



P. Abhimanyu
General Secretary

BSNLEU/ 211 (Formal Meeting)

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in
20.05.2022

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - Requesting to grant a Formal Meeting to discuss the following important issues of the Non-Executives - req.

We earnestly request you to kindly grant a Formal Meeting to BSNLEU, to enable us to discuss the following very important issues of the Non-Executives.

(1) **Implementation of a New Promotion Policy to the Non-Executives of BSNL.**

The Non-Executive Promotion Policy (NEPP) was implemented in BSNL w.e.f. 23.03.2010. As a matter of fact, the agreement for this promotion policy was signed between BSNLEU and the Management in October, 2008 itself. Hence, the Non-Executive Promotion Policy is almost 14 years old now. Much water has flown under the bridge, since the NEPP was implemented. Hence, a new promotional policy has to be put in place for the Non-Executives of BSNL. Firstly, the NEPP has undoubtedly brought much improvements in the career progression of the Non-Executives, vis-à-vis the earlier promotional schemes, viz., the OTBP, BCR, etc. At the same time, it is needless to state that, a lot of disparities and discriminations are existing between the NEPP and the promotional policy of the Executives. For example, under the Executive Promotion Policy (EPP), the first upgradation is given on completion of 4 years and the subsequent upgradation is given on completion of 5 years. Whereas, in the NEPP, the upgradations are given on completion of 4 years, 7 years, 8 years and 8 years for the Non-Executives absorbed from the DoT. In respect of the Non-Executives directly recruited by the BSNL, the upgradations given only on completion of every 8 years of service. Such disparities and discriminations in the promotional policies of two categories of employees, within the same organisation, are untenable. Hence, this issue needs to be addressed without delay. Secondly, even within the NEPP, there is a very big discrimination between the employees absorbed from DoT and the employees directly recruited by BSNL. For example, in respect of the employees absorbed from the DoT, the first and second upgradations of pay scales under the NEPP, are given on completion of 4 years and 7 years respectively. However, in respect of the employees directly recruited by BSNL, the first and second upgradations of pay scales under the NEPP, are given on completion of 8 years and 8 years respectively. This discrimination between the employees absorbed from the DoT and the employees directly recruited by BSNL, needs to be removed without further delay. Thirdly, a large chunk of the Non-Executives suffer from the chronic problem of stagnation. This problem needs to be resolved immediately. It is important to state that, when an employee who is affected by stagnation is promoted to a higher pay scale, he continues to suffer from stagnation, even from the day one of his promotion in the higher pay scale. This is an abominable situation, which needs to be removed immediately. In view of the above reasons, we demand that, a new promotional policy should be implemented for the Non-Executives.

(2) **Urgent need to relax the ban imposed on Compassionate Ground Appointments.**

The BSNL Management vide its letter no. 273-18/2013/CGA/Estt-IV dated 09.04.2019 had already imposed a ban on Compassionate Ground Appointments up to 31.03.2022. This has caused severe hardship to the families of the employees who had died in harness. BSNLEU has continuously been demanding that the ban on Compassionate Ground Appointments should be lifted. However, vide letter cited under reference, the Corporate Office has



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.

Dada Ghosh Bhawan, 2151/1, New Patel Nagar,

Opp. Shadipur Bus Depot, New Delhi-110008

E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

communicated the decision of the BSNL Board, to extend the ban on Compassionate Ground Appointments indefinitely beyond 31.03.2022. As per our information, around 230 Executives and Non-Executives of BSNL had died due to Covid-19. Some more employees had also died in accidents, while on duty. It is the duty of the BSNL Management, to ensure a permanent relief to the families of those deceased employees, by providing jobs under compassionate ground. Hence, we demand that, the Management should immediately relax the ban imposed on Compassionate Ground Appointments, at least to the extent of providing jobs to the families of the employees who died due to Covid-19 and also to the families of the employees who died in accidents while on duty.

(3) ***Holding of the JE LICE, JAO LICE, JTO(OL) LICE, Telecom Technician LICE and other LICEs of the Non-Executives.***

The various LICEs of the Non-Executives, like the JE LICE, the JAO LICE, the JTO(OL) LICE, the Telecom Technician LICE and other LICEs are not held in BSNL for the past so many years. After implementation of the VRS, we are told that the Management had undertaken the exercise of Restructuring of BSNL's Manpower and that, the various LICEs of the Non-Executives would be conducted after completion of the Restructuring process. The BSNL Board has already completed the Restructuring of Manpower. After that, action has been taken by the Management to hold the JTO LICE. There is urgent need to hold the other LICEs of the Non-Executives like JE LICE, JAO LICE, JTO(OL) LICE, TT LICE, etc. Hence, it is requested that action may kindly be taken to hold all the LICEs of the Non-Executives.

