

30-10-2015

CTD Administration replied the query of BSNL CO regarding vacancy of PS as per DoPT guideline. Though we are not convinced about the process of calculating vacancies, we requested to expedite the process before the expiry of present vigilance clearance. CS already requested GS to take up the matter in CO.

CS intimated GS about the spelling mistake of names sent from CTD for inclusion in JTO(offtg) FR 22 1 a i case. AGS(HQ) confirmed that correction had been made in the list sent to CO by him personally.

28-10-2015

GS writes to:

1. The GM (Estt.), BSNL Corporate Office, regarding list of the left out members of AIBSNLEA for implementation of Hon'ble CAT, Principal Bench, New Delhi's judgment in OA No. 3883/2014, MA No. 3364/2014 and MA No. 2265/2014 for fixation of pay under FR-22(1)(a)(i) -<<<Click here for the forwarding letter>> <<<Click here for the list>>

19-10-2015

President, ACS & OS met DGM/HR about progress of PA to PS promotion in CTD. It was known that BSNL CO raised some query about number of post calculation. DGM/HR informed that all efforts are being made to send the reply by tomorrow.

We informed that the duration of CVO format will expire on 10th November. Hence efforts to be made that the matter is solved within that deadline to avoid further delay.

19-10-2015

At TB in the call of FORUM a mass meeting was organised in demand of PLI during lunch hours. All constituents of FORUM participated. On behalf of AIBSNLEA/CTD President supported the demand in his deliberation. A delegation met CGM/CTD and apprised our demand to BSNL CO.

17-10-2015

CS writes to CGM/CTD about resentment due to discrimination of forwarding application of lady JAO to BSNL CO

(see the letter)

16-10-2015

Congratulations !

AIBSNLEA's consistent efforts yielded results in getting released the Recruitment Rules of JTO (Telecom) 2014. BSNL Corporate Office today notified the Recruitment Rules of JTO (Telecom) 2014. <<<Click here for order>>> This has paved the way for regularization of Officiating JTOs and LICE for filling the vacant posts of JTOs. AIBSNLEA will continue its efforts for early regularization of Officiating JTOs and notification of the LICE for filling the vacant posts of JTOs.

AIBSNLEA's consistent efforts yielded results in getting released the orders regarding regularization of Officiating JTOs as per the provisions of the New Recruitment Rules of Junior Telecom Officers (Telecom)-2014. BSNL Corporate

Office issued the necessary orders in this regard <<<<Click here for letter>>>> All the Branch Secretaries are requested to pursue the case in their respective Circle/SSA so that the regularization process of the Officiating JTOs is completed in a time bound manner.

CS/CTD has immediately communicated to CGM/CTD in this regard for early arrangement of training within the circle ([click to see letter](#))

16-10-2015

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14-10-2015

CS,ACSs,BS/West met GM(West) Sri Omprakash at his chamber at BE college Exch on 13-10-2015.We welcomed him with flower & sweets.As he served CTD previously we hope that he will be able to cope up with the situation and develop West to a new high.We apprised him about the recent incident in Rishra.He assured that the situation will be taken care of.We also shared some experience of his work as GM/TD Ranchi. We expressed our commitment to extend every justified help for the development of West Area.Some problems of BKP & North area were also discussed.

13-10-2015

A section of job contract labours gheraoed Sri A K Kolay SDE/Rishrah our ACS yesterday on 12/10/2015 for their demands.the gherao continued upto 9-30 PM.During gherao he tried to contact DE,Area Manager but their phone were switched off.They did not come solve the matter.Ultimately CS intimated the matter to GM(West) & with his kind intervention the gherao was withdrawn.We strongly condemn this irresponsible act especially when to controlling officer is not at all responsible.At the same time we also alarmed at the unbecoming behaviour of higher officers.

We want to thank GM(West) for his prompt intervention & request to look into the matter so that it will not recur in future.

