



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
CALCUTTA TELEPHONES DISTRICT CIRCLE BRANCH
3A, CHOWRINGHEE PLACE, ROOM NO. 74 (2ND FLOOR)
KOLKATA - 700 013
PHONE : 2228 1188

To
Madam Sujata T Roy,
The Director(HR)/Finance
BSNL Board.
NEW DELHI

Respected Madam,

We are very much thankful to your kind self for giving us the opportunity to meet you in between your hectic schedule. We on behalf of AIBSNLEA Calcutta Telephones Branch welcome your presence heartily in Kolkata. Keeping in mind the target during this fiscal, our all members are involved fully in their work, previously we decided not to disturb you. But I am constrained to mention few problems still unsettled since our last meeting on 25th August 2017.

1. Implementation of 3rd PRC in BSNL with 15% benefit:

Knowing fully well the pro-employee role of BSNL management and the pivotal task done by our CMD and you madam in particular to convince the Minister about the implementation of 3rd PRC in BSNL, we again convey our gratitude are very much eager to hear about the latest development.

2. Standard pay scale with benefit up to E6 scale:

We request your active initiation for immediate implementation of Standard pay scale from E1A to E2 & E2A to E3 and linked up gradation of scale up to E6 to E7. In this context we like to remind you that this proposal is already accepted in BSNL Management committee and proposal letter was sent to DOT vide dated 07-06-2016.

3. Immediate implementation of following awards which are already accepted by BSNL

Management committee: i) Restructuring of AD(OL) scale:

It is a very long pending case, its implementation has almost no financial implications. Unfortunately, a small cadre like Rajbhasa Adhikary feels neglected without having the same scale like other Department. Please, look into its early implementation and restructuring order of AD/OL may pl be issued immediately.

ii) E1+5 increment for JAO 2013 batch:

This case is also approved by BSNLMC but yet to be cleared by BSNL Board. Our young executives are suffering & being frustrated due to prolonged pendency. Kindly look into and expedite.

iii) Conversion Of 50% quota of CAO vacancy (like in case of DEs):

This is also a longstanding demand & delay in this regard causing heart-burn of our senior member in Accounts & Finance wing.

Madam being Director(Fin) also you are humbly requested to expedite this case.

4. Implementation of CPSU cadre hierarchy as per Khan Committee Report:

Madam, all the vertical promotion almost in every cadre are suspended due to various court cases . One executive has to stay in one cadre in 15 to 20 years at a stretch till retirement . The only solution is the implementation of CPSU Cadre Hierarchy as per Khan Committee Report .Though there a certain progress, still we are waiting for it implementation. Madam, please let us know the current position.

5. Job Contract Labour Payment Problem in CTD:

Madam, all the executives of Kolkata Telephones are being suffered due to irregular fund allotment for payment of JCL. Since, last few months, especially after enhancement of daily wages of JCLwef 19-01-2017 as per RLC order, the fund paucity is occurring. As a result of it, we are facing labour unrest causing man-day loss which affect the daily operation & maintenance work of CTD badly.

We are requesting you kind self to allot sufficient fund in timely & regular manner, so that the JCL can be paid of their wages by the vendor within 7th of each month.

6. Case of Sri Kandrudas Bhagat PS regarding EPP:

We would like to remind you that when we last time this case was referred to you for favorable consideration. Unfortunately, Sri Bhagat , who is member of ST community, after getting promotion of first EPP, failed to clear the online examination & exhausted all the chances. As a result of it his increment in the higher scale has been stopped. His application, though it was recommended by CGM/CTD, for availing additional chance was rejected by BSNL CO on the plea that there is no provision in this regard in EPP.

Sri Bhagat has remaining service of almost 9 long years, his increment has been stopped & Pay is stagnated. In our opinion he must be given his due annual increment even if in the lower scale. Otherwise natural justice may be denied.

In this connection we would also state that another representation of Sri Kandrudas Bhagat is pending at BSNL CO for disposal.

Our GS also communicated this matter to BSNL CO.

Madam, we fervently request before your kind self to look into this matter personally & resolve in a suitable manner at the earliest.

7. Creation of additional post of DGM(Finance) in CTD:

Madam, At present CTD is facing acute scarcity in DGM/Finance post .only 7 DGM /F are working now . On the other hand Chennai TD having 13 posts & WB Telecom 18 posts .Hence we request you to increase the sanction strength of **DGM(Finance)** in CTD for smooth running and better future of BSNL .

8 .Settlement of Pay fixation as well as Arrears in respect of JAO 2010 Batch:

Ref no: 1) 1-18/2010-PAT(BSNL) Dated 07/05/2010
2) 1-37/2010-PAT(BSNL) Dated 18/05/2011
3) 1-5/2012-PAT(BSNL) Dated 20/12/2012
4) 7-4/2010-SEA-BSNL(Pt-I) Dated 24/07/2015

In 2nd Pay Revision Committee issued pay fixation order for Non executive on 07/05/2010, but it was effected from. 01/01/2007. By this time our Non executive friends promoted to Executive as JAO (2010 Batch).

- In referred ltr no. 1 above, as per para 3.6 it was stated that Non executive can opt for revision of pay on or after 1/1/2007 or from the date of promotion after 1/1/2007 or from the D.N.I in the existing scale. Accordingly option was exercised by them. At that time to get some pay benefit **they have surrendered their non executive period arrear pay & allowances benefit.**
- In referred ltr no. 2 above, after completion of one year, **corporate office decided to disallow the deferred** option which they have exercised as per earlier order. As a result, **their pay was reduced** and again our friends surrendered **their fixation benefit.**
- In referred ltr no. 3 above, It has been decided by BSNL Board to fixed the pay of JAO 2010 Batch(at par with directly recruited JTO/JAO)at **Rs.19020/** by granting maximum 5 advance increment. After one year again their pay was regulated accordingly.
- In referred ltr no. 4 above, Finally after three years past Corporate office again issued clarification order, where option was allowed from the date of promotion as one time dispensation , **but no arrear was paid due to financial constrains of BSNL and pay revision would be prospective** ,i.e, from the date of issue of the order(24/07/2015).

On scrutiny of the above mentioned orders, it is clearly stated that department at the time of pay fixation order in respect of 2010 batch were in dilemma and, from 2010 to 2015 several orders was issued for single reason. Sir, It is very much unfortunate that at the time of reduction of pay, it was started from 01/01/2007,(referred order no 1 & 2) but at the time of allowing some benefit(in order no 4)it would be prospective ,i.e, from24/07/2015.

Moreover, it is seen that though the company was awarded some pay benefit, but our young energetic JAOs of 2010 batch who are dedicated for the BSNL are facing huge deduction of arrear pay amount, due to different conflicting orders issued time to time .

In the above circumstances, in spite of financial constraints of BSNL, undersigned has no other way but to request you to allow the **actual arrear benefit from the date of their promotion** ,instead of prospective pay benefit as a final disposal on one time dispensation basis. In this way, all anomalies from unit to unit and circle to circle may also be removed so that uniformity may be maintained and our young JAOs will motivate themselves for the growth of BSNL

9. Sanction of special C/L for Circle and Branch leadership of AIBSNLEA.

Madam, we extend our thanks and gratitude for approval of special C/L to chq level ,kindly extend this facility to the circle and Branch leadership for smooth functioning of support association AIBSNLEA.

We would like to request to examine these cases and take suitable action please.

At last we on behalf of our organization & all members express our sincere gratitude for the kind help and cooperation extended to us .

Date: 24th March 2018
Kolkata-700 019



(SUBHASIS MITRA)
CS/AIBSNLEA/CTD