(4) ***Inordinate delay in issuing Presidential Orders to the TSMs who were directly promoted as Telecom Technicians.***

In BSNL, around 400 TSMs have directly been promoted as Telecom Technicians, without getting regularisation as Regular Mazdoors. Issuing of Presidential Orders to these officials is lingering on for a very long time. BSNLEU is repeatedly taking up this issue because, as per the Temporary Status Scheme, implemented by the DoT in 1989, 50% of the service rendered as Temporary Status Mazdoors, by these officials, should be counted for pension. Hence, it is needless to state that, all these 400 plus employees are entitled for payment of Government of India Pension. At the same time, these officials will be eligible for payment of Government of India Pension, only if they are issued with Presidential Orders by the DoT. Non-issuing of the Presidential Orders, to the TSMs who were directly promoted as Telecom Technicians, is nothing but denial of the benefits assured to them in the Temporary Status Scheme implemented by the DoT in 1989. We are informed by the Management that the DoT has not approved the issuing of Presidential Orders to the TSMs who were directly promoted as Telecom Technicians. We regret to inform that, the DoT has not applied it's mind on this case in the right perspective. In view of this, it is requested that the BSNL Management may kindly once again take up this issue at the level of the Secretary, Telecom, so that justice will be rendered to the deserving employees.

(5) ***Non-granting of special increments / promotions to the deserving sports personnels and granting special increments clandestinely to some Corporate Office officials.***

The various proposals which had come from the circles to the Corporate Office, for the granting of special increments and promotions to the outstanding sports personnel, who had demonstrated their excellence in International and National level tournaments, are kept in cold storage. All those proposals had been made by various circle administrations, in accordance with the provisions contained in the Career Progression Scheme, finalised in the 6th meeting of BSNL Sports and Cultural Board and finally approved by the 84th meeting of the Management Committee of BSNL.

However, due to the reasons best known to the Management, the proposals sent by the various circle administrations were not approved by the Corporate Office. BSNLEU has already repeatedly drawn the attention of the Management to this issue. However, no action has been taken. ***At the same time, we are surprised to note that, the Corporate Office, vide it's File no.BSNLCO-PERS/12(40)/28/2020-CSS dated 12.07.2021, has sanctioned special increments to three officials who worked / working in the BSNL Corporate Office. More surprisingly, three separate letters have been issued under the signature of the AGM (CSS), but with the same letter number and date, for granting special increments to the three officials. Lakhs of rupees as arrears, have been paid to***



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

these officials. It is a billion dollar question, as to why these letters are not uploaded in BSNL's intranet. This clandestine action of the Management clearly smacks of a scam. We are at loss to understand as to what made the Management to approve special increments only to three officials belonging to the Corporate Office, while putting all other deserving cases in the cold storage. Further, we have come know that, the Management has taken up the task of framing a new Career Progression Scheme for BSNL's sports personnel. While the BSNL Management is empowered to formulate a new Career Progression Scheme, in consultation with the Recognised Unions, it is needless for us to state that, all the proposals that have already been received by the Corporate Office, as per the Career Progression Scheme already approved by the Management Committee, should first be settled by the Corporate Office. In view of this, we demand:-

- (a) To look into the propriety of sanctioning special increments only to three officials belonging to the Corporate Office, vide File no.BSNLCO-PERS/12(40)/28/2020-CSS dated 12.07.2021.
 - (b) To immediately settle all the proposals sent by various circle administrations, recommending for the sanctioning of special increments and promotions, as per the existing Scheme.
 - (c) To take the views of the Recognised Unions into consideration, before finalising any new Career Progression Scheme.
- (6) **Non-providing of passwords to the Non-Executives.**
The Non-Executives are being discriminated in the E-Office set-up. They are doing vital works in the E-Office, however they are not being issued with passwords. This has created an impression among the Non-Executives that, they are being ignored and neglected by the Management. The issue was discussed with the Director (HR) on 24th March, 2021, and that he was kind enough to assure that, 25% of the JOA, SOA, AOS and OS would be provided with password in the E-Office. However, we regret to bring to your kind notice that, the above assurance has not been implemented. This issue was prominently discussed in the 10th All India Conference of BSNLEU, held from 02nd to 04th April, 2022, held at Guwahati. It was seriously complained by the delegates that, JOA, SOA, AOS and OS have been sidelined in the E-Office. In this connection, the GM (Rectt.), BSNL CO., was kind enough to send the following table to our Union, regarding provisioning of passwords to the JOA, SOA, AOS and OS in the E-Office. We wish to inform that, the input provided by the GM (Rectt.), does not tally with the reality at the field level. We have requested the GM(Rectt.) to provide circle wise break-up figures of the input provided by her. However, the same was not communicated to us.