09-10-2015

CS writes to CGM/CTD regarding opening of cash counter at Entally Exch. ([see here](#))

CS writes to CGM/CTD regarding recovery of overpayment of JAO 2010 batch.([see here](#))

CS writes to GM(Fin) regarding posting of JAO in different units.([see here](#))

08-10-2015

CS,President & OS attended the meeting of FORUM/CTD at BSNLEU Union room on 07-10-2015.Discussions were held about development of CTD.Our views were expressed by CS as follows:

1.Enforcement of Discipline & Punctuality:In CTD punctuality in attendance, discipline in discharging duty & execution of work in a time bound manner is to be enforced in every level starting from highest authority to the lowest worker in order to rescue CTD from distress.

2.FORUM's Role as leader: It is evident that CTD management is failing consistently to uplift the position. In this juncture FORUM can & should play a vital role. We can share the experience of our fellow comrades of different association/union in other profit making circles like Kerala, Odisha, AP etc and try to implement here in CTD.

3.Quickness in fault clearance: It is often observed from the statistics shown that CTD is lagging in same day/24 hrs fault clearance very much. Within CTD some areas like Srirampur, Bidhannagar doing well but some areas like South, Jadavpur, Central are backward. FORUM may organise knowledge sharing amongs the areas to improve the situation. More emphasis should be given on same day fault clearance.

4.Motivational Meeting:FORUM should organise gate meeting, group meeting, seminar etc to motivate executives & non executives in the mass level to come forward with initiative to save the CTD with enthusiasm. Let us take it as a challenge of our own.

5.Role of HR section in CTD:It is noticed in the recent past that the role of HR section of CTD is poor. Often it is seen that much time being lapsed for taking a simple decision. It is dampening our spirit. GM/HR in particular is not playing his role as a vertical head

properly despite several proposals. He is avoiding to hear from the leaders of FORUM. Regarding implementation of ERP no meeting organised, no training imparted, nothing has been discussed with FORUM. As a result of it workers are suffering & the field executives are getting accused without any fault of them. In our opinion it is a conspiracy to mislead the workers make a confrontation between executives & non executives. FORUM should take note of this & act accordingly.

6. NGN implementation: Regarding implementation of NGN project again the management is showing unplanned & whimsical attitude. Some places good exchanges are proposed to be replaced, some places after erection of switch again it was uprooted. Now it has been known that NGN cannot support ISDN PRI/BRI channel hence we have to maintain the old exch also until & unless there is a modification from the maker. It will increase the expenditure. FORUM is expected to look into this.

7. Condition of Cable: We all know that cable condition of CTD is not in a good shape. There are some paper core cable also. In this condition we cannot provide satisfactory service to the customers despite of modernisation of equipment indoor. KMC authority is objecting long cable laying without signing MOU. GM(Tx) is entrusted with the responsibility. But till now nothing has been done. Without replacing the old cable in a planned manner we cannot extend the facility to the customer and every modernisation will go in vain. FORUM should emphasize in this field.

8. Sales & Marketing: It is learnt from different circles which are making profit their maximum staff are deputed in the S & M field. On the contrary CTD has no strong S & M section. Previously

there were three DGM posts in S & M which has been reduced to one at present. In Area also Marketing section is printing posters only in actual. We should plan and demand preparation of strong S & M without which CTD will lose its visibility and as a result our customer base will be decaying.

9. Monthly Meeting of FORUM: FORUM should demand regular monthly meeting with the CTD management on the development issues only. Before that FORUM should sit together to review & finalise proposals.

07-10-2015

Meeting with Director (HR), BSNL Board: A meeting was held with the representatives AIBSNLEA under the chairmanship of Director (HR). From management side GM (Pers), GM (Estt), Addl GM (SR), Jt. GM (Pers), DGM (Admn.), DGM (Estt.) were present along with Director (HR) and from AIBSNLEA side, GS, FS, AGS (HQ), were present in the meeting. We requested Dir (HR) to review the progress on the agenda items of the earlier meetings held on 15.09.2015, 16.07.2015 and 04.08.2015. Records of discussion on the issues is as under:

1. Superannuation benefits to Direct Recruited executives as per the provision of sub-rule (23) of rule 37A of CCS pension rule and as per DPE guidelines. BSNL should contribute 12% of Basic + DA as Superannuation Benefits in respect of Direct Recruits and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.10.2000.

