

**31-03-2016**

CS writes to GS about ESS/SAP problems faced by executives of CTD(see letter)

**31-03-2016**

**Retirement News:**

1.Smt.Kalpana Bagchi SDE of Telephone Bhaban Branch 2.Smt.Lakshmi Dasgupta SDE of South Branch 3. Smt.Sutapa

Chakraborty AO of Teriti Bazar Branch (VR) retired this month.

AIBSNLEA/CTD wishes happy,healthy & peaceful retired life to all retiring comrades.

**23-03-2016**

CS,President & ACSs met GM(Fin) on 22-03-2016 to discuss the following matters:

**1.Problem of payment in ERP regarding CAPEX:** Quite a few bills of capital expenditure cannot be paid thorough ERP due to procedural problem.As a result of it vendors are pressurising field officers.We requested to settle this problems immdiately as one time measure and flow chart in this regard may be published in MEDHA for guidance of all concerned. GM assured that all pending bills will somehow paid within 31st March 2016.He also requested us to take up the case with GM(HR) and CGM as proper training in this regard is necessary.

## **2. Personal Cases:**

i) Transfer Case of Sri Somnath Pal AO: We pointed out that though the transfer order was issued 7 months back, the order is still unimplemented. This is causing hardship in AOTR section in Central Area as well as to him personally.

ii) Transfer Case of Sri Biplab Pal AO: Sri Pal has to work under two CAOs i.e. CAO/BKP & CAO/North. He is a heart patient. He is sitting at BKP but controlling officer is CAO/North at Baghbazar. We requested that CAO/BKP may be made his controlling officer in ERP so that Sri Pal need not have to travel a long distance to report CAO/North.

iii) APAR of Smt. Sukla Mitra AO: A part of APAR of Smt. Mitra is pending at Jharkhand Circle. We requested GM to intervene.

iv) Case of Smt. Kabita Majumder JAO (Offtg.): Smt. Majumder qualified in JAO exam in 2006 but could not be posted due to want of vacancy. Now there is a large number of JAO vacancy in CTD. We are pursuing the case of her posting as JAO in BSNL CO through our CHQ. But some recommendation from Circle might be required to mature the case.

GM noted these cases and assured to look into at the earliest & take necessary steps.

## **3. Problems of want of manpower:**

i) Cash Collection Centre at Circus Exch.: There is only one non-executive staff in this CSC with two counters. As a result AO has to man one counter and also look after the accounting job such as Trial Balance, BRS etc. He has to work upto 7-8PM everyday. The

situation becomes worse when the DA is absent. We pointed out that the only AO will not be able to manage the counter for long in such a condition & demanded immediate posting of non executives at counters.

GM assured us to escalate the case to higher authority but requested us to take up the case at Area level as area has to post staffs for counter.

ii) Posting of another AO in Planning section: We pointed out the load of work in Plg. area is very high, As a result of it a large number of Medical & other bills get pending. We requested to post another AO in Plg, We also pointed out that from other circle some AO will be joining from other circle shortly.

GM appreciated our view and assured to consider.

**4. Additional charges of AOs in different area:** We pointed out that at present there are 114 AOs in CTD. Still some AOs have to look after additional charges for prolonged period. We demanded for rearrangement as due to implementation of ERP some of the post might not be required. Work distribution may be done logically.

GM admitted and assured to look into.

**5. Collection of Subscription from Salary:** We pointed out that as per our information Association Subscription of Executives is being collected from monthly salary in NE circle. We requested to examine possibility of similar arrangement in CTD also,

GM assured to examine.

The discussion took place in a very cordial atmosphere we thanked GM and the meeting ended.

## 18-03-2016

**GS writes to :The GM (FP), BSNL Corporate Office, regarding**

Representation received from Smt Kabita Majumdar, JAO (Officiating), % the AO (TR) / CB-II, CTD, BSNL, 8, Hare Street , Kolkatta-700001 regarding discrimination towards extending appointment to the Post of JAO to a scheduled caste candidate even after qualified in JAO Part-II examination (40% Dept. quota) under old (DOT) syllabus held in the year 2006 during the period from 18.4.2006 to 20.4.2006. [<<<<Click here for letter see page 14>>>>](#)

**GS writes to :The GM (Pers.), BSNL Corporate Office, regarding**

Representation received from Shri Santanu Samdder, DGM (NWOP/Jadavpur (LA) Calcutta Telephones regarding considering him for promotion.[<<<<Click here for letter see page 10>>>>](#)

