

**31-03-2020**

The following comrades of AIBSNLEA/CTD retire today due to superannuation:

1) Com. Shib Sankar Chatterjee, PA, ----Member of TB Branch.

2) Com. Bratati Chatterjee, AO ----Member of How Branch.

We wish all the above comrades happy, healthy, peaceful & active life after retirement.

**31-03-2020**

DoP&T issued clarifications regarding retirement of government servants on 31st March, 2020...[<<<<Click here for letter>>>](#)

**30-03-2020**

GS writes to Shri. P. K. Purwar, CMD BSNL regarding contribution to Prime Minister Cares Fund-[<<<Click here for letter>>>](#)

**26-03-2020**

BSNL Corporate Office issued instructions to CGM(s) and IFAs, All Territorial and Non-Territorial Circles and DGM R&P BSNL CO regarding for Payment of VRS dues - Ex-gratia...[<<<Click here for order>>>](#)

**23-03-2020**

BSNL Corporate Office issued instructions regarding Emergency instructions in view of COVID 19 [<<<Click here for letter>>>>](#)

**23-03-2020**

Today morning GS met Director (HR), BSNL Board and requested to review the orders issued by the BSNL Corporate Office on 20.03.2020 in the light of the latest instructions issued by the DOP&T dated 22.3.2020 and due to the prevailing situation throughout India including NCR Delhi in view of shut down of Public Transport/Train/Metro/Sub Urban/Inter-State Trains. He further requested to take immediate steps to issue necessary revised instructions to contain the spread of COVID-19. as detailed below and handed over the letter addressed to CMD and copy to Director(HR). Director (HR) assured to issue revised instructions today.

**1. BSNL CO, Circle Offices and SSA Offices**

(Administrative) may be closed or functioned with skeletal Staff and work at home may be allowed wherever possible and they should attend Office if called for, in case of any exigencies of work.

**2. Wherever possible, the CSCs and bill collection centres may be maintained** with rotation of staff with all available precautions since the CSCs are real cashing gateway for BSNL survival and windows for extending essential services to common public. Remaining CSCs may be closed immediately, advising the Customers to make payment through on line temporarily. The Payment date to be extended. BSNL VPN facilities to be extended to those

who are working at home for CSC.

3. The Officers and Staff working in the field may be called on duty on rotation basis and allowed to work at home. All the Officers who are permitted to work at home may be provided with BSNL VPN facilities as and when needed.

4. Melas to be suspended with immediate effect.

5. BSNL focus should be limited to maintenance of essential services, critical Installations and critical Transmission Routes.

When we all BSNL family members are striving hard to bring back BSNL to its original pristine glory from its crisis period, we must not permit COVID-19 to deteriorate the motive of our work force. Thus extending all sort of life protection to every beloved members of BSNL shall be the prime most concern of the BSNL Management during the epidemic time.

GS also met CMD and handed over the letter addressed to CMD and requested to issue revised orders.

**23-03-2020**

GS Writes to Shri. P.K.Purwar, CMD, BSNL regarding Preventive measures required to be taken to contain the spreads of COVID-19 .....[<<<Click here for letter>>>](#)

**19-03-2020**

GS Writes to Shri Arvind Vadnerkar Director (HR) BSNL Board regarding Non-issuance of Tenure Transfer orders in respect of Account Personnel [<<<Click here for letter>>>](#)

**18-03-2020**

**Details of discussions held between CMD BSNL and recognized Unions & Associations BSNL:** Recognized Unions & Associations of BSNL were invited for discussions by the BSNL Management today to discuss regarding restructuring plan and Revival of BSNL. CMD BSNL Sh. P.K. Purwar chaired the meeting. Com. S. Sivakumar, GS AIBSNLEA, Com. Bhagwan Singh, AGS(HQ), GS & President of BSNLEU, NFTE, SNEA participated in the meeting. Sh. Arvind Vadnerkar, Director(HR), BSNL Board and Sh. Manish Kumar, GM(Restructuring) were also participated in the meeting.

CMD BSNL welcomed all the Leaders of BSNL recognized Unions & Associations and explained about the steps taken by BSNL Management for maximization of revenue.

### Business Development

SIM Sales: CMD mentioned that there is 5% increase in SIM Sales in the month of Jan., Feb and March-2020. SIM Sales in Feb.2020 is 18.80 lakhs and in March-2020 is 20 lakhs.

Market Share of BSNL is increasing marginally.

In the BB Sector number of disconnection is very significant and CMD further mentioned that we have to arrest the disconnections of BB.