Director (HR) further informed that matter has been re-examined based on the feedback given by the Association and a revised proposal is being mooted to BSNL Management Committee shortly to increase the contribution from 3% to 6%. We continued to demanded 12% contribution as per DPE guidelines.

2. Some issues related to Executive promotion policy (EPP) needs immediate settlement in addition to CPSU cadre hierarchy and first time bound promotion after 4 years of service in all these cases: Dir (HR) mentioned that the committee headed by ED (NB) will shortly submit the recommendations.

a. Time bound promotion from E-5 to E-6 to the DGMs promoted from Gr."B" Executives: Director (HR) directed GM (Pers) to put up the case in next board meeting positively delinking it from HR Plan after the approval of the competent authority.

b. Date of effect of Implementation of revised upgraded IDA Pay Scales for the Executives w.e.f. 1.10.2000 on notional basis: GM (Pers) informed that the matter is under consideration to GM (Estt). Director (HR) directed GM (Estt) to clear the case immediately and to put up her within 7 days' time for consideration.

c. Amendment in BSNL MSRRs of EE (Civil/Electrical/Arch): We extended our sincere thanks to Director (HR) for getting approval of the BSNL Board on allowing Diploma holder SDE (C/E) having 10 years technical

experience for the promotion of EE (C/E). But we expressed our concern against the court cases in various courts and requested to get transferred all these court cases in in the Hon'ble PB CAT New Delhi. Dir (HR) assured to direct PGM (BW) for getting transferred all court cases in the Hon'ble PB CAT New Delhi.

3. Conduction of various CPCs on a regular basis:

a. CPC from JTO to SDE (T) CPC against seniority cum fitness quota: Conduction of DPC for Seniority and fitness quota as per DoPT guidelines for the years 2009-10, 2010-11, 2011-12, 2012-13 and 2013-14 to fill up about 6600 SDEs posts: GM (Pers) informed that the draft reply has been sent to Kerala Circle for further submission to Hon'ble High Court Kerala and as soon as the stay order is vacated from the Hon'ble HC Kerala, the CPC will be expedited and promotion order of 4000 SDEs will be issued immediately.

GM (Pers) further mentioned that in the stay order granted by Hon'ble CAT Chandigarh on promotion from JTO to SDE Telecom has been clubbed with AO to CAO court case and one Advocate has been nominated to take legal opinion from ASG/SG on the issue of SC/ST roster implementations on promotions the meeting with the nominated Advocate has been fixed up tomorrow to explain the case. Dir (HR), directed GM (Pers) to monitor the case closely and ensure an early solution.

b. CPC from SDE (T)/DE(Adhoc) to DE Regular: Immediate CPC to fill up the left out about 11 DEs Posts and about 750

DEs posts on regular basis up to the vacancies of year 2013-14.

GM (Pers) informed that 11 DE's Promotion order of left out cases will be issued shortly and about 750 DEs promotion order on regular basis will be issued before 31st October, 2015 in case ACRs / VCRs are received, about 300 VCRs have been received.

c. CPC from DE to DGM (Engg.) on Adhoc/Regular basis to fill up about 700 DGM vacant posts: GM (Pers) informed that CPC work is in progress from DE to DGM and about 300 DGM promotions can be issued before 31st October, 2015 in case the ACRs/VCRs of the concerned DEs are received in Pers Cell, about 186 VCRs have been received.

d. CPC from JAO to AO and AO to CAO to fill up the vacant posts: Director (HR) assured to direct GM (FP) to expedite CPCs from JAO to AO and AO to CAO. She also directed GM (Pers) to sit with GM (FP) and ensure common reply to the Hon'ble CAT Chandigarh on SC/ST Roaster implementation. She assured an early action in this regard.

