

Items for discussion in the 21st meeting of the National Council

1) Mobile connections and free calls to Non-Executives

All the Executives are provided with Mobile connections and free calls, irrespective of whether operational requirement is there or not. The Staff Side has earlier raised the demand that the Non-Executives could also be provided with mobile connections with free calls. Staff Side was assured that this demand would be looked into, when the network expansions are done. Hence, this demand may be considered now.

2) Reactivating the Works Committees

Works Committees were formed at the SSA levels, as per the demand of the Staff Side. The purpose of this committees is to facilitate interaction between the workers at the field level with the officers for the improvement of BSNLs services. But it seems that the officers at the SSA level are least inclined to implement the Corporate Office order on the subject, in letter and spirit. Nowhere in the country, the works committees are being operated as specified in the order. Further there is no mechanism whatsoever, to monitor the functioning of the Works Committees. Corporate Office may take suitable steps to ensure the effective functioning of the Works Committees. Similar committees be formed at Circle level.

3) Non-settlement of pay anomalies

An agreement has been reached between the staff side and the management on the ways and means to settle the pay anomalies and aberrations which arose out of the wage settlement reached in the year 2002. Subsequently, this was sent to the approval of the DoT. Later on Staff Side raised the demand that the anomalies could be settled by BSNL itself without the approval of DoT, in the light of the instructions given by the DoT that BSNL itself can decide even on matter which have pension implication. It is once again requested that in the light of the above instruction of the DoT, BSNL may take decision on the anomalies issue with out further delay.

4) Inordinate delay in the implementation of Promotion Policy for the Non-Executives

An agreement was signed between the Staff Side and the management on the promotional policy for the Non-Executives on 30.10.2008. It is a matter of regret that no order is issued, implementing the agreement, even after the lapse of 6 months. Even approval of the Management Committee for the agreement was given only in March, i.e., after the lapse of four months. It is learnt that only recently the file has been sent for the approval of the DoT. Immediate action is required to get the promotion policy implemented.

5) Refund of the CPF contribution, recovered for the past period.

BSNL, vide Lr. no. 500-85/2004-CA II/BSNL-KW dated 12.08.2005, ordered recovery of CPF contribution at 12% of basic pay plus IDA from the BSNL recruitees. Their recovery was effected for the past period also, even though it was in contravention of the provisions of para 32 of the EPF scheme. The Additional Central PF Commissioner (Compliance), vide letter no. C.IV/7 (6) 08/HR/NZ has informed BSNL that such recovery was against the provisions of the EPF scheme and had also directed to refund such contribution amount to the employees. However, BSNL has so far not refunded the amount to the concerned employees. Hence, the refund may be made without further delay.

6) Provision of Internal Quota in the Recruitment Rules for cadre of Executive (Marketing & Sales) and Executive (HR)

BSNL has released Recruitment Rules for the cadre of Executive (Marketing & Sales) and Executive (HR). According to this Recruitment Rules, 75 Executives (HR) and 400 Executives (Marketing and Sales) are to be recruited by BSNL, in the pay scale of 9850-250-14600. It is observed that as per this RR, 100% of the posts are to be filled up through Direct Recruitment. There is no quota for the Internal Candidates. This is a total departure from the existing practice of earmarking a quota for the promotion of the Internal Candidates. Even in the Recruitment Rules of Management Trainees, notified through BSNL order no. 400-07/2005-Pers.I dated 13th September, 2007, there is a 50% quota for the Internal Candidates. There is absolutely no justification to deny such an Internal Quota in the Recruitment Rules of Executive (Marketing), (Sales) & (HR). Hence, the RR may be amended to create a 50% quota for Internal Candidates.

7) Allotment of vacant staff quarters on Lease ownership basis

A large number of quarters are lying vacant at Mumbai, in the P&T colonies in Sahar, Santa Cruz, Mulund, Mahim etc. It is reported that only 1/3 of the quarters in these colonies are occupied. The condition of the unoccupied quarters is in a poor shape, due to lack of proper maintenance. Similarly, lands belonging to BSNL in areas like Juhu Danda, Borivali etc have been encroached by outsiders. Steps for better utilization of these quarters and lands are to be taken. One suggestion is to allot the vacant quarters to the employees and BSNL retirees preferably on Lease ownership basis.