In the EB Sector revenue is increasing 8 to 10%.

Mobile & Broadband overall initially positive.

Landline: Phase of disconnections are very less.

**New Business:** FTTH - 6000 OLTs integrated, due to this customer base and constant partner momentum started.

In the rural area, exchanges having 10 lines, 15 lines and 20 lines is economically unviable. However, Hon'ble MOC assured for subsidy. In the 20,000 Rural telephone exchanges human interface is planned to be changed with the alternate technology.

He further mentioned that upto 10 Kms in the rural area localized mobile system on revenue share basis will be done with Bharat Air Fiber at a speed of more than 60 Mbps speed.

**BSNL Revival Plan:** CMD mentioned out of 78569 VRS Optees , 78334 VRS applications were accepted and 198 VRS optees has been expired. As on date 76929 VRS Optees have been sanctioned with Provisional Pension. As on date about 75000 cases processed for PPOs and forwarded to CCAs concerned. Out of that, 26370 PPOs were issued till date.

He appreciated the outstanding efforts taken by the BSNL management with the support of the all the Unions & Associations of BSNL for successful implementation of BSNL VRS-2019. He also conveyed the message of Hon'ble MOC that today Hon'ble MOC will appreciate the efforts

and support extended by all the Unions & Associations of BSNL for the successful implementation of the BSNL VRS Plan -2019 in the Floor of the House.

### Release of Leave encashment and Ex-gratia

**payments:** CMD BSNL assured that Leave encashment payment and Ex-gratia payment will be paid on 31<sup>st</sup> March, 2020. Already 77585 VRS cases were processed for the above cited payments. Rs. 4850 crore towards Leave encashment after TDS is being processed in LIC. Finance Ministry agreed to appropriate Rs. 5000 Crore towards the first installment of Ex-gratia payment, however, we are the short of 1300 crore towards the payment of Ex-gratia. Hence balance amount of Ex-gratia will be paid in the first week of April, 2020.

**Launching of 4G :** Central Govt. made provision in the Budget FY:2020-21 towards the cost of 4G license including GST but BSNL is not in a position to take the 4G spectrum immediately due to following reasons:

1. We are having outstanding bills to be payable to the vendors M/s ZTE, M/s Nokia and M/s Erricson to the tune of Rs. 2000 Crores.
2. M/s Nokia installed 13000 equipment's in the Phase 8.4 has quoted 3.5 lakh for the software/hardware upgradation from 3G to 4G and 7 lakh for green field which is L-1 subject to the conditions that Rs.300 Cr has to be paid before 31.3.2020 and compensation for Foreign Exchange fluctuation whereas M/s ZTE installed around

24,000 equipment's has quoted 7 lakh for the software/hardware upgradation from 3G to 4G and 10 lakh for green field which is L-2 but the conditions put forth by M/s ZTE is unrealistic. In addition to this the rates quoted by L-1 and L-2 alongwith conditions has not been approved by the BSNL Board since consensus has not been reached.

3. If BSNL is taken 4G License immediately without procurement/upgradation of equipment's we have to pay license fee @Rs. 5.5 crore per day i.e. to be booked in the books of Accounts.

4. However, BSNL Management has proposed to float new Tender for the procurements of 4G equipment's in the next week. It will take another 8 months for roll out of 4G.

**Union and Association's Leaders expressed their serious concern for the immediate launching of 4G in BSNL to attract more customers and increase the revenue.**

**Monetization of Assets:** CMD mentioned that during the FY our Bank loan including O/s bills comes around 40,000 crore. We further required 10000 to 12000 Crore for 4G launching and Rs. 5000 Crore for OFC maintenance. BSNL is paying Rs. 4000 crore towards bank interest and we can save Rs. 6500 towards employee cost. Roughly we required 50,000 crore for our annual expenditure but our annual revenue is around Rs. 20000 crore. Hence for the deficit BSNL is depending on Sovereign guarantee bond to

the tune of Rs. 8500 crore and monetization of vacant assets. He further mentioned that in the first week of April,2020, BSNL will get a Rs. 8500 crore Sovereign guarantee from Finance Ministry. 14 assets were identified by BSNL for monetization but DIPAM accepts only 11 assets to the commercial value of Rs. 18,200 Crore for which BSNL is expecting transactional advise within a week. Three MNCs come forward for purchase. Discussions has not been taken place due to COVID-19.

