JTO LICE held on 25.06.2019 is not that much low, to consider granting relaxation. He also told that, in some other LICES, the "pass percentage" was even much lower, for which relaxation was not granted.

Finally, the Union demanded that the Management should at least hold the next JTO LICE immediately. The Director(HR) accepted this proposal and told that within a week the Union will be informed about the time frame, within which the next JTO LICE would be conducted.

In this connection, the Union pointed out that results of the JTO LICE held on 26.05.2019 are not declared in Punjab circle and that, the candidates qualified in the earlier LICES are not being sent for training. The Union further pointed that the matter was discussed in the Formal meeting held in January, 2020, but the sufferings of the JTO aspirants of Punjab circle has not come to an end. The Sr.GM(Estt.) replied that, the matter is being looked into by the Pers. Branch. The Union requested the Management to find a solution to the deadlock created by the Court order. It was assured that needful action would be taken.

(4) Non-implementation of the Group Term Insurance (GTI) to the Non-Executives.

The Union pointed out that the Group Term Insurance (GTI) has been implemented for the Executives and that the Non-Executives have been excluded, which is unfair. The Director (HR) replied that this is unfortunate and assured that, the needful action would be taken expeditiously, to solve this issue.

(5) Reduction in pension of the retired Sr.TOAs of Maharashtra circle, due to the misinterpretation of rules by the CCA, Maharashtra.

The Union pointed out that the Sr.TOAs, on completion of 16 years of service, were granted OTBP in the pay scale of 7100-200-10100. This has been done as per the order issued by the DoT. However, the CCA, Maharashtra, has questioned this and has taken a position that the OTBP should have been given only in the pay scale of 6550-185-9325. It is unfortunate that based on this interpretation, the pension of the Sr.TOAs has been fixed on their retirement, which is causing loss to them. The Union also told that, the matter has already been discussed with the Member (Finance), in the DoT and that no action has been taken. In this connection, the Union also pointed out that, the Department of Pension and Pensioners Welfare (DoP&PW) has recently ruled that, while fixing the pension, only the entries of the last two years should be taken into account and there is no necessity to scrutinise the entire service book of an employee. While the Department of Posts has already endorsed this letter of the DoP&PW, the DoT has not done the same so far. The Union stated that all the attempts made by the them have not yielded fruits and requested the Corporate Office to take up the issue with the Member (Finance), DoT. The Director (HR) willingly stated that the Corporate Office will certainly take up the issue with the DoT and that he himself would discuss the matter personally with the Member (Finance).

Finally, Com.P.Abhimanyu, GS, thanked the Director (HR) for granting this online meeting expeditiously. He also thanked the entire team of officers who were present in the meeting. He also requested the Sr.GM(SR) to issue a record of discussions which is agreed upon. Thereafter, the meeting came to an end.