

No. BSNLCO-SR/14(12)/23/2020 /SR/2020

Dated 07.09.2020

Minutes of the meeting of BSNLEU with Director (HR), held on 28.08.2020.

A formal meeting of Director (HR) was held with BSNLEU 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) and from

Staff Side

- (1) Shri Animesh Mitra, President
- (2) Shri.P.Abhimanyu, GS
- (3) Shri Swapan Chakraborty, Dy.GS
- (4) Shri JohnVerghese AGS

At the outset, Shri A.M.Gupta, Sr.GM(SR), welcomed everyone and requested Director (HR) to address the meeting. In brief, Director (HR) explained the financial position of BSNL. He informed that, post VRS the expenditure has reduced but at the same time COVID-19 pandemic has affected our revenue. As regards the issue of Bonds of Rs 8500 crores, the process is in advance stage and may be issued in a month. He stated that BSNL would likely to issue bonds for Rs.8,500 crore by the end of September,2020 which would be utilised for debt restructuring. He further highlighted, inter alia, the progress made in fibre connections. Thereafter, the items of agenda were taken up. The details of the discussions held 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 requested 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 including retirees.

Director (HR) replied that Rs.100 crore (apprx.) is outstanding in respect of indoor treatment. He stated that presently disbursal of salary on regular basis and on time is the priority. He further stated that efforts are being made to pay 25% to 30% of the outstanding amount of hospitals. 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.

- (a) The Union raised the point that the holding of the Internal Competitive Examinations viz., JTO LICE, JAO LICE, JE LICE and TT LICE is delayed inordinately causing great

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loss to the employees. It was requested that these LICEs should be held immediately and these should be held as per the vacancies that existed as on 31.01.2020 i.e. before the implementation of the VRS.

Sr.GM(Estt.) informed that the Establishment Branch is working on calculation of posts for various LICEs. The Director(HR) asked to complete this exercise at an early date preferably within a month.

(b) The Union stated that the LICE for JAO is being delayed due to the non-approval of the amendments proposed in the Recruitment Rules and requested that this deadlock should be resolved.

(c) The Union also raised the issue that one special LICE for promotion from Draughtsman to JTO is delayed, even though the Management has already agreed twice in the National Council to hold this examination.

Sr.GM(Estt.) informed that BW & EW wings have to process the file. Sr. GM(SR) stated that the proposal is genuine. It is a small issue and should not be linked restructuring. The Director (HR) asked to take up this issue expeditiously.

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

(a) The Union requested that full marks should be granted to the questions with multiple right answers, or alternatively, relaxation should be granted to failed candidates

GM(Rectt) informed that granting full marks for the questions with multiple correct answers, is accepted. A policy change for the same is in process. However, policy shall be implemented for all future LICE since the same cannot be implemented retrospectively.

(b) Alternatively, BSNLEU leaders requested for relaxation to the failed candidates. Director (HR) stated that the "pass percentage" of the JTO LICE held on 25.06.2019 is not that much low to consider granting of relaxation. He also told that in some other LICEs the "pass percentage" was even much lower for which no relaxation was granted.

(c) 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.

(d) The Union highlighted that the results of the LICE for JTO held on 26.05.2019 have not been declared in Punjab circle and 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 have not come to an end. The Sr.GM(Estt.) informed 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 by GM(Admn./Trg.) 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 raised 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, 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 causing loss to them. The Union also told that the matter has already been discussed with the Member (Finance), DoT even then no action has been taken. In this connection, the Union also quoted that the Department of Pension and Pensioners Welfare (DoP&PW) has recently ruled out 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, DoT has not done the same so far. The Union stated that all the attempts made by them have not yielded any result hence requested Corporate Office to take up the issue with the Member (Finance), DoT.

Director (HR) assured that he would take up the issue with DoT and also discuss the matter personally with the Member (Finance).

Finally, Sh. P. Abhimanyu, GS, thanked Director (HR) for granting this online meeting expeditiously. He also thanked entire team of officers who were present in the meeting.

Thereafter, the meeting came to an end


(Sunita Arora) 7/9/2020
Asstt. General Manager

Copy to:-

- i) PPS to Director(HR), BSNL Board
- ii) PGM, Pers.w.r.t. para 3(d)
- iii) PGM(BW/EW) w.r.t. para 2(c)