

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/211 (Formal Meeting)

31.08.2017

To

Ms. Sujata T. Ray,
Director (HR) BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Madam,

Sub: - Seeking formal meeting for the discussion of long pending HR issues – req.

We wish to submit the following for favour of your kind consideration and necessary action.

BSNLEU has long been taking up the following issues, both at the level of the Director (HR), and also with the GM (Estt.). Further, all the below mentioned issues, except one issue, are also discussed in the National Council. However, these issues remain unsettled till date which has made the affected employees extremely unhappy and dejected. In view of this, we wish to once again draw your kind attention to these grievances, for favour of expeditious settlement. We request you to kindly accord a formal meeting for the discussion of the below mentioned items.

(1) HR issues lying pending in the BSNL Board.

The following three HR issues are lying pending with the BSNL Board for years together. They are:-

- (a) Promotion to the Non-Executives in E1 pay scale.
- (b) Granting of one advance increment to the left out Non-Executives who are appointed between 01.01.2007 and 06.05.2010, who are suffering wage loss.
- (c) Implementation of Gratuity to the casual labourers.

This issue was raised by the Secretary, Staff Side, in the 35th meeting of the National Council held on 11.05.2017. In reply, the Director (HR) cum Chairperson of the National Council assured to take steps for their early clearance by the BSNL Board. However, there is no progress till date.

(2) Down gradation of the pay scale of Sr.TOAs from Rs.7100-200-10100 to Rs.6550-185-9325.

After implementation of the Non-Executives Promotion Policy, the Sr.TOAs who had already been promoted under OTBP, and who opted for NEPP, were downgraded from the pay scale of 7100-200-10100 to 6550-185-9325. BSNLEU strongly demanded that the Sr.TOAs in the payscale of Rs.7100-200-10100 should not be downgraded to Rs.6550-185-9325, on giving option to switch over to NEPP. The Union categorically pointed out to the Management that, it is not going to incur any extra expenditure, if it were to retain such of those Sr.TOAs in the Rs.7100-200-10100 pay scale itself. However, our demand was not paid heed to by the Management, as a result of which a good number of Sr.TOAs are suffering. Hence, we fervently appeal to the Management to revisit this issue and to solve the same by restoring 7100-200-10100 pay scale to the affected OSs / AOSs.

(3) Non-implementation of the Hon'ble Supreme Court order on recovery of over payment.

As per the DoP&T letter no.F.No.18/03/2015-Estt.(Pay-I) dated 02.03.2016, issued based on the judgment of the Hon'ble Supreme Court, payments mistakenly made by the employer in excess of the entitlement of the employee should not be recovered. The government, vide the above said DoP&T letter has implemented the judgment. However, BSNL has not implemented this order of the Hon'ble Supreme Court of India, on the plea that the DoP&T letter has not been endorsed by the DoT. The Establishment Branch of the BSNL Corporate Office has written to the DoT, for necessary endorsement of the DoP&T letter, by the latter. It is understood that the DoT holds the view that the DoP&T letter cited under reference, is only meant for the departments of the Central Government since the funds for the CG Departments are being allotted by the Finance Ministry and that in the case of BSNL, no fund allotment is being made by the Finance Ministry, and BSNL can straightaway implement the Hon'ble Supreme Court order, without the DoP&T order getting endorsed to it. It is to be noted that the recovery of excess payment is being made from the retiring employees causing mental agony and financial hardships to

them. It is therefore requested to implement the said judgment of the Supreme Court immediately in order to avoid the hardships illegally imposed by such recoveries.

(4) Inordinate delay in the settlement of pay aberration of seniors due to point to point conversion of CDA scale to IDA scale as on 01.10.2000.

The problem of pay aberration i.e., senior getting less pay than the junior, is lingering on for the past so many years. We are extremely sorry to state that this problem is not being settled, despite a clear cut judgement having been given by the Hon'ble CAT, Ernakulam, which has been upheld by the Hon'ble High Court of Kerala. It is needless to mention that this problem arose at the time of the First Wage Revision. Thereafter, the employees have already got the Second Wage Revision also, and the Third Wage Revision has also become due. The BSNL Management had worked out a formula for the settlement of the aberrations issue, and the same was sent to the DoT for necessary approval, since it is having implication on pension. The file was sent back by the DoT, with the remark that BSNL itself could take a decision on the matter, or could forward the matter to DoT in letter form, for examining the case.

The BSNL has sent the matter to DoT, giving details of the case, with BSNL's proposal for obtaining the decision, as point to point fitment on conversion from CDA to IDA scale on 01.10.2000 was approved by the DoT and pension liability on account of removal of aberration in the pay of Non-Executives will have to be borne by the DoT. The matter is pending with the DoT for a long time despite of our repeated persuasions, causing serious frustration among the affected employees.

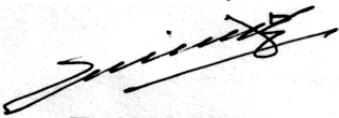
(5) Wrongful implementation of NEPP – Request for necessary correction.

In Cuttack Telecom District, Odisha 230 nos. of RMs who were placed in the Lineman pay scale in CDA Rs.3050-75-3950-80-4590 (4550-140-6650) prior to 01.10.2000 were placed in the scale of pay Rs.4720-6970 on 01.10.2004 as 1st NEPP.

Later on 74 of the said officials were given post based promotion to Telecom Mechanic post on 25.01.2008 in the scale of Rs.4720-6970 i.e., in the same pay scale. The remaining trained officials who were not given post based promotion to TM, were given 2nd NEPP from 01.10.2011 in the scale of Rs.5700-8100 (Rs.10900-20400), whereas the 74 officials who were given TM promotions in the same payscale of 4720-6970 were denied 2nd NEPP from 01.10.2011, treating their TM promotion as 2nd NEPP from 25.01.2008. They were given 3rd NEPP in the scale of pay Rs.5700-8100 (Rs.10,900 - 20,400) from 25.01.2016. As a result of that those who were in the lower cadre are getting higher salary than their seniors in higher cadre.

As per the NEPP order No.27-7/2008-TE-II dated 23.03.2010, "The pay scale upgradation will mean placement of the Non-Executive employee from his present IDA Non-Executive pay scale to the next higher Non-Executive IDA **scale.**" Since, the officials who are promoted to TM posts were placed in the same scale of pay, i.e., 4720-6970, they should be given 2nd NEPP from 01.10.2004, since there is no change of pay scale in their promotion to TM post.

Thanking you,
Yours sincerely,



[P. Abhimanyu]
General Secretary