



**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/39-1/SR/2018 (pt)

Dated: 20.01.2020

**Minutes of the meeting of BSNLEU with Director (HR), BSNL Board.**

A formal meeting of BSNLEU with a Director (HR), was held on 14.01.2020, to discuss the agenda items given by the Union. The Director (HR) welcomed the representatives.

**Thereafter, items of agenda were taken up for discussion.**

**1. Utilization the non-executives in the post VRS scenario.**

The Union expressed its concern over workload enhancement in view of large scale retirement due to VRS reducing the strength of non-executives by 60%.

It was clarified that the Management has already issued policy/guidelines to the field units for outsourcing of network after utilizing remaining manpower post VRS in a best possible manner. Policies have been issued for maintenance and provisioning of landline and broadband for external plant of Copper network (customer access) separately for urban areas and semi-urban areas followed by the clarifications (FAQs).

The Union, however, expressed its doubt about the completion of this process by 31<sup>st</sup> Jan. and about the measures to be taken during the intervening period i.e. after VRS and before the outsourcing agency takes over after finalization of tenders. Moreover Circles and SSAs have not started any dialogue with the unions to take the employees into confidence about such measures. Dir.(HR) agreed to the proposal of the Union of mutually accepted approach by the Circles and SSAs and initiating dialogues with the recognised Unions.

About CSCs, it was informed that outsourcing of CSCs, except those which can be manned by available manpower, is also under consideration of the Management. Apart from it engagement of suitable retired employees, wherever necessary, may also be considered.

**(Action by Estt./Restg. with a copy to CFA unit)**

**2. Transfer liability of Non – Executives**

The Union, while referring to Restructuring Branch letter dated 17.10.2019 expressed apprehension of transfer of Non-Executives of SSA cadre beyond the concerned SSA and urged that transfer liability of non-executives should continue within SSA.

The Management gave detailed justification for Business Areas. As regard their transfer liability it was also informed that their concern would be taken care of; and circles and SSAs would hold dialogues with the recognised Unions to sort out issues arising post VRS and implementation of BAs. It was also felt that there would be hardly any SSA having surplus staff to be deployed to other SSA. However, willing employees may be considered in such situation or wherever necessary, outsourcing will be considered.

**(Action by Estt/Restg.)**

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### **3. Retirement age of the Non-Executives.**

The Union raised the issue related to reduction of the retirement age of BSNL employees from 60 to 58.

It was clarified that no communication in this regard has been received from DoT.

### **4. Employees recruited by the DoT and sent for training prior to 01.10.2000 and who joined duty after the formation of BSNL – request to treat them as DoT recruits absorbed in BSNL, based on the order of the Hon'ble Kerala and Rajasthan High Courts.**

It was informed that the matter is subjudice in the hon'ble Supreme Court and facts and status have been informed to BSNLEU vide SR Cell letter dated 06.01.2020. (Copy enclosed).

The Union Side demanded that the Management should take the needful steps to expedite the hearing of the SLP filed in the Supreme Court and for an early disposal of the case. The Management side assured that needful action would be taken in this regard.

#### **(Action by NTR/SR)**

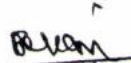
### **5. Violation of DoP&T orders in the matter of validation of the caste certificate of the ST employees of Maharashtra Circle ( SCT)**

It was explained in detail that there is no violation of DoP&T order by MH Circle. It was further clarified that the instructions under the said DoPT OMs are for securing the employment at the time of initial appointment. Subsequently, if there is any complaint of false cast certificate, as per the instructions of hon'ble Supreme Court the MH Act and the Rules made therein, it will be enquired into and decided by the concerned Scrutiny committee only. The caste certificate issued by the Distt. Authorities shall be valid only subject to the verification and grant of validity certificate by the scrutiny committee. The Maharashtra State Govt authorities have informed that employees themselves have to apply online for this purpose.

It was also informed that about 70(seventy) applicants, who had applied for verification, have got their caste certificates verified by the scrutiny committee.

However, the Union requested that Maharashtra Circle should directly take up the matter with concerned Distt. Magistrate. Even though such action may not yield any result as experienced in the past. Moreover, it is clarified that this will not absolve the employees of their responsibility to apply online. However, the request of the Union was agreed to by the Director (HR) who instructed CGM, Maharashtra Telecom. Circle telephonically to take up the issue with District Magistrate/Collector.

#### **(Action by MH Circle/CLO)**

  
(B.L.Kirar)  
AGM (SR)

Copy to:

1. General Secretary, BSNLEU
2. PPS to Director (HR), BSNL Board.
3. Sr. GM – (Estt.) / GM (SR)/GM (Restg.)/CLO (SCT), BSNL C.O.