## 17-03-2016

**CPC from JTO to SDE (T) and SDE to DE:** We requested to expedite the CPCs from JTO to SDE (T) and SDE to DE. GM (Pers) mentioned that JTO to SDE (T) CPC is stalled due to the stay order on promotions from the Hon'ble High Court Kerala & from the Hon'ble CAT Chandigarh. Similarly, SDE to DE CPC is stalled due to the stay order on promotions from the Hon'ble CAT Chandigarh. He further informed that the court case in Hon'ble CAT Chandigarh is posted for hearing to 31<sup>st</sup> March 2016 wherein final hearing may take place and the Kerala Circle is filing a Miscellaneous Application (MA) for getting the stay order vacated along with the early hearing application.

**17-03-2016**

**READ! THINK!! REALIZE!!!**

**E-2 and E-3 IDA Pay Scales to JTO and SDE equivalent executives:**

**Come out of “Stone Age”...MY Friendly Association. Come out.....Work for the Cadre not for Ego:**

**One of the friendly association...Oh ...DR friendly Association.....has been making a lot of Hue and Cry about nothing....They even forgot the basic rule of verifying the facts before writing on their website...despite of differences in opinion. We considered them to be a responsible association... but their recent utterances...are forcing us to think otherwise...**

*They have mentioned that NTPC is following a policy where an executive is promoted in same grade .....sir that was happening when the DPE order was not issued....after issuance of the DPE order which prohibits a PSU to have multiple grades in Single Scale, NTPC management rectified its promotion policy to fall in line....and now in NTPC when an executive is promoted to next grade,it is always to the next scale and never in same scale...*

**But opposite is being demanded by our friendly association...instead of seeking amendments of the promotion policy at E9 scale in BSNL where multiple designations are there (Addl GM, GM, Sr. GM, PGM, CGM, etc..) they are demanding for introducing the similar anomaly at E3 level and they call themselves the crusaders of the Executive Cause... This is despite the fact that they are well aware of the fact that DoT has ordered recovery from the executives who have enjoyed increment at promotion in the same scale...citing the same DPE order...the aforesaid order was shown in the meeting and captured in minutes also and it was informed by management side they will not be giving increment in E3 to E3 promotions DPE and DoT orders prohibit it. We honestly fail to understand their motive.. why they want to mislead their own members ( DoT recruited executives of 1993, 1994, 1998 etc. batches)...what to say about their concern for DRs. We once again leave it for the executives to verify the facts...**

**Now with loss of words.. same association is misleading people by telling that AIBSNLEA and AIGETOA wants E2 from 01.10.2000...we once again clarify that we don't want any deviation from KHAN Committee...we request the friendly association to show one place where KHAN Committee has written that Executives will be in E3 scale for 10 years...**

All we are demanding that Khan Committee recommendations be implemented in totality i.e of replacing E1A to E2, and E2A to E3 be implemented. Nothing needs to be touched in EPP..it takes care of this as it states that first upgradation will be given in 4-6 years and subsequent upgradations in 5 years..where is the need to modify...who is asking to modify.Management is convinced of our submission...then why it is hurting the friendly association...why they are telling that they will not allow Sr. SDE and SDE scales to merge. Why they are saying that if at all merger be there. It should be in Sr. SDE and DE scale...it means they want a non-functional scale to merge with the next higher scale just to satisfy their ego and that the fact that the time period to reach DGM scales for young executives shall be getting reduced by 5 years vis-à-vis those who got E3 before 01.01.2007...where does the same generosity goes..when it comes to the benefit of DRs..why their hearts are burning...and they are calling us selfish people... Now it is for people to understand who is asking for cascading effect and who is acting as Road Blocker...and who is selfish...

Which constraints and which ground realities...they are talking about.... there are no constraints as such...and management is also understanding our point of view. Then why it is hurting the Executive Association...why they are not supporting our view. What loss it is causing to them...its beyond our understanding...actually the only ground reality is the fact that they cannot digest the younger executives reaching the DGM scale five year earlier...if they were so sincere in their approach..why they didn't disclose the fact that management has conveyed that the increment with the so called upgradation in E3 to E3 will not be given...what is conspiring behind closed doors...sir....why this sudden change of heart in all matters.... why suddenly they want MT...Why they want DGM recruitment....slogans of fresh.....n Young blood...why what happened....whether they also want to say that our blood has become rotten....why what our executives are not capable according to them or what...or they are just trying to infuse negativity and confusion into the minds of the younger lot....they have named NTPC on their web-site...why they don't want to emulate NTPC promotion policy....why suddenly they have started echoing the agitation warnings... we request them to stop playing with the careers of thousands and thousands of DRs... we may forgive them....but history will never forgive ...

