

No: SNEA/CHQ/CMD/2015-18/88

Dated 20th March, 2018.

To

**Shri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Review of medical treatment to serving employees on outdoor medical treatment with vouchers— desist from the proposed move to reduce the outdoor ceiling from 23 days to 12 days:

Ref: BSNLCO letter no: BSNL/39-1/SR/2018 dated 01.03.2018.

Respected Sir,

It is surprised to see that management is moving ahead in curtailing the minimum facilities extended to the employees. After 2nd PRC, many facilities like LTC, TA/DA rates, Transport allowances etc withdrawn or not revised in the name of austerity measures. While extending 78.2% IDA merger, the medical ceiling is reduced from 25 days to 23 days. **SNEA strongly oppose the proposal to reduce the outdoor ceiling from 23 days to 12 days.**

Reductions of ceiling will naturally increase the expenditure on indoor treatment as employees will be forced to take admission for treatment. If management is concerned about any misuse of the facility by somebody, it has to be addressed in a different manner by proper monitoring. Instead of touching the minimum medical facilities extended to the employees, management has to seriously consider in reducing the expenditure on the following areas where hundreds of crores of rupees can be saved instead of few crores on medical facility.

A) Curtailment of Foreign tour/Foreign training: Huge savings can be done by restricting the Foreign tours/Foreign trainings only to those have business potential.

B) Stopping AMC/Turnkey projects: BSNL is having thousands of technical experts and an IT Circle with more than 500 IT experts. Most of the technical works are outsourced, paying huge amount to the vendors. All these works can be easily handled by the experienced Executives in BSNL and hundreds of cores of rupees can be saved by this. **However it is surprised to observe that management at various levels is very keen to outsource the work to the vendors rather getting the works done through our own Executives, keeping the Executives idle.**

There is no need for Turnkey projects. As done in the past, few Executives can be trained in the technology by the vendors and they can install the equipments. In form of Turnkey project, project cost gets escalated by 15% to 20% above the actual cost of the material and installation cost as vendors are loading the unforeseen expenditure also in the tender.

C) Official tours of senior officers on very short notice: It is observed that official meetings are called with very short notice, making huge expenditure on TA. This habit is prominent in the meeting called by the BSNLCO!

D) Optimum utilization of Vehicle by pooling of vehicles, paying allowances instead of hiring vehicles etc:

Misuse of vehicle is to be properly checked and allotment/usage of more than one vehicle should be strictly banned. It is understood that Maharashtra Circle is engaging the vehicles on need basis by tie up with OLA / UBER and could save huge money.

It is once again requested to consider the above proposals and desist from the proposed move to reduce the outdoor ceiling from 23 days to 12 days.

With kind regards,

(Sebastin. K)

Copy to:

1. Smt Sujata T Ray, DIR(HR & Fin), BSNL Board for information and n/a please.
2. Shri A. M. Gupta, GM(SR), BSNLCO for information and n/a please.