e. CPC from DGM (F)-Adhoc to DGM (F) - Regular basis: Director (HR) informed that the CPC work is in progress in SEA Cell & promotion orders will be issued shortly.

f. \CPCs from JTO (C/E) to SDE (C/E) and SDE(C/E) to EE(C/E): Director (HR) mentioned that CPCs from JTO(C/E) to SDE(C/E) are in progress. And the CPCs from SDE(C/E) to EE(C/E) have been initiated to fill up the vacant EE(C/E) posts

and after the vacation of stay order the promotion orders will be issued.

g. CPCs from JTO (TF) to SDE (TF), SDE (TF) to DE/AGM (TF) and LDCE from JTO (TF) to SDEs (TF): We extended thanks for issuing 12 DGM promotion orders in Telecom. Factory Wing and requested to expedite CPCs to fill up the SDE(TF) and AGM(TF) posts and to notified LDCE from JTO(TF) to SDE(TF) immediately Dir (HR) directed GM(Pers) to send the requisition to recruitment cell for the notification of LDCE immediately and GM (Pers) informed that SDE (TF) to AGM(TF) CPC has been expedited and shortly promotion order will be issued.

h. Promotion from Assistants to Section officers and Personal Assistant to Private Secretaries, SO to AGM and AGM to DGM in the erstwhile CSS and CSSS: GM (Pers) apprised that the promotions are up to date i.e. promotion from AM to DM- finalized and settled, promotion from PA to PS- LICE proposal already sent to DE section. To be notified shortly and examination is to be held in the 3rd qtr of this year as proposed by DE section, promotion from SO to AGM- Finalized and settled, promotion from AGM to DGM- Finalized and settled.

3. Post based promotions for PA/PS, common recruitment rules and nomenclature and introduction of promotion policy for stenos (dying cadre): GM(Pers) informed that reports about number of posts in various circles have been received and case will be presented before committee headed by ED

(CN) shortly. Dir (HR) directed GM (Pers) to ensure submission of committee report within one month period to the competent authority.

4. Restructuring of AD(OL) Cadre:- The committee constituted under the Chairmanship of Shri Harsh Wardhan Addl. GM(CP&M) BSNL CO. has submitted the report to the competent authority to revise the pay scale of Rajbhasha Adhikari at PAR with SDE/AO Scale. Shortly the case will be put up to the competent authority for approval. We have demanded to restructure the cadre by change of designation as AD(OL) and to ensure promotion up to DD(OL) STS Grade. GM (Pers) informed that the committee recommendation on restructuring of AD (OL) Cadre has been processed to the competent authority for approval and shortly the issue will be resolved after the approval of the BSNL Board. Dir (HR) assured an early decision in this regard.

5. Immediate implementation of digital signature by all circles with respect to EPF cases settlement of BSNL recruited employees, resolution of all EPF Anomalies, and EPF contribution during training period: Director (HR) further mentioned that the anomalies in the EPF for direct recruit executives are being resolved and the EPF contribution during the training period is being paid.

6. Promotions through LDCE in SDE cadre: We requested for early declaration of result for last LDCE and conduction of LDCE for promotion from JTO (T) to SDE (T) for the vacancy available till date.

GM (Pers) informed that an expert committee has been constituted to examine the grievances of the candidates and now the Answer key has been finalized and will be published shortly. The result is being prepared but the results will be declared only after clearance from Hon'ble CAT Chandigarh on SC/ST roaster implementation on promotions.

7. Settlement of pay anomaly cases wherein senior Executives are drawing less pay than their juniors and antedating of pay: AIBSNLEA pleaded to implement the Honorable Supreme Court judgment allowing stepping up of pay to all affected executives as the AIBSNLEA was party in the Apex court. Case of 124 executives decided based on court judgement. However as discussed in the meeting with Dir (HR) and union the case is to be seen in generality and gentility. GM (Pers) informed that the information of the eligible executives has been called from Circle to calculate the financial implications. We pleaded that information about retirees is also required to be taken from Circles. Dir (HR), directed GM (Pers) to look into the matter.

