



**BHARAT SANCHAR NIGAM LIMITED.**  
**BSNL Corporate Office, New Delhi**  
**(SR Cell)**

No.BSNL/7-3/SR/2015

Date: 11.05.2016

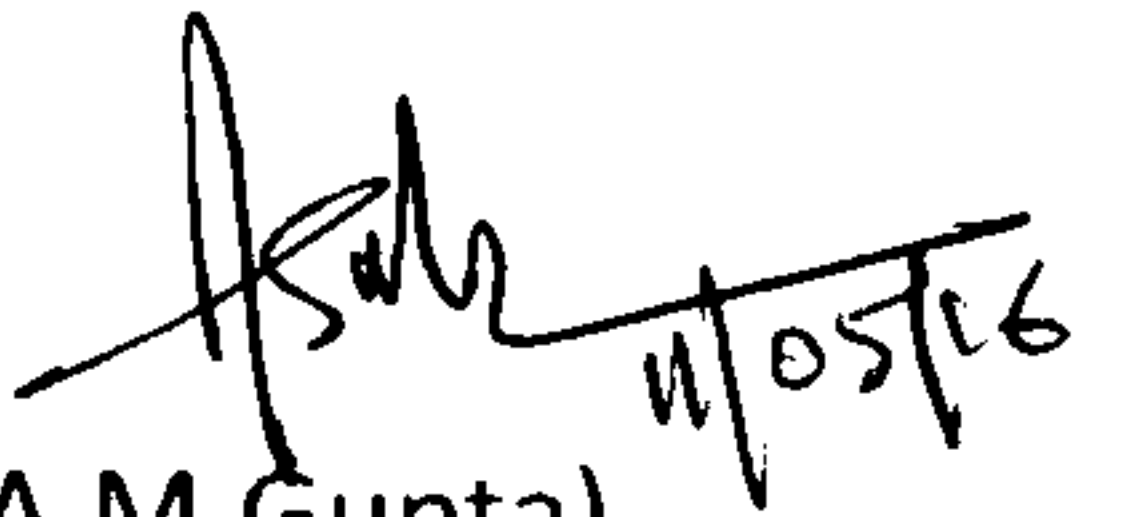
Subject: Discussion with SNEA and United Forum of BSNL Executives Associations on their demands.

Director(HR) held a meeting on 11.05.2016 with representatives of SNEA and United Forum of BSNL Executives Associations separately to discuss the various issues raised by them. During the meeting GM(SR), GM(Pers.), GM(FP) and GM(Estt.) were also present. The issues were discussed in detail.

During the meeting, Director(HR) issued categorical instructions to Estt. and Pers. Wing to decide the issues in a time bound manner on priority basis. Consequent to this GM(Estt.) and GM(Pers) assured that efforts would be made to decide these issues in a time bound manner as per Annexure.

In view of above and also categorical instructions to the concerned units to resolve the issue, Director(HR) appealed to the Associations to withdraw the agitational program and contribute for the growth and increased productivity of the company.

Encl: As above.

  
(A.M.Gupta)  
GM(SR)

To

The GM (SR)  
BSNL CO,  
New Delhi – 110001

Sub: Non –Resolution of legitimate HR issues of BSNL executives pending for years together-reg.

With reference to the Trade union actions received from SNEA and UFOBEA , issues Agenda items/issues raised by association relating to PERS/ Estt section and the target date are hereby enclosed for further necessary action.

Encl. as above.

