

BHARAT SANCHAR NIGAM LTD.

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-110001

No. BSNL/39-1/SR/2022

Dated, the 26th August, 2022.

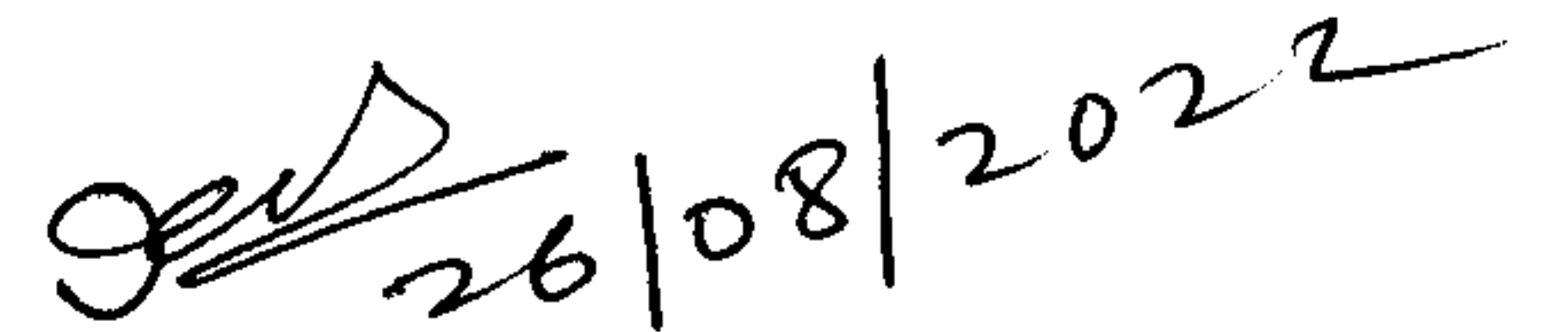
To

Shri P. Abhimanyu
General Secretary,
BSNLEU

Subject: Minutes of Meeting of BSNLEU with Director (HR) on 13.06.2022

I am directed to enclose the minutes of meeting in the Chairmanship of Director (HR) with recognized union BSNLEU held on 13.06.2022 at BSNL Corporate office New Delhi.

Enclosures: as above.


26/08/2022

(Krishna Murari Ruhela)
Assistant General Manager (SR)

Copy to: List of participants as per Annexure 'A'

Minutes of Meeting w.r.t. BSNLEU with Director (HR) on 13.06.2022

A formal meeting of BSNLEU was held on 13.06.2022 in the chamber of Director (HR), BSNL Board New Delhi. Shri Arvind Vadnerkar, Director (HR) presided over the meeting.

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, Shri Abhimanyu was requested to state his points in brief before the items of agenda were taken up for discussion. General Secretary of the union thanked Director (HR) for convening the meeting. He also urged him to resolve long pending HR issues of the non-executives expeditiously. He stated that settling HR issues was very important for the morale and motivation of the employees of BSNL and expressed confidence in the management and wished for early resolution of the HR issues.

Thereafter, discussion was carried out on the items on the Agenda.

1) Staff side demanded the implementation of a New Promotion Policy to the Non-Executives of BSNL

Management informed that it is a common point that NEPP was implemented with due negotiation and agreement between management and Unions. Over the years, NEPP was settled firmly as a promotion policy was beneficial to the mass of the Non Executives. The minor initial differentiation in the frequency of upgradation between the absorbed and direct recruit officials of BSNL was also part of the negotiated agreement. It can safely be ascertained that the said distinction has become obsolete as on date because none of the absorbed employee is available to benefit to 1st or 2nd time bound pay upgradation. So far as the provisions of EPP is concerned, there are a number of differences viz-a-viz NEPP due to differential service conditions.

For any new scheme of promotion policy for Non-Executives, the new restructuring process initiated by the management needs to be formalized in due course of time and there after the issue can be considered in any plausible form.

The issue of stagnation in any particular pay scale will naturally be addressed in future pay revision.

During the course of discussion, Union pointed out discriminations between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP) and, it was assured to consider and looked into the career progression plan of non- executives.

2) Staff side demanded urgent need to relax the ban imposed on Compassionate Ground Appointments.

Management informed that the Compassionate Ground Appointment is kept in abeyance till further orders for the vacancies arising after 01.04.2018 due to stressed financial condition of the company issued vide BSNL CO letters dated 09.04.2019 and 07.03.2022, however an alternative arrangement in place of CGA is under consideration.

3) Staff side demanded to hold the JE LICE, JAO LICE, JTO (OL) LICE, Telecom Technician LICE and other LICE of the Non-Executives.

Management informed that the Preparation for JE LICE and Telecom Technician LICE are under process and it was informed that notification for holding LICE from Group 'C' to JTO for vacancy year 2021 has already been notified on 21-04-2022 with exam date 07.08.2022. LICE for the post of JE and TT is planned in this calendar year itself subject to receipt of vacancy position from cadre controlling unit i.e. Estt Branch, BSNLCO. As regards, the holding of other LICES for non-executives are concerned, the same will also be conducted after receipt of requisition from cadre controlling branch. Last LICE in JAO grade was held in 2016. The resultant vacancies (1400) of JAO were upgraded to Accounts Officer in 2018. Hence, no JAO vacancy exist in pre-VRS 2019 period. Post VRS-19, the sanctioned strength in grade of JAO is 2075 and the working strength of JAO is 22881. There is no vacancy in the grade of JAO as on date. Hence, LICE for JAO will be held on availability of vacancies.

