



Resolutions of AIBSNLEA CTD for adoption in CWC Dehradun

- 1. Future manning of ITPC executives (both accounts & engineering) of Kolkata, DC following the complete rollout of data centre activity :-** . Data Centre will not function in the same way as is going on under present scenario once the new tender for CDR(Approx Rs. 850 Crores) is finalized and migration is over. There is no scarcity of fund in respect of Capital expenditure. Only two(2) Data Centres will exist after migration i.e. South & West. Present activity performed by the executives of different wings of CDR will not remain same and staff strength will be nominal on need basis. **It is resolved that the executives working there may be posted in Kolkata Telephones Circle or circle according to their choice.**
- 2. Spectrum Allocation :-** 4G spectrum should immediately be allocated to BSNL for revival . But the same is not allocated till date even the MoSC(I/C) directed Secretary Telecom in the meeting held on 24.02.18. It is the dilly-dally attitude of DOT towards BSNL. 4G was made to replace 3G and it offers a connection that is more reliable and delivers much higher speeds. -- fastest connection for a mobile internet experience – up to 10 times faster than 3G. **It is very much essential to increase the mobile subscriber base and to compete with Reliance Jio alongwith other private telecom operators with 4G Spectrum.**
- 3. Immovable Assets :-** Immediate Demand should be placed for handing over the Immovable assests (Land & Bulding) amounting to crores of rupees to BSNL by DOT which is lying un-utilized since the formation of BSNL. BSNL can increase the revenue by giving lease/rent to different private parties by utilizing this property spreading over different important locations all over India. This will be a great source of increase in revenue realization if the same is acheived. **With regard to this we would like to mention that the rent , electricity & other incidental charges of several DOT Officers like TERM Cell ,CCA Offices, Pension Offices etc. situated in BSNL buildings & BSNL Quarters occupied by DOT employees are not paid by DOT to BSNL since its inception. This huge amount in the order of hundreds of crores should be immediately reimbursed to BSNL.**
- 4. Entitlement of Hotels for stay of BSNL Executives on official Tour (TA allowance Revision):**

Sr.SDE/Sr.AO/AO and equivalentents : Rs.550/- (A1/A Cities & expensive localities)
Rs.400/- (B1/Cities & expensive localities)
Rs. 375/- (State/UT capital cities which are not categorized
Under A1/A, B1 Cities & expensive localities)
Rs.300/- (Other localities)

JTO and equivalentents : Rs.400/- (A1/A Cities & expensive localities)

Rs.300/- (B1/Cities & expensive localities)

Rs. 275/- (State/UT capital cities which are not categorized
Under A1/A, B1 Cities & expensive localities)

Rs.250/- (Other localities)

From the above one can easily guess that no hotel is available in any Indian A1/A/B1/Expensive Localities at the above rates if any executive is sent outside by the Deptt on official tour and no I/Q is available at that place. JAG to Executive Directors enjoy the facility of staying starting from Three Star Hotel to Five Star Hotel under the same order dated 22.10.2002 & 06.07.2005 read with order dtd. 07.09.2009(Para 5.2 & 5.3). **This is a gross injustice. So, the rate should immediately be revised as was revised in case of JAG/STS.**

5. **AO to CAO promotion** :- We are well aware that AO to CAO promotion matter has become a heartburning issue among the eligible AOs (upto 2008-2009 batch) nationwide in BSNL before implementation of Cadre Hierarchy by BSNL . There is no doubt that most of the AOs belong to our Association and keep faith on the stand taken by our CHQ leaders. The aspirants are eagerly waiting for their long cherished promotion order subject to vacation of stay order. Some of these eligible AOs(who have completed minimum 7 years of service as AO in BSNL) have already been retired and some AOs are going to retire in the coming months. Recently promotion orders were issued in favour of huge number of upgraded posts in different cadres by BSNL Administration except AO to CAO. Now, CMD has perhaps taken a stand not to give a nod in favour of the proposal for upgradation/creation of posts in respect of AO to CAO Promotion even the same was recommended by Dir(HR) in the month of July, 2018. Now it is heard that promotion orders will be issued against the clear vacancies of CAOs subject to vacation of stay in CAT, Chandigarh which will again create frustration and resentment among the eligible AOs (upto 2008-2009 batch) not covered in the promotion list having AIBSNLEA membership. Under this circumstances we think that the issue for upgradation/creation of posts in the cadre of AO to CAO to accommodate the large number of eligible AOs in the ensuing promotion list should be pursued vigorously. This is a very crucial time and time span is very short before notification & implementation of CH in BSNL. This is required in the greater interest of our members . **CHQ should take up the case very seriously to mitigate the resentment caused to the affected members by finalizing the issue of upgradation of posts as happened in r/o other cadres and take immediate steps for issuance of promotion order from AO to CAO after vacation of stay for all eligible AOs who has completed 7 years of qualifying service in the cadre of AO.**