**Merger of BSNL - MTNL:** CMD mentioned that there is a pressure for the merger of BSNL & MTNL to be completed within six months. Union & Associations Leaders requested CMD BSNL to discuss with the recognized Unions & Associations before the implementation of merger. CMD replied that merger of BSNL & MTNL comes under the purview of equity structure of DIPAM, Finance Ministry & DoT. However he assured that suggestions of recognized Unions & Associations will be taken care of and forwarded to DoT.

We expressed our serious concern regarding the non maintenance of vast Telecom Network due to non availability of man power and non-implementation of outsourcing tender. CMD explained that out of 1600 clusters EOI have been opened for 1100 cluster and tender have been awarded for 280 clusters and he personally monitoring the same. We brought to the notice of CMD, the problems faced by field unit executives for attending the faults in the Primary cables due to non-availability of man power in the post VRS scenario. We



further requested Primary cables maintenance has to be outsourced along with the secondary cable mtce. and also requested to relax the tender conditions and powers has to be delegated to CGMs to utilize the existing staff of BSNL who are having rich experience in attending the faults to participate in the tender.

CMD replied that he was aware of the situation and it will be reviewed shortly. He further mentioned that due to the non-implementation of the tender in all the clusters more funds has been allotted to all the Circles to meet out the monthly mtce. expenditure and so as to maintain the Telecom Network fault free. We expressed our serious concern against the non implementation of outsourcing tender in CSCs. CMD appreciated our concern and assured to look into. We requested CMD to issue necessary instructions to the CGMs to provide hand sanitizer in all the CSCs due to COVID-19. CMD agreed to issue instructions.

We requested CMD to fix the time line for the monthly salary disbursement since the net salary from Feb., 2020 onwards comes around Rs. 360 crore only. CMD assured that salary disbursement will be streamlined within two months and Feb., 2020 salary will be paid in last week of March-2020.

Due to paucity of time Man, Power/ Restructuring Plan and other important items could not be discussed. CMD BSNL assured that the meeting will be continued either 19.03.2020 or 20.03.2020. Finally CMD told that we are

on the right track and we have to expect the outcome and assured that concerns of Unions & Associations will be taken care of. Finally all the Union/Association Leaders thanked CMD BSNL and Director(HR), BSNL Board for the detailed discussions. The meeting lasted for the two hours.

**17-03-2020**

**BSNL Corporate office issued instructions regarding**

(a) Details of booking for leave Encashment (Paid or payable) during the financial year 2019-2020

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

(b) Details of booking for gratuity (Paid or payable) to directly recruited employees of BSNL during the financial year 2019-20 up to 31.3.2020

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

(c) Monetization of BSNL land parcels through DIPAM in Phase-2

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

**13-03-2020**

**Meeting with Director (HR) BSNL Board: GS and AGS along with CS HP & Rajasthan Circle and CP Rajasthan Circle met Director (HR) BSNL Board today and discussed regarding:**

(1) DGM(T) Ad-hoc to DGM(T) Regular: We requested to consider DGM(T) Ad-hoc to DGM(T) Regular promotions as they are working as DGM Ad-hoc since last Four Years

and the services of these Senior Officers as Head of the SSAs with Statutory Powers are very much essential in the Post VRS Scenario in BSNL. Director (HR) assured to look into the matter.

**(2) CAO to DGM (Fin) Promotion:** Considering the huge vacuum created in the DGM (Fin) Cadre in BSNL Corporate Office as well as various Circles, the vacant DGM (Fin) posts are to be filled up on immediate basis so as to maintain efficiently the Administrative Offices as well as the TR Units. As on date only 28 DGM (Fin) are working through out India in BSNL and most of the Circles/SSAs are not having regular IFA. In view of the Post VRS Scenario, we requested the Director (HR) to fill up all the vacant DGM (Fin) Posts on promotion by relaxing the eligibility conditions on One Time Measure. Director (HR) after detailed discussion, assured to consider the same in the interest of BSNL.

**(3) Promotion from EE (Civil) to SE (Civil) and EE (Elect) to SE (Elect):** We requested for early conduct of CPCs to fill up the vacant posts of EE (Civil) to SE (Civil) and EE (Elect) to SE (Elect). Director (HR) mentioned that the CPCs are under process and promotion orders will be issued shortly.

**(4) JTO(T) to SDE(T) Promotions:** We requested for early conduct of CPCs to fill up the 12450 vacant SDEs posts as 1999 batch promoted JTOs are waiting for their first promotion since more than 20 years and 2001 batch DR JTOs are also waiting for their first promotion for more

than 18 years. Director (HR) mentioned that the BSNL Administration sought legal opinion from ASG due to Review Petition against Contempt Case in Hon'ble High Court Kerala. However he assured that after receipt of the Legal Opinion, the CPC will be initiated.