8) Conversion of JAO Part II competitive examination into a qualifying examination

The JAO Part II examination was a qualifying one earlier. Later on, it was converted into a competitive examination. This examination was not conducted for a very long time. Considering the large number of vacancies lying vacant, it is requested that this exam may be converted into a qualifying one. Also necessary steps may be taken to conduct the exam without further delay.

9) Conducting of JTO, TTA examinations under LDCE quota

Several recruitments to the cadres of JTO and TTA, under Direct Recruitment quota have been made. However, the examinations for the Internal Candidates have not taken place for years together under one pretext or the other. This is affecting the promotional prospects of the existing employees. Hence, all out efforts are to be taken to conduct these examinations without further delay.

10) Conducting of Telecom Mechanic LDCE examination

In a number of circles, Telecom Mechanic posts, under LDCE quota are lying vacant. There are no qualified candidates awaiting postings in those circles. However, conducting of the LDCE is being inordinately delayed. The same may be conducted without further delay.

11) Reduction of service condition to appear for 35% quota in the LDCE promotion to JTO

At present, 10 years of qualifying service is required to appear for the JTO LDCE. 10 years of service is too long a period. Even in the Recruitment Rules of Management Trainees, which is a Managerial Cadre, employees with four years of service can appear the exam, provided they possess the requisite qualification. But in respect of LDCE to JTO, 10 years of service is insisted upon. Necessary amendment to the Recruitment

Rules may be effected, so that employees who have completed five years of service can appear for the LDCE to JTO.

12) Closure of DTOs at Mumbai and Delhi

Management has decided to close down ten DTOs in Mumbai city. The Recognised Union is being pressed hard to accept closure of the DTOs. All these ten DTOs are situated in strategic locations of Mumbai city. Instead of closing down the DTOs the Recognised Union has been demanding conversion of these DTOs into Customer Service Centres, utilizing the existing staff of those DTOs. Even though BSNL is not providing services in Mumbai city, a large number of BSNL customers come to Mumbai every day, from various parts of Maharashtra circle. The same situation prevails in Delhi. Starting full fledged Customer Service Centres in ten strategic centres of in these cities will definitely, give an edge to BSNL, in it's competition with private operators.

13) Review of the guidelines for compassionate Ground Appointments:-

BSNL, vide Lr. No.273-18/2005-Pers.IV dated 27.06.2007, has issued guidelines for Compassionate Ground Appointments. Through these guidelines, a "Weightage Point System" has been introduced to assess the indigent condition of the family of the deceased employees. Even though it is being claimed that this Weightage Point System is to ensure uniformity in assessment of the indigent condition, in practice it creates hardship to the deserving families. The Staff Side has already demanded review of these guidelines in the past. Since nearly two years have elapsed after the introduction of the guidelines, a proper review of the same may be taken up in consultation with the Staff Side.

14) Acute delay on the clearance of CGA cases by BSNL Corporate Office

Complaints are received from various circles, regarding the acute delay in the approval of Compassionate Ground Appointments by the BSNL Corporate Office. As per the existing procedure, Circle High Power Committees evaluate the applications for CGA and the cases which are awarded net points 55 or more are being sent to the Corporate Office for approval. Extreme delay is being experienced in the clearance of these cases by the Corporate Office. Specific complaints have been received from circles like Andhra Pradesh, Rajasthan, UP (West) etc. Our interactions with the concerned officers have yielded no results. Considering the extreme difficulties being experienced by the families of the deceased employees it is requested that a special drive may be launched to clear the back log.