6. **LTC issue**:- All India LTC for all BSNL employees was frozen w.e.f 05.09.2011 except the employees who cross the age of 59 years shall be allowed to avail one All India LTC during the

last year of their retirement. ITS Officers will enjoy the benefit of LTC on foreign visit also as per recent announcement by Govt, of India though they are not absorbed in BSNL in addition to all India LTC benefit. Foreign visits are also going on by our Higher-Ups of Corporate Office on different issues. A huge amount of the Company is being expended on this count without contributing any fruitful result to the company's business/growth. But the onus of expenditure curtailment will be shared only by the employees of BSNL. It can not continue in the long run. **So it is resolved that All India LTC facility for BSNL employees should immediately be restored and the onus of expenditure of LTC with 10 days leave encashment for the unabsorbed ITS will be borne by DOT. Also other benefits like education allowance, foreign tour BSNL MRS benefit of the unabsorbed ITS should be borne by DOT.**

7. **Mobile Handset re-imburement** : Re-imburement amount should be smart like smart android set. Nowadays the minimum cost price of a good smart android set is above Rs.7000/- whereas only Rs. 2500/- is re-imbursed towards Gr.B executives and Rs. 3500/- towards STS(Gr.A). after gap of three(3) years. Presently we have to engage ourselves to do the official work through official Whatsapp group and download different BSNL CO orders also through the android mobile hand set. So, the limit of re-imburement should be enhanced for purchasing a good quality of android set.
8. **Transfer Orders** : Un-necessary transfer order in the accounts cadre in different discipline in a routine manner should immediately be restricted. All the circles are now well equipped with the required nos. of accounts executives specially after issuance of recent promotion order. It should be done on need basis. It will also curtail the expenditure on account of transfer TA at this juncture when BSNL is facing a decline in revenue. Moreover, no inter circle transfer order should be issued against any executive touching the age of 55 years even if he/she gets promotion also.
9. **Medical Benefit** :- Mediclaim Policy should be introduced by BSNL for all executives and non-executives. BSNL can also bear the proportionate share if the economic condition does not permit for full sharing. Executive Health check-up benefit should immediately be introduced as is existing in case of other executives. This type of disparity/differentiation is not conducive to any company's working improvement.
10. **Dual membership policy**:- BSNL has allowed to continue the membership of any one association /union. Side by side it is also allowed to contribute for SEWA for the members belonging to the reserved categories as SEWA is a Welfare Organisation. It does not participate in any membership verification process. But now SEWA is propagating that their members cannot be member of any other executive association. In this regard they are telling that CMD has issued an order regarding this.

We want that dual membership policy should be continued otherwise it may hamper our membership base.

11. Pay protection of JTO (Offtg.) after regularization: We resolve to implement the very genuine Hon'ble Kerala High Court judgment on 15-09-2017 and also the Hon'ble Supreme Court judgement on 09-08-2018 of dismissing the SLP filed by BSNL Corporate Office regarding the pay protection / pay- fixation under FR 22(1)(a)(i) to all the erstwhile affected officiating JTOs.

12. E2A to E3 should be 01.10.2000

Brief history of the case :-

- On Corporatization of DTS, BSNL was formed on 01.10.2000.
- The absorption of officers of DoT into BSNL and MTNL, two CPSEs under DoT was took place w.e.f 01.10.2000.
- In DoT, the JTO and equivalent cadres were recruited in the CDA scale of Rs 6500-200-10500.
- Similarly the SDE and equivalent cadres were recruited/promoted in the CDA scale of Rs 7500-250-12000.
- During absorption process, with the recommendation of respective Boards, DoT notified the IDA pay scales corresponding to the CDA scales of DoT for BSNL and MTNL separately. The notified scales are:

BSNL		
Sl No	Existing CDA scale	Corresponding IDA scale
1	6500-200-10500	9850-250-14600 (E1A)
2	7500-250-12000	11875-300-17275 (E2A)
3	8000-275-13500	13000-350-18250 (E3)
4	10000-325-15200	14500-350-18700 (E4)
5	12000-375-16500	16000-400-20800 (E5)

MTNL		
Sl No	Existing CDA scale	Corresponding IDA scale
1	6500-200-10500	10750-300-14600 (E2)
2	7500-250-12000	13000-350-18250 (E3)
3	8000-275-13500	14500-350-18700 (E4)
4	10000-325-15200	16000-400-20800 (E5)
5	12000-375-16500	17500-400-22300 (E6)