Information provided by the GM (Rectt.), BSNL CO.

S.NO.	DESIGNATION	COUNT
1	ASSISTANT OFFICE SUPERINTENDENT (G)	25
2	ASSISTANT OFFICE SUPERINTENDENT(G)	13
3	ASSISTANT TELECOM TECHNICIAN	1
4	JUNIOR ENGINEER	77
5	JUNIOR HINDI TRANSLATOR	16
6	JUNIOR OFFICE ASSOCIATE	1
7	OFFICE SUPERINTENDENT	12
8	SENIOR HINDI TRANSLATOR	4
9	SENIOR OFFICE ASSOCIATE	35
10	SPORTS ASSISTANT	1
11	SPORTS INSPECTOR/COORDINATOR	1
12	STENOGRAPHER	4
13	TELECOM TECHNICIAN	5
14	UPPER DIVISION CLERK	4

199

Under the above mentioned circumstances, we once again request you to kindly look into the issue and to kindly implement the assurance given in the meeting held on 24th March, 2021, regarding providing passwords to 25% of the JOA, SOA, AOS and OS, posted in the E-Office.

- (7) **Denial of transfer under Rule 8 to DR JEs- requesting to take action to mitigate their sufferings.**
BSNLEU has already drawn the attention of the BSNL Management repeatedly that, the DR JEs are facing problem in getting their Rule 8 transfers. BSNLEU has already submitted a list of 56 DR JEs, who have applied for Rule 8 transfers, after completing 5 years of service. This issue was discussed with the Director (HR) in the Formal



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.

Dada Ghosh Bhawan, 2151/1, New Patel Nagar,

Opp. Shadipur Bus Depot, New Delhi-110008

E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

meeting held on 19.06.2021. However, no solution has come. The transfer applications of the DR JEs are not being considered on the plea of shortage of staff. Now the BSNL Board has already finalised the Restructuring of Manpower. The number of JEs required in the Company is already well defined now. As such, 'shortage of staff' should not be the excuse for denial of Rule 8 transfers to the DR JEs. This is a serious problem being confronted by the DR JEs. However, it is eluding a solution even after serious discussion was held with the Director (HR). Hence, we earnestly urge upon the Management to kindly do the needful, for effecting the transfers of the DR JEs, who have applied for transfers under Rule 8.

(8) Imposing rigorous conditions in the JAO Recruitment Rules.

For promotion through LICE, under 50% quota for the internal candidates, the stipulation that existed in the earlier JAO RR was that, the candidate should have 5 years of residency period in NE-6 pay scale. BSNLEU has demanded that, even this condition should be removed and that all the internal candidates possessing the requisite qualification as stipulated in the RR, should be allowed to appear in the JAO LICE, without insisting for 5 year residency period in the NE-6 pay scale. In this backdrop, it is shocking to note that, the Management is introducing a more stringent condition that, the internal candidates should have a **"combined 5 years of residency period in the pay scale of NE-9 – Rs.13,600 – 25,420 or above"**. This clause is retrograde in nature and is intended to filter the entire Non-Executives from appearing in the JAO LICE. In response to the aforementioned proposal of the Management, we have received very strong reactions from the aspirants for the JAO LICE. One such aspirant has stated that, he is an SOA(G) and has entered BSNL on 30.07.2001. He is possessing M.Com qualification. After completing 20 years of service, he is drawing the basic pay of Rs.21,050/- in the pay scale of NE-8, i.e., Rs.12,520 – 23,440. From the above example it has become clear that, the official has completed 20 years of service, but he is still in the NE-8 pay scale only. Hence, if the Management stipulates that, the internal candidates should possess a combined service of 5 years in the NE-9 pay scale or above, then no Non-Executive will become eligible to appear in the JAO LICE. We strongly oppose the introduction of this new stipulation. We demand that this proposal of the Management should be dropped. We also demand that, all the internal candidates possessing the requisite qualification as stipulated in the RR, should be allowed to appear in the JAO LICE. Further, we also demand that,

- (1) All the candidates who have already cleared JAO Part-1 exam, should be allowed to appear in the forthcoming JAO LICE, as a one time measure.
- (2) Employees up to the age of 55 years should be allowed to appear in the JAO LICE.
- (3) The cut-off date for the calculation of vacancies should be 01st July, instead of 01st January, as in the case of other LICEs.

We request the Management to kindly consider our above stated views.

We also request you to kindly grant the Formal Meeting at the earliest.

Thanking you,

Yours sincerely

[P. Abhimanyu]
General Secretary

Copy to: Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001