



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/211 (Formal Meeting)**

**10.03.2023**

To,

**Ms. Anita Johri,  
PGM (SR), BSNL CO.,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane,  
Janpath, New Delhi- 110 001**

Madam,

Sub: - Submitting *of additional items for discussion in the Formal Meeting, to be held with the Director (HR).*

We are submitting the following additional items for discussion in the Formal Meeting, to be held with the Director (HR) on 23-03-2023. We request you to kindly accept these additional items and to do the needful for their discussion in the Formal Meeting.

***Additional items:-***

**1) Review the norms fixed for various cadres under the Restructuring Scheme.**

The Corporate Office has laid down new norms for various cadres, through the "Restructuring Scheme". Even when the Management had undertaken, the task of restructuring the manpower, BSNLEU had submitted a detailed note, in respect of fixing the new norms for various Non-Executive cadres, as well as for the cadres of JTO and JAO. Even though the JTO and JAO cadres come under the Executive category, those are the promotional cadres of the Non-Executives. Hence, the Non-Executives and their Recognised Unions are very much linked with the availability of posts in the JTO and JAO cadres. It is unfortunate that, the 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. In view of this, BSNLEU demands that, the norms fixed for various cadres, under the Restructuring Scheme should be reviewed immediately.

**2) Non- implementation of the National Council decision on holding of a Special JTO LICE for the Draftsman cadre.**

After making detailed discussions on the floor of the National Council, decision was taken in the 35th National Council meeting, held on 27-11-2017, to hold a Special JTO LICE for the Draftsman cadre in the Civil/Electrical wings. This decision was taken five years ago. However, it is regrettable that, this decision of the National Council has not been implemented by the Management. BSNLEU has already given various letters and has also discussed this issue with the top Management on a number of occasions. In spite of this, the Management has not implemented the National Council decision. It is highly unfortunate that, a decision taken at the highest negotiating forum is flouted in such a cavalier manner by the Management. Ever since the decision was taken, BSNLEU is running from pillar to post for getting it implemented. In view of the foregoing, we earnestly request you to kindly look into this issue and to ensure that, the Special JTO LICE for the Draftsman cadre of Civil/ Electrical wings is held without further delay.

**3) Arbitrarily issued Sports Compendium - modify it appropriately in consultation with the Recognised Unions.**

The Corporate Office has issued the Sports Compendium 2022. The said Compendium 2022 has been issued without any consultation with the Recognised trade unions. Nor has the Compendium been finalised

after discussion in the Sports Board. This action of the Management is arbitrary, to say the least. This is violative of the Code of Conduct which binds both the Management as well as the Unions. The Rules framed in the Compendium, for conducting Sports Meets, are outdated. Many lacunae are observed in the Sports Compendium 2022. For example, in a basketball match, there are 4 quarters of 10 minutes each and not two halves of 20 minutes each. The system of the 20 minutes halves was changed 2 decades back. There is no such operator of 30 seconds. It is 24 second Operator. This what happens when you do copy paste work.

Further, BSNLEU has already brought to the notice of the Management that, the Career Progression Policy for the Sports Personnel, introduced vide Corporate Office letter no.31-1/2007- BSNL(S) dated 01.05.2008, has not been implemented. The Corporate Office, in its Career Progression Policy for the Sports Personnel, has stipulated promotions for outstanding sports personnel, who achieve excellence in international and national level tournaments. However, promotions under Career Progression Policy for the Sports Personnel are not given for the past many years. It is also regrettable that, despite the Main Recognised Representative Union having taken up this issue almost a year ago, neither progress has been observed on this matter, nor has the Management given any reply to the Union. This action on the part of the Management is tantamount to demotivating the talented sports personnel working in BSNL. Hence, it is demanded that, the Sports Compendium should be appropriately modified in consultation with the Recognised Unions.

Thanking you,

*Yours sincerely,*

A handwritten signature in blue ink, appearing to read 'P. Abhimanyu', with a long horizontal flourish extending to the right.

**[P. Abhimanyu]**  
**General Secretary**