They mention that Juniors reaching E3 scale in 10 to 11 years is a huge motivation... we also agree.. we supported it...but why it bothers them when the same executive gets the E4 scale also five years earlier....why they want the gain achieved in E2 scale to be loss of Five years in E3 scale....why it bothers them when the same Junior gets more motivated...then they start singing the song of merging Sr. SDE and DE scale...it proves our point that all they are interested in keeping the younger lot...in the same situation in which they are ..We

want to tell them...Don't try to befool the younger Lot....sir...act like a elder brother...like AIBSNLEA did....remember....**our proposal is not causing any loss to seniors...it only benefits the Junior,**but their proposal is causing loss to Juniors as well as Seniors in terms of Financial losses...Career Losses...emotionally....and many such losses which may arise in future and are unforeseen today with next revision.....

They say that senior SDE scale is abolished...then recovery may take place.. it shows their mind set of misleading people...**when EPP will not be touched..how come recovery will take place.. All executives will get their upgradation in Five years...what will be recovered...we fail to understand**.....they say that Youngsters will lose one assured promotion. Why So...who is stopping the youngsters to reach E7.E8..E9... or do they also agree that E7 cannot be reached by Group B officers. **Do they also believe in that E7 is forte of a particular group...if not then why you're making people afraid of a non existant fear...**we firmly believe that nobody can stop us ( Those who have age on their side) from reaching the positions of Directors and Even CMD...then what stops them from demanding the E7 for upgradations.....Remember that is not cascading effect....they shall be asking only for promotions...what stops them...Management wants to implement just the Khan Committee recommendations. Why they want change in EPP for promotion from E3 to E3...i.e. E3 for 10 years... also to be approved. To stop...whom...can they tell us ....Who is creating hurdles ....in implementation...

**We also fail to understand what makes them to write...the words... reversion/demotion of the JTO/JAOs from E1A to E1 and SDE/AOs from E2A to E2 is more demoralising .....are they planning to be part of any such game plan just to prove their point.**

They talk about one promotion for executives. We talk about CPSU hierarchy....we talk of our executives reaching to level of Director/CMD.. They want executives to be restricted at Sr SDE grade .....Do they really think that executives are that much fool that they will buy their argument....

**We also believe that they have a so called distinguished and chequered history of Fighting for the cadre...then what is the sudden change that they are advocating for something to be implemented in BSNL which has been rejected at other PSUs...their stand on other issues also lets us feel otherwise...but we don't want to do that....we want to keep respecting them as they were...**

**We request them to become big hearted. We request them to Act like a elder brother...and allow all of us to keep seeing them with respect...it's our earnest appeal to them...we won't be coming up any more arguments now...time will be the best judge...as we know and all know what is good**

**and what is bad...we will keep on doing the good work for the executives of BSNL....**

## **10-03-2016**

### **BSNL Board meeting held on 4-3-2016:**

GS, FS met some senior officers in BSNL C.O. and discussed regarding the decisions of BSNL Board meeting held on 4-3-2016. It is understood that some HR issues viz. 3% contribution from BSNL to superannuation benefit to BSNL recruited employees, Creation of Sr. PPS/PPS posts in BSNL, E-1 + 5 increments benefit to JAO-2013 batch, JTO (SR) and PAs Pay anomaly case of TTA have been cleared by the remuneration committee of the BSNL Board held on 4-3-2016. The remaining HR issues of Pers. cell and Estt. cell could not be discussed due to paucity of time. The issues cleared by the remuneration committee will be put up to the next BSNL Board meeting along with other pending HR issues for approval.

## **10-03-2016**

GS writes to **Shri Anupam Srivastava**, Chairman-cum-Managing Director, BSNL, New Delhi regarding **updating of Educational Qualification in Service Records of JTO(C/E/Arch/TF) and SDEs(C/E/Arch/TF) having diploma qualification** [<<<<Click here for letter>>>>](#)

## **10-03-2016**

AIBSNLEA consistent and untiring efforts yielded result in getting released the instructions for calculation of the vacancies for holding of LICE for promotion to the grade of JTO (T) in BSNL as under:

i. Regularize the officiating JTOs (T) against available vacancies, including carried forward vacancies of previous years;



ii. Category-wise vacancy position (OC,SC,ST) for the vacancy year 2013-14.