**(5) Conduct of CPCs to fill up vacant posts in the Cadre of EE/DE/AGM(Civil/Elect/TF/Arch), SDE(Civil/Elect/TF/Arch), PS/PPS/CSS etc:** Considering the huge vacuum created in almost all the Cadres, the vacant posts are to be filled up on immediate basis to maintain the BSNL Services in an efficient manner. Director (HR) mentioned that on finalization of BSNL Restructuring Plan, CPCs will be initiated to fill up the vacant posts.

**(6) Conduct of CPCs to fill up the vacant posts in the Cadre of DE/CAO:** We requested to fill up the vacant posts of DE and CAO by relaxing the eligibility conditions on One Time Measure so as to maintain the Telecom Network fault free and run the Admin. offices in an efficient manner. Director (HR) mentioned that due to the cases pending at Hon'ble CAT Chandigarh, BSNL Management is not in a position to initiate the CPCs, however BSNL have got the favourable order from the Hon'ble High Court of Punjab and Haryana for the early disposal of the case in the next hearing.

**(7) Casting of SDE seniority list No.9 for DE(T ) Promotions:** We requested for early issuance of list No 9 of SDE Seniority list. In this regard, we appraised

Director (HR) regarding our earlier discussions as per the judgment dated 25.08.2009 pronounced by the Hon'ble CAT Chandigarh and upheld by the Hon'ble High Court of Punjab and Haryana as well as by the Apex Court (3 Judges Bench) on the basis of date of joining i.e., in respect of SDEs promoted up to 28.08.2015; the provisional Seniority should be prepared on the basis of the above mentioned Judgements. Director (HR) mentioned that he has instructed the PGM (Pers.) to obtain the Legal Opinion in this regard at earliest.

**(8) Review the decision for reversion of SDEs to JTOs:-**

We requested Director(HR) to review the decision for reversion of about 30 SDEs of 2001 DR JTO batch promoted through LDCE 2007 passed and not to oppose the Review Petition filed in the Hon'ble Madras High Court against the reversion of SDE(T). We recall the discussions had with Director (HR) several times for the past two months in this regard and requested for early decision. Director (HR) mentioned that the case has been discussed with Legal Team in detail and assured that BSNL Management will take a decision with in a week to give relaxation to the affected SDEs.

**(9) Review the decision of CVO for withholding the VC:-**

We requested that the orders issued by the CVO vide letter dated 13.12.2019 regarding withholding the VCs of retirees against whom Personal Court Case (other than Departmental) is to be withdrawn since the order is violating the existing DOP&PW instructions and we recalled the earlier discussions held with Director (HR) in

this regard and assurance given to clear the VCs on receipt of clarification from DOT. Director (HR) immediately discussed the matter with the DDG (Estt.) DoT and requested to issue the clarification in this regard at the earliest. DDG (Estt.) DoT assured to issue the clarification in next week.

**(10) Implementation of E-5 to E-6 IDA Pay Scale to DGM (Regular):** We appraised Director (HR) that few Senior Executives (DGMs- regular) have not get TBU from E5 to E6 IDA Pay Scale under EPP and they have stagnated in E5 Scale since more than 9 years and some of them have been retired also but their juniors are getting E6 Scale. We further pleaded that early decision in this regard has to be taken by the BSNL Management to avoid any Litigation. Director (HR) mentioned that the matter will be looked into.

**(11) Grant of relaxation in Marks to the Candidates appeared in JTO LICE held on 26.05.2019 for Vacancy Year 2017-18:** We requested to consider relaxation in marks in respect of JTO LICE held on 26.05.2019 due to 22 out of Syllabus Questions resulting in poor Pass percentage and render justice to the affected Candidates. Director (HR) mentioned that as per the Committee recommendations the grace marks has been already given. We pleaded that for ten ambiguity questions no grace marks were given but in the total marks the marks pertains to ten ambiguity question has been deducted, which is against Natural Justice. We further mentioned that more than 7000 departmental

quota JTOs posts, which is the feeder cadre, are vacant in BSNL and in the Post VRS Scenario we are badly in need of JTOs to maintain the BSNL Vast Telecom Network fault free. After detailed discussion, Director (HR) assured that the Management will consider for the relaxation in the marks wherever justified.

#### (12) Consideration of request

transfers/retention/modification as well as Tenure transfers in the Cadre of DGM(T)/SDE/AO: We requested Director (HR) to consider the request transfers/Tenure transfer and retention/modification of transfer orders in the Cadre of DGM (T)/SDE/AO. After detailed discussion, Director (HR) assured to consider the same.