- MTNL recruited JTO and equivalent cadres in the IDA scale of 10750-300-14600 (E2) corresponding to the CDA scale of Rs 6500-200-10500 and SDE equivalent cadres were recruited/promoted in the IDA scale of 13000-350-18250(E3) corresponding to the CDA scale of Rs 7500-250-12000.
- E1A and E2A were the pay scales recommended by the then BSNL Board, corresponding to the CDA scales of Rs 6500-200-10500 and Rs 7500-250-12000 and approved by DoT and DPE in 2003. This is specifically stated in the PO issued by DoT dated 28.07.2003 which states that:

“1.2 ----- In respect of executives appointed by BSNL on CDA pay scales on or after 01.10.2000, the executives will be deemed to have been appointed in the corresponding IDA pay scale and accordingly their pay will be fixed at the minimum of the IDA pay scale corresponding to the CDA scale in which they were appointed. -----”.

- BSNL implemented Rs 9850-250-14600 (E1A) scale for the JTO equivalent cadres absorbed from DoT as well as recruited by BSNL. Similarly, BSNL implemented Rs 11875-300-17275 (E2A) scale for the SDE equivalent cadres absorbed from DoT as well as recruited/promoted by BSNL.
- Consequent to the 2nd Pay Revision for the CPSE Executives, DPE issued guidelines on 26.11.2008 defining revised pay scales, fitment method, and affordability clause.
- DPE notified revised pay scales of E0 to E9 with a fitment of 30%. No revised pay scales for the intermediary pay scales were notified.
- BSNL Board recommended E1A (9850-250-14600) and E2A (11875-300-17275) scales as replacement scales for the CDA scales of Rs 6500-200-10500 and Rs 7500-250-12000 along with other pay scales which has been approved by DoT and DPE w.e.f. 01.10.2000.
- For the same CDA scales of Rs 6500-200-10500 and Rs 7500-250-12000, DoT and DPE approved E1A and E2A scales for BSNL and E2 and E3 scales for MTNL.
- **Ranking of BSNL in schedule-A CPSEs was also higher than MTNL. Hence pay scale of JTO/JAO in BSNL prior to 2nd PRC must be minimum E2 (10750-300-16750), same as of MTNL and other Schedule-A category CPSEs.
- MTNL employees also now get pension from Government of India, like BSNL, under Rule 37A of CCS (Pension) Rules, 1972.
- BSNL satisfies the affordability clause on the date of Corporatization i.e. 01.10.2000.
- DOT has given the approval for upgradation of pay scale of AD(OL) / Rajbhasha Adhikari in BSNL from E1 to E2 scale to be effective from 01.10.2000 notionally on 26.06.2018 and actual benefit shall be prospective.
- Whereas in case of JTO/JAO & SDE/AO, BSNL proposed E1A to E2 and E2A to E3 w.e.f. 01.01.2007 respectively lead to demoralization and demotivation of the executives.
- There will not be any financial implications on the Govt.
 - ❖ Administrative ministry of BSNL/MTNL has finalized the prerevised CDA Pay scale 6500-10500 which is equivalent to pre-revised IDA pay scale E2 (10750-300-16750) w.e.f. 01.10.2000.
 - ❖ AD(OL)/Rajbhasha Adhikari and JTO/JAO of BSNL is similiary placed in BSNL in E1A scale w.e.f. 01.10.2000.
 - ❖ To Bringing parity and uniformity in the Pay scale in all cadre, the date of effect of E1A to E2 and E2A to E3 should be 01.10.2000.

Benefit :

- Will bring parity in pay scales with MTNL Executives w.e.f. 1.10.2000.
- Will bring parity in pay scales among the cadres of BSNL Executives w.e.f. 1.10.2000.
- Although parity in pay scale can be achieved there will be no parity in actual pay drawn, which can be achieved only when we get the higher scales of E2 to E7 w.e.f. 1.10.2000.

13. Issue of order from BSNL,HQ for restructuring of pay scale of AD(OL) cadre:

We request you see that the order in this regard may be issued early.We would like to remind that the case has been cleared by DPE on 26th June 2018 as per recommendation of BSNL MC.

14.Sanction of special CL for Circle and Branch leadership of AIBSNLEA:

Madam, we extend our thanks and gratitude for approval of special CL to CHQ level ,kindly extend this facility to the circle and Branch leadership for smooth functioning of support association AIBSNLEA.In earlier occasion also we raised the point and you promised to consider actively. This time we think our request will be granted.

15.Resist the conspiracy to sick/abolish PSUs including BSNL : As a policy , Govt. is trying to disinvest

and abolish all PSUs including our BSNL and Public Sector Banks. It is a direct attack on the socio-economic structure of the country. We all know that PSUs have played a pivotal role in the development of the country's economy. We should resist any such attempt at any cost.



(SUBHASIS MITRA)
CS/AIBSNLEA/CTD

Date: 18th August,2018

Dehradun