- <<<<[Click here for letter](#)>>>>

**AIBSNLEA/CTD wish to thank CHQ & our beloved GS Com.Prahlad Rai whose untiring efforts made it possible to remove the curse of officiating JTOs permanently. On 08-03-2016 33 officiating JTOs joined in CTD as regular incumbent.**

**In this connexion we would like to reiterate that AIBSNLEA is the only platform of BSNL executives which fights for and can achieve justified demands.We congratulate our members for their faith & support. Also we request all other to join & strengthen this glorious organisation to march forward unitedly to achieve our justified demands in future.**

## **09-03-2016**

**ACS & President attended FORUM meeting with CGM/CTD at TB Conference Room on 08-03-2016.GM(HR & Admin),GM(Fin) also attended. CGM informed that after FORUM's effort to motivate employees a little hint of progress is seen but it is not upto mark.4-5% increase in fault clearance & marginal increase in provisioning is noticed.MNP ratio is somewhat less regarding port out.For IGW outage problem BSNL CO is hiring Railtail OFC.BSNL CO also approved moore no.of BTS in CTD for back haul connectivity of GSM.**

**We pointed out several problems relating to HR that are putting hindrance to discharging satisfactory duty.**

1.Role of HR Section: Regarding implementation of HCM Module no proper guideline is issued from HR.No co ordination meeting is being done.As a result of it in different area staff are facing problem.

2.Rationalisation of executives & non executives: This is our longstanding demand. In different section some people are sitting almost idle whereas there are acute shortage in some sections.

3.No Computer/Staff deputed in DE offices as per earlier decision:Due to problem in ERP no capital expenditure is being done.As a result Computers cannot be purchased.No manpower is deputed to execute ERP work in field.Thus executives are being over burdened.

4.Harassment in settling Medical bills:It is well known to all that due to improper implementation of ERP several bills especially of pensioners are being piled up.In this regard proper guideline is necessary.

5.Few Pending vendor bill in different area: A few bills of small amount are pending due to procedural complexity in ERP.We request to settle the bills offline at the earliest.

6.Provision of BB facility in Central Settlement Cell:CSC is working through Proxy sever so processing is slow.BB connection is to be provided.

7.Facility to monitor vendor payment through ERP in Area:Facility to be provided in ERP so that AOs in respective area can monitor the payment made to the vendor by CSC.

Due no shortage of time discussion was not complete. Further meeting may be held in suitable date.

## **04-03-2016**

CS alongwith ACS, OS & BS/TBZ met GM/CMTS at his chamber on 03-03-16 and discussed the following issues:

1. BTS Rent payment delay: We expressed our concern in this matter because in some RLUs landlord are not allowing us to enter and the work is being hampered.

GM intimated that he is taking special care regarding this matter. Some arrears are pending, with the help of AO & CAO/CMTS the matter is being regularised. As per ERP in future the Area will handle rent payment. CGM is issuing order regarding this. Henceforth the BTS Rent payment will be handled by respective Area only.

2. Shortage of JAO in cash CMTS: GM is aware of the fact, we asked him to write to GM(Fin) in this regard and we will pursue in this regard.

3. Vendor Bill Payment as per submission date of bill: Recently a circular has been issued by Vig. Section in this regard. We requested to follow this. GM also agreed. But there should be some exception regarding monthly recurring nature of bills like, Job Contract, Rent, infrastructure sharing etc.

4. Delay in claiming Tower Sharing charges: We pointed out that a huge amount is pending from Private Operators in this regard. GM intimated that he is aware of the fact but the private operators

has also some issues. We proposed that a team in this regard may be formed. GM assured that he is keen to solve this problem & CAO/CMTS is entrusted with it. It will be resolved soon.

5. Security Deposit Refund problem: After implementation of ERP security deposit refund to the customers are being delayed. Sometimes the cheques are being revalidated. To solve this problem we proposed that sub bank detail may be taken with application for refund & online payment may be done through ECS. GM intimated that it is very complicated because unique vendor name is to be created for this reason. However the matter will be taken care of.

6. Transfer/Posting cases: We requested GM to release some executives from CMTS, GM clearly told that without substitute he will not be able to release anyone because the number of BTS is going to be increased soon as per BSNL CO order. CMTS will be facing shortage. However the request may be considered if suitable substitute is available.

**01-03-2016**

Smt. Keka Dutta SDE/CSC Bagbazar retired on superannuation on 29-02-2016. She was all along our bona fide member of North Branch. We wish her happy, healthy & peaceful retired life.