

KERALA CIRCLE

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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. Sr.GM(HR/ADMIN)/MINUTES/2024-25

Date : 10th July 2024

**Minutes of the meeting held on 5th July 2024 AT 03:30 P.M with the representatives of
Sanchar Nigam Executives Association Kerala Circle in the Mini Conference Hall,
Circle Office, Trivandrum**

The following were present :-

Management side

- 1) Shri B. Sunilkumar, CGM, BSNL, Kerala Circle
- 2) Shri R. Sathesh, Sr. General Manager(HR&Admin), Circle Office
- 3) Smt. Girija Kumari. P, Dy. General Manager(HR&Admin), Circle Office
- 4) Smt. Thusharababu, AGM(HR), Circle Office
- 5) Smt. Beena Jain, AGM(Admin), Circle Office

Representatives from SNEA

- 1) Shri Aslesh S. S. Circle Secretary
- 2) Shri Jithesh K. P., Circle President
- 3) Shri Binush B. Peter, Circle Treasurer
- 4) Dr. V.G. Sabu, Chief Circle Advisor
- 5) Smt. Soji O., Circle Vice President
- 6) Shri Vipin K. , Assistant Circle Secretary
- 7) Shri Suneer S. , CWC Member
- 8) Shri Manas C. P., CWC Member
- 9) Shri J.V. Ramana, Circle Advisor

At the outset, CGM welcomed all the participants to the meeting. He congratulated all the newly elected office bearers of SNEA and assured a positive and fruitful approach from circle management to the requirements of SNEA.

Thereafter, discussions on Agenda points commenced as follows :-

- 1) JAO 2012 Regular Promotion to AO in the light of the Supreme Court Verdict – The case to be reminded with corporate office.

It will be taken up again with Corporate Office for redressal without delay.

- 2) Immediate relieving of executives posted at Lakshadweep – Relieving should not be delayed further. Relieving of the executive posted at Kiltan Island may be expedited immediately as the case is overdue.

The case will be examined and action will be taken at the earliest to relieve the officer.

- 3) There are shortage of AGMs in many BAs of the circle viz. Kozhikode, Kottayam, Kannur, etc. But the number of AGM level officers transferred out is more than the officers who have joined the circle. Therefore, while posting is being done, BAs where shortage is there should be considered on priority.

Addressing the reversal of SDEs issues to Director(HR/PGM(Pers.) to settle amicably – Address the applicants' issue to corporate office and settle it without delay. In the mean

time, examine the provision of AGM(L/A) to these executives as assured earlier, being only 20 AGMs are coming to Kerala circle from other circles while 38 AGMs are going out.

Strength of executives in various cadres are being reviewed in view of the recent inter-circle transfers. Shortage of AGMs are there in some BAs like Alleppey, Kottayam etc. It will be addressed considering the requirements of the BAs as well.

4) Pending Rule-8/Rule-9 requests

All the 21 pending cases of Intra-circle transfer have been approved. Corporate Office has banned sending of physical application and have made it mandatory to send it through ESS portal. 2 cases sent to other circles. Due to technical reasons, sending of cases through ESS portal is disabled till 15th this month. Therefore, all the already applied 7 cases have to be re-applied once the window is reopened.

- 5) IPMS workshop should be conducted in RTTC as assured. Standardization should be put in place.

Workshop will be conducted without delay at RTTC. CGM assured his participation in the workshop.

- 6) Options were called for posting in Wayanad, Kasargod and Idukki for soft tenure posting by circle office. Therefore, unless a clear direction is issued by circle office, BAs will not issue orders for posting to such places even if requests are there. It needs to be done.

For Lakshadweep also, there is ambiguity as to how to treat the service period in Lakshadweep in the event of inter-circle transfer(long stay).

Association mentioned the case of Shri Biju Joseph Powath for raising docket to corporate Office.

For soft tenure postings in Wayanad, Kasargod and Idukki, directions will be issued as per the requirements.

Directions of BSNL corporate office will be followed in case of consideration of service period in Lakshadweep for long stay transfers. If there is any confusion in this regard, it will be looked into.

- 7) Time-bound promotions should be processed in time. DPC should be conducted well before the due date. There are many cases of delays/missing in implementing the TBP. Cases of Shri Saneesh. S (HR No. 2000902370) ALP BA was mentioned of whom TBP order not yet issued due to oversight from HR side.

It will be ensured that time bound promotions will be processed and orders issued within the stipulated period. Specific cases if any will be looked into to process at the earliest.

- 8) Filling up of JTO vacancy at MSC Kozhikode should be done.

- 9) Shortage of vacancies of executives(SDE/JTO/AOs/AGMs) in various BAs should be looked into. Kozikkode, Kannur, Malappuram etc.)

Vacancy position in BAs will be reviewed based on existing guidelines of corporate office.

- 10) A more streamlined and efficient process for EB/CUG/Business customers to complete the EKYC process is required to reduce the difficulty of individual users.

E-Nach facility may be regularized/popularized so as to ensure timely payment and to avoid disconnections.

SIP issues – MPLS backbone should be permitted for 30 channel SIP onwards, at present, it starts from 50 channel only. So all PRI can be migrated to SIP without VPN routers and the customers will obviously get stable service.

The point will be examined for suitability

- 11) EPF Full Pension – Proper updation of service rendered not being done. Service periods spent in other circles missing in several cases. Details of services should be updated with a constant mechanism to get such details updated without delay.

It is being done. A system will be put in place in this regard.

- 12) Mutual transfer cases of Special LICE JTOs cases should be done amicably as done in other circles.

Will be looked into.

- 13) Uniform method not followed for processing / allowing of Medical OP bills in BAs. A uniform procedure is required in this regard.

Instructions as suitable will be issued to the BAs.

- 14) Official accommodation to Majority Recognised Representative Association

Space already earmarked and will be provided once the ongoing work is over.

- 15) IQ/Qrts/Building maintenance works

IQs in BAs are being maintained/work completed. Building works being carried out to complete in a time bound manner.

- 16) Office modernization works in Circle Office – The work may be expedited to complete at the earliest.

A former office bearer of SNEA who is working in Electrical wing is being victimized / targeted for the delay in the works.

The Office Modernization works in Circle Office is going on in full swing and 2nd floor is scheduled to be inaugurated this month.

No action or steps being contemplated against the said executive with regard to any lapse in the office modernization works under way in circle office.

Sr.GM(HR) conveyed that all the points given by SNEA will be examined and appropriate action will be taken.

The meeting concluded at 5:00 P.M.

**Deputy. General Manager (Admin)
O/o the CGMT, BSNL, Trivandrum-33**

Copy to : 1) **Circle Secretary, SNEA, Kerala Circle**
2) **Sr. GM(HR&Admin), Circle Office**