Date 11.05.2016



Manish Kumar  
Jt. GM (Pers)  
BSNL CO ND

**ISSUES / DEMANDS RAISED BY ASSOCIATIONS AND THE PROPOSED DISPOSAL/ SETTLEMENT PLAN BY BSNL  
MANAGEMENT**

Sl. No.	Issue/Demand	Action Plan
1	Conduction of various CPCs on a regular basis:	
	(a)JTO to SDE (T) :	(a)Promotion in SDE cadre (SCF category for VY 2009-10) can be issued within one month of the decision of Court at Ernakulum
		Process for examination under LDCE can be initiated VY wise within 04 Months after decision by Court.
	(b) CPC from SDE (T)/DE(Adhoc):	(b)Promotion can be issued within two month from the date of decision of Court. However case for Adhoc – promotion is under process and vetting will be taken from legal as well as CLO section as case is under sub-judice on reservation issue.
	(c)CPC from DE to DGM:	(c) Promotion for balance 34 executives will be issued after the receipt of their ACR within 1 month.
	(d)CPCs from SDE to DE/EE in Civil/Electrical stream	(d) Approval is required to be taken by cadre controlling authority which is not received in the Pers section. The promotion order will be issued within one month from date of receipt of APAR and VC from the cadre controlling authority.
2	Restructuring of AD(OL) Cadre:	Case will be submitted before MC by 20 <sup>th</sup> June 2016.
3	Pay anomaly w.r.t. Junior	Case is under process. The likely date for submission to management for settlement/disposal by 31 <sup>th</sup> august 2016.
4	Officiating Pay protection	Matter under examination. Settlement/Disposal of case by 31 <sup>st</sup> July, 2016
5	CPSE Hierarchy.	The modified structure based on discussion with the top management will be finalized in 45 days time. There after a Joint committee will be formed to look into the issues out of its implementation. Final proposal will be submitted by 31 <sup>st</sup> August 2016.

6	First time bound promotion after 4 years from lateral JTO and Sr. SDE Grades as done in the case.	Case is being examined and the likely date for settlement/ disposal by 30 <sup>th</sup> September, 2016.
7	E2 & E3 scales for JTO & SDE Equivalent executives.	It has been decided to submit a memo to the MC of BSNL Board for grant of E2 & E3 scales for JTO & SDE and their equivalent cadres in replacement of pre-revised scales E1A & E2A with necessary changes as per recommendation of Khan committee within 31st May, 2016.
8	Scrapping of the MT	Matter under review and proposal (modified) will be submitted to MC of BSNL Board by 31st July 2016.
9	DGM RRs	A Joint committee will formed with the representative of management and associations to examine and submit report by 30.06.2016. Subsequent action by 31st July 2016.
10	Extending 30% Sperrannuation benefit to the BSNL Recruited Employees.	The proposal will be sent to DOT for approval of Administrative Ministry by 15.06.2016. BSNL Board has cleared the proposal.
11	Resolution of Various other long pending HR issues.	
11 (a)	One time relaxation to Steno Grade III for their promotion to PA Cadre.	Steno Grade III has been declared as wasting cadre as a result of restructuring of the cadres of stenographers. The Steno Grade II was merged with the Steno Grade I and their scales were upgraded to the grade of executive w.e.f. 01.01.2004 and designated as PA. However, Steno Grade III are covered under NEPP for promotions, in addition to the provisions available in LICE for the post of PA. No further action is required on this subject in view of the above facts.
11(b)	Pay fixation in respect of departmental outsider TTA appointed as JTO.	The matter has been examined in consultation with EF branch. It has been held that the appointment in the post of JTO given to such departmental TTAs under direct recruitment quota after tendering technical resignation cannot be treated as promotion. Hence, the option under para 3.6 of the office order dated 07.05.2010 for revision of IDA scale w.e.f. date of appointment in the grade of JTO as departmental outsider against DR vacancy after 01.01.2007 treating their appointment as promotion is not admissible in their case. Reply is being issued shortly.



11(c)	E1+5 increments benefits to JTO (SRD), JAOs 2013 batch, JTO (SRD) and PA cadre.	<p>The Nomination &amp; remuneration Committee in its 7th meeting held on 04.03.2016, has observed that to avoid pay loss &amp; appearance of any discrimination amongst Executives and to maintain industrial harmony and peace, BSNL Board had taken the decision to grant 05 advance increments on the minimum of the revised E1 IDA pay scale to the JTO/JAO/PA/Assistants (AM) and equivalent Executive cadres, while correspondence with DOT and DPE and going on. However, DOT has finally turned down BSNL'S proposal (on 18.07.2014). Therefore, the committee recommended that the principle of replacement of E1A pay scale by granting 05 advance increments shall apply upto 18th July 2014. Accordingly, this will be sent to DOT for ratification by 30th June, 2016.</p>
12	Notional pay of E1A and E2A for civil/elect wings w.e.f 01.10.2000.	<p>The Associations have made the demand for notional pay fixation as given to JAOs w.e.f. 01.10.2000. SEA branch has stated that the instructions issued in respect of JAOs is in consonance with MOF order which was duly approved by DOT. However, earlier considering the recommendations of the Shahi Committee it was decided by BSNL Board that only the residency for the purpose of time bound IDA scale up-gradation as per EPP is to be allowed and so notional pay fixation w.e.f. 01.10.2000 in the upgrdaed scale was not approved. Case has been further submitted for approval of the Management on the above lines. Decision on above lines will conveyed by 31st May, 2016</p>