Regarding antedating of pay, Director (HR) directed GM (Estt.) to hold further discussions with the association separately to resolve the issue at the earliest.

On the issue of an increment @ 3% at the time of executive time bound upgradation on their basic pay on time bound

promotion and subsequently 3% increment benefit on vertical promotion, GM (Estt) informed that the case has been sent to EF Cell for financial concurrence and after receiving it the necessary orders will be issued in this regard.

8. E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs: The BSNL Management Committee has cleared the proposal of E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs which is pending for BSNL Board approval.

Director (HR) directed GM(Estt.) to put up the case in the next board meeting positively de-linking from HR plan approval.

9. Early finalization of New SDE RR-2014 & JTO RRs-2014 (without degradation of Scale & Qualification) and in line with the suggestions submitted by associations: Director (HR) informed that the SDE RR-2014 has been resubmitted before BSNL Board de linking from HR plan. Earlier Board had returned the case with remarks. To be decided after approval of HR plan. We extended our thanks for getting approve JTO (RR) in the last board meeting and requested to initiate the process of regularization of officiating JTOs and to conduct LICE. GM(Estt) confirmed that yesterday only the minutes of BSNL Board meeting has been received in the estt. Cell and shortly necessary action for regularization of officiating JTOs and conduction of LICE will be initiated.

10. Recovery/ Reduction in pay and committee on officiating pay fixation: Committee reconstituted and first meeting held on 10th August 2015 .

11. Request for fixation of pay in respect of departmental outsiders (TTAs) appointed as JTOs through JTO Direct recruitment 2007- Issuance of clarification regarding: TTA to JTO (Direct) quota pay fixation case: We pleaded to allow to exercise option on promotion to the JTOs recruited under Direct Quota after technical resignation from TTA Cadre as per DOP&T guidelines and other PSUs HR policies on the matter. Dir (HR) further directed GM(Estt.) to examine the case in detail for an early decision as per the documents submitted by association side.

12. Improvement in the revised policy for service GSM, RSRTC & Broadband to Executive:

a) Enhancement of 200 free calls limit per month on RSTC & enhancement of free call limit on GSM Telephone connection to STS level officers from 500 to 800 calls.

b) Rent free broadband service connection to all executive with BSNL 750 Plan. Sr. GM (Admn) has processed the case to the competent authority for rent free Broadband connection

c) All the BSNL Executive should be provided GSM handsets of the cost Rs. 3000/-Rs. 4000/- & Rs. 5000/- to the JTO/SDE/DE level executive instead of Rs.1500/-, Rs. 2500, Rs.3500/- respectively.

d) All executives should be allowed CUG facility on RSTC at Circle level.

e) 3G mobile service with Data facility to all Executives.

All above issue were discussed in details with justifications and it was assured by Director (HR) that all above issues are under consideration and shortly decision in regard will be taken.

13. Extension of ERP Package for the benefit of the BSNL Pensioners and Extension of Concessional broadband facility to retired BSNL Employees residing under MTNL area as given by BSNL & MTNL to their serving and retired Employees residing in their respective service areas/ jurisdictions: Dir(HR.) directed DGM (Admn) to put up these issues immediately for consideration as already taken up by this association and pensioners association.

On the remaining old agenda items already discussed on 15.09.2015 will further be discussed in the next meeting with Dir (HR). Dir (HR) directed GM(Estt.) also to hold regular schedule meeting with the association to discuss the agenda items prior to the meeting with Dir (HR) as being done by GM(Pers).

The meeting ended with thanks to the chair. The discussions were very cordial, effective and fruitful the next meeting with Dir (HR) will be held on 28th October-2015.