Further, it was assured that steps would be taken to expedite the all issues related to LICES of the Non-Executives.

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

The management side informed that DoT vide letter No. 1-64/20 15-SNG dated 17.01.2022 has closed the matter for consideration. The staff side regretted.

5) Staff side demanded for non-granting of special increments/promotions to the deserving sports personnel and granting special increments clan density to some corporate office officials.

i) With regard to grant of special increment vide letter dated 12.07.2021, it was informed that applications were called from all Circles of BSNL vide letter No. 30-2/2009-BSNL(Sports) dated 03.05.2019 for outstanding performances in International / National Sports Events up to 31.03.2019. Total 33(Thirty three) nominations were received from various Circle. The Executive Committee of BSNL Sports & Cultural Board considered all the 33 nominations and only three candidates were found eligible as per extant rules. Remaining thirty candidates were not found eligible. The process was carried out

observing all the extant rules in fair and transparent manner. The granting of special increments has been done correctly.

ii) Any left out case, may be submitted by the union, which will be looked into.

iii) Proposal for grant of promotion to the sportsperson recruited under sports quota is under process.

iv) Review of the Career Progression Policy for sports persons in BSNL is under consideration and views of recognized Unions and Associations will be taken at the opportune time before finalizing the same.

Further, GM (Admn.) assured to look into the matter if any, specific case is brought to the notice.

6) The staff side demanded for provision of password to Non-Executives for E-office.

The list of Non-Executives, circle wise to whom the e-office password provided was given to staff side. A letter would be issued to all the CGMs, for the issuing of passwords to the non-executives working in the E-office. It was also assured to provision of the E-office password for Sr.TOAs on need basis.

7) The staff side demanded the transfer under Rule 8 to DR JEs requesting to take action to mitigate their sufferings.

It was informed that in order to ensure even distribution of JEs vis a vis circle-wise Sanctioned strength post VRS restructuring, this office vide letter No BSNLCO-A/15(14)/1/2022-ESTAB 27/04/2022 was issued to all heads of circles to process the pending Rule 8 transfer requests in r/o JEs from surplus circles to shortage circles on priority basis in accordance with the extant guidelines in the matter.

8) The staff side requested to remove the rigorous conditions in the JAO Recruitment Rules.

It was informed that draft RRs of JAO cadre has been circulated to Unions/Associations for their comments. Comments received from unions/Associations are under consideration of the management.

9) The staff side alleged for non-declaration of the results of the JTO LICE conducted in Punjab Circle

In this regard, it was informed that the result of JTO(T) LICE 2014-15 was declared by Punjab Circle on 14.06.2018 without carry forwarding the left out vacancies of JTO(T) LICE 2013-14 on the basis of your office letter under reference wherein it was instructed that "As the case of Sh. Indal Singh & Ors Vs BSNL & Ors is still pending in the court of the law, it is not advisable to carry forward the vacancies of previous JTO(T) LICE for

vacancy year 2013-14 while declaring the result of JTO(T) LICE for the vacancy year 2014-15"

It is pertinent to mention here that two court cases for declaration of result of JTO(T) LICE 2014-15 by carry forwarding the left out vacancies of JTO(T) LICE 2013-14, are pending in Hon'ble CAT, Chandigarh, current status of which is as detailed below:

A. OA No.060/1156/2021 titled as Anil Kumar Vs BSNL.

An MA has been tiled by Punjab Circle in above said OA with submission to Hon'ble CAT that:-


"keeping in view the facts and circumstances of tile case and the fact that the applicant has stated in the representation received in. tile office of respondent dated 20.09.2021, the present OA may kindly be disposed in lieu of representation filed by the applicant in the interest of justice. It is most respectfully prayed that tile present MA may kindly be allowed and the present OA may kindly be disposed of in lieu of representation dated 20.09.2021 filed by the applicant in the interest of justice. "The next date of Hearing of the case is 01.07.2022.

B. OA No. 0601742/2018 Titled as Parminder Kaur Vs BSNL (Erstwhile Sarvjit Singh & others Vs BSNL)

As per discussion held in VCs conducted in the presence of CGMT Punjab and Circle team with GM (Estt). GM (SCT) and GM (Rectt.) BSNL CO. New Delhi. an MA was filed to depute only those candidates of JTO(T) LICE 2014-15 for JTO(T) Induction training. who have been declared successful in result declared by Punjab Circle on 14.06.2018 without carry forwarding the left out vacancies of JTO(T) LICE 2013-14. The next date of hearing is 13.07.2022.

At the end of the meeting, Director (HR) appealed to the staff side to assure their members to remain rest assured about the survival & revival of BSNL. Finally, concluded that the meeting ended with positive note.

This is issued with the approval of Competent Authority.


26-08-2022
(Krishna Murari Ruhela)
Asstt. General Manager (SR)
Tel # 011-23766063

List of participants

Members from Management

Sh. Saurabh Tyagi	PGM (Estt.)
Ms. Anita Johri	PGM (SR)
Sh. S.P. Singh	GM (Admn.)

Members from Union (BSNLEU)

Sh.P. Abhimanyu,	General Secretary
Sh. John Verghese,	Dy. General Secretary,