(13) Corrections to be made in the PPOs issued to the BSNL VRS-2019 Retirees: We brought to the notice of the Director (HR) about the entries made in the Pension Payment Orders issued to the BSNL VRS-2019 Retirees by the concerned CCAs vide Sl.No.3, Section-2 under Part II, i.e., against the "Rules under which Pension is sanctioned" it was mentioned as BSNL Voluntary Retirement Scheme 2019 instead of Rule 37A of CCS Pension Rules 1972 and the detailed discussion had with the Member (Finance) and the CMD BSNL on 27.02.2020. Director (HR) mentioned that all the issues related to PPOs along with the representations received from the Associations and Unions are being forwarded to DoT for further action.

Director (HR) appreciated our concern and assured that HR Team will put best efforts to resolve all these issues in positive direction. We thanked Director (HR) for giving patient hearing and positive response on all these burning issues related to the Executives of BSNL. The meeting lasted for more than One Hour.

**13-03-2020**

BSNL Corporate Office issued instructions regarding Verification of Leave encashment, Leave data and Last pay drawn in respect of VRS optees. [<<<<Click here for letter>>>](#)

**13-03-2020**

BSNL Corporate Office issued instructions regarding Generation of long stay list [SDE(T)/AGM(T)/DGM(T)] from ERP SAP, wherein it was stated that all the Executives may check their Present Grade/ Present Substantive Grade and Career History details in ERP. [<<<<Click here for letter>>>](#)

**12-03-2020**

BSNL Management invited recognized Unions and Associations for discussion regarding implementation status of revival plan and organizational restructuring Post VRS scenario in BSNL.

The Meeting is scheduled to be held on 18.03.2020 under the Chairmanship of CMD, BSNL



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

**12-03-2020**

**Meeting with PGM (Pers.) BSNL CO: GS along with CS HP Circle and CS & CP Raj Circle met PGM (Pers.) CO BSNL today and discussed regarding:**

**(1) Consideration of request**

**transfers/retention/modification of transfer orders in the Cadre of DGM(T)/SDE/AO:- We requested PGM (Pers.) to consider the request transfers/retention/modification of transfer orders in the Cadre of DGM (T)/SDE/AO. After detailed discussion, PGM (Pers.) assured to consider the same.**

**(2) Extension of option for Pay Fixation in respect of JAOs (Departmental) (10% Quota) of 2010 Batch: We appraised PGM (Pers.) regarding the discussion had with the Director (Finance) for the issue of amendment to BSNL CO letter No: 7-4/2010-SEA-BSNL(Pt-I) Dated 24.07.2015 regarding the extension of option for Pay Fixation in respect of JAOs (Departmental) (10% Quota) of 2010 Batch as in the case of JAOs 40% quota (Deptl.) of the same batch. PGM (Pers.) assured to look into the matter.**

**(3) Casting of SDE seniority list No.9 for DE(T )**

**Promotions: We requested for the early issuance of list No 9 of SDE Seniority list. In this regard, we appraised PGM (Pers.) regarding our earlier discussions and suggestions prepared as per the judgment pronounced by**

Hon'ble CAT Chandigarh, dated 25.08.2009, upheld by the Hon'ble High Court of Punjab and Haryana and also by the Apex Court (3 Judges Bench) on the basis of date of joining i.e., in respect of SDEs promoted up to 28.08.2015 that the provisional Seniority should be prepared on the basis of the above mentioned Judgements. PGM (Pers.) informed that the case has been sent to Legal Cell for obtaining Legal Opinion.

**(4) Issuance of immediate promotions for all the disciplines in view of VRS-2019:** Considering the huge vacuum created in almost all the Cadres, the vacant posts are to be filled up on immediate basis to maintain the BSNL Network fault free. We requested to conduct the CPCs immediately for the various Cadres wherever no Court Cases are pending by relaxing the eligibility conditions as one time measure, wherever required. We further pleaded that since the Executives are drawing higher Pay Scales than their Substantive Post through TBU under EPP, so just by giving re-designation, promotions can be effected. PGM (Pers.) after detailed discussion confirmed that the Management is evolving the Policy to fill up all the vacant posts in all the Cadres so as to maintain the Telecom Services fault free as well as the Administrative Offices.

**03-03-2020**

On behalf of AIBSNLEA/CTD Circle, Com. Tarun Roy, OS posted as AO/CA II TB is nominated for the Welfare

Board for the Block year 2019-2021.  
here for the letter >>>>>

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