15) Delay in the full fledged launching of BSNL's 3G service

Even though BSNL has already launched it's 3G service, it is yet to be launched in a full fledged manner throughout the country. 3G mobile service is the one area where BSNL has got the head start much earlier to the Private Telecom Companies, since they are yet to be allotted with the 3G Spectrum. But it appears BSNL has taken little advantage in it's getting the 3G Spectrum much ahead of the Private players. Also pretty little publicity has been made to make the general public aware of the advantages of the 3G service Hence, BSNL has to take steps on war foot basis for launching full pledged 3G mobile service throughout the country to capture the market early.

16) Allotment of 10% Posts of JAOs to Senior Accountants on seniority cum fitness

Whatever may be the payment from BSNL are subjected to pre-check which job is carried out only by Senior Accountants. No bill get passed for payment without pre-check and no authority right from the level of JAO sign and approve payments after pre-check only. As

such it is evident and indirectly implies Senior Accountants are to necessarily be well aware of relevant Accounts Rulings that are equivalent to the knowledge gained and possessed by JAOs through Part-1 and Part-2 Examinations. In consideration of their possessing of this specific skill and quality by the Senior Accountants, in addition to their experience in Accounts wing, they are being deployed on officiating arrangements against the vacancies of JAOs.

An analysis of the present position establishes the fact of the Senior Accountants to stay in stagnation even after 22 years of their service as Senior Accountants. Records may reveal that SAs continue to stay as SAs since 1.4.1987 with stagnation.

When all the cadres in the erstwhile DOT and subsequently in BSNL are provided with some sort of outlet for career progression, the SAs alone cannot be kept to remain in as is where condition is thus increasing their mental agony.

With a view to provide an opening for these cadres, it is demanded that 10% Posts of JAOs may be filled in from amongst the senior most SAs on seniority cum fitness basis and thus relief provided to them.

17) Increase in the quantum of OTA Rates

The OTA rates fixed during 90s still continue even after switching over by the officials to IDA Scale. The hourly rate fixed was based on CDA scale that was in operation at that time. Even after a lapse of a decade and above the same rate is allowed to continue which does not commensurate with the scale of different categories of staff.

The hourly rate of OTA both for normal day and holiday may be revised in consonance to the IDA scale operative from 1.10.2000 and arrears drawn. Subsequent revision from 1.1.2007 may be decided by the wage negotiation committee.

18) Increase the age limit for selection as a faculty member

The age limit fixed for selection as a member of faculty is 52 which were decided at that time when the retirement age on super-annuation was 58 years. Even after increasing the retirement age to 60, the condition of 52 years stays in operation.

It is demanded to increase the eligibility age limit for selection as a faculty member to 55 in replacement of the present 52.

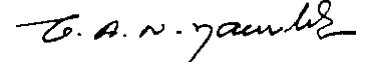
19) TTA Exam – Conducting of pre-qualification test for the non plus two candidates

An agreement was reached in the 2nd National Council meeting, held on 28.05.2003, to conduct a pre-qualification test for those candidates who do not possess plus two qualification and who wish to appear the 40% LDCE for TTA. BSNL, vide letter no. 250-76/2001-Pers-III dated 18.11.2003. Based on this instruction, two LDCEs have been conducted, in which quite a good number of non +2 officials has got through. However, in the revised scheme of LDCE for TTA under 40% quota, circulated vide BSNL Lr. No.250-76/2001-Pers-III dated 04.12.2008, there is no mention about the continuation of the pre-qualification exam in the LDCEs to be held in future. The case is already taken up with the concerned Branch of the BSNL CO. It is once again insisted that the scheme of holding pre-qualifying exams in the 40% LDCE for TTA may continue.

20) Declare holiday on 14th April of every year, on account of Ambedkar Jayanthi

14th April is the birth anniversary of Bharat Ratna Dr. B.R. Ambedkar and it is being observed throughout the country. Dr. B.R. Ambedkar is the chief architect of the Indian

Constitution and is being revered as one of the tallest leaders of our country. Further, he has dedicated his entire life for the emancipation of the most down trodden people of our country. His birth anniversary is being observed as restricted holiday in BSNL. In many states it is being observed as holiday. It is requested that BSNL may declare 14th April of every year as holiday on account of Ambedkar Jayanthi.



V.A.N. Namboodiri
General Secretary