

17/5/2016

## **Congratulations to all Comrades, our unity and commitment leading to resolution of the long pending issues:**

In view of the Relay Hunger Strike from tomorrow onwards, CMD and DIR(HR) called SNEA for detailed discussion on various HR issues as decided in the meeting held on 13.05.2016. From Assn side GS, President, AGS and Jt Sec attended the meeting. GM(Pers), GM(Estt), GM(SR), Addl GM(Pers) and DGM(Estt) was present in the meeting.

At the outset CMD told that he had taken it very seriously that a very responsible Assn like SNEA gone for agitation at a very crucial period. This year is very crucial for BSNL as 3rd PRC is fully depending on this years performance. All the issues will be resolved in a time bound manner, CMD assured.

GS and President explained the compulsion of the Assn to serve notice as no decision is taken on Joint Committee recommendations even after 7 months even though all the three Assns given a unanimous recommendation, thousands of JTOs, JAOs, SDEs, AOs officiated as SDE, AO, DE, CAO in DoT and BSNL before 19.02.2010 are facing recovery and reduction of pay due to wrong clarifications, on 30% superannuation the assurances are not followed, notional pay for Civil/Elect etc not considered so far etc giving an impression that management is not serious on resolving the issues. Eventhough the time schedule given after the meeting with DIR(HR) is reasonable, Assn want concrete action plan how the issues are going to be resolved within the target dates.**After that discussions held on various agenda items:**

### **1. Implementation of Joint Committee recommendations on:**

**a) Standard pay scales of E2, E3 replacing E1A and E2A.** Assn strongly pleaded for its early implementation as 3rd PRC is fast approaching. Already there is a unanimous opinion in the Khan Committee on the issue and hence there is no justification for delaying the matter further. The five assured promotions should not be disturbed. The cascading effect also to be considered from E3 to E4, E4 to E5, E5 to E6 and E6 to E7, Assn demanded. On this CMD informed that there is an additional financial implication of more than 200 Cores for this alone and DoT may not agree for change of all the pay scales. After detailed discussion, CMD assured that first, Khan Committee recommendation will be implemented by replacing E1A to E2 and E2A to E3 by making necessary changes in the EPP to protect the five TB promotions and it will not be linked with cascading factor. It will be taken to MC and approved latest by 31st May, as assured. CMD categorically assured that it is the responsibility of BSNL management to get it approved from DoT and he personally taken the responsibility for that. On our repeated pleading for cascading effect from E3 to E4, E4 to E5, E5 to E6 and E6 to E7, CMD assured that it will be considered after this.

**b) Time Bound Functional promotion or CPSU cadre hierarchy:** GM(Pers) explained the status of the issue. Assn demanded that as a onetime measure, Executives on higher pay scales may be promoted to the next higher grade without DPC by taking VC, as DPCs are already done for TBP.

Further pleaded that the DPCs should be decentralised, promotion shall be based on recruitment year wise giving relaxation to the qualifying service for the Executives recruited/promoted in the same vacancy year, uniform date of promotion, change of designation by giving designation followed in BSNLCO like Asst Manager for JTO, Dy Manager for SDE, Manager for Sr SDE, Asst General Manager for DE etc. Assn expressed its concern over the delay as a simple issue like standard pay scales taken so much time, so management is not serious on this issue also. On this CMD directed GM(Pers) to stick to the target date. GM(Pers) assured CMD, DIR(HR) and Assn that the draft will be ready by the target date of 31st August.

**c) Uniform TBP between 4 to 5 years instead of 4 to 6 years w.e.f 01.10.2000.** Assn strongly protested as this issue was not even reflected in the letter on action plan on various issues. GM(Pers) explained that it is linked with CPSU and will be processed after that and hence not shown as a separate item. Assn explained that this can be settled earlier itself and it has to be implemented w.e.f. from 01.10.2000. Since CPSU related work is already started, finally it was assured that it will be processed immediately after that. Necessary correction in the action plan also will be made.

## **2. Officiating pay fixation, pay protection – withdrawal of wrong clarifications issued on 30.05.2007 and 19.02.2010.**

Assn explained the issue in detail. Management side maintained that a committee examined the matter and found that the orders/clarifications are correct. Now after submission of further data, mgt agreed that it will be re-examined based on the additional inputs given by the Assn like MC Note, Hon SC orders, FRSR etc. Assn demanded that since the clarifications are wrong and it is against the provisions of EPP order dated 18.01.2007 and FRSR, it has to be withdrawn immediately. Pay protection is provided under FRSR and as long as FRSR is followed in BSNL, it cannot take a contradictory stand. Thousands of SDEs, AOs, DEs and CAOs are facing pay reduction and recovery by the wrong clarification.

After thorough discussion, management finally agreed to withdraw both the clarifications dated 30.05.2007 (sl no.10) and 19.02.2010(sl no.4 and 9). This is a great breakthrough and will give relief to more than 15,000 SDEs, AOs, DEs and CAOs who are facing pay reduction and recovery by the wrong clarification. By this, this issue will be fully settled.

**3. 30% Superannuation benefit to BSNL recruited Employees.** As assured in the meeting with DIR(HR), the contribution will be worked out after the recalculation of the medical expenditure.

## **4. Membership verification among Executives Associations by addressing the issues raised. Restoration of trade union facilities and deduction of subscription from Salary till membership verification is conducted.**

Mgt side explained that salary deduction cannot be implemented as it will influence the verification. Then Assn demanded that the verification has to be done as notified earlier and there is no stay on the verification as claimed by the mgt. On this CMD and DIR(HR) responded very positively

and directed concerned officers to take all necessary actions to complete the verification at the earliest in a time bound manner. Finally management decided to conduct the membership verification due to our struggle. This will be another breakthrough.

### **5. Promotions in different wings from JTO to SDE, JAO to AO, SDE to DE/EE, AAO to CAO and DE to DGM.**

DIR(HR) informed that all efforts are being taken to resolve the court cases. A senior lawyer from Hon Supreme Court is deputed to Ernakulam for final arguments. Similarly other cases also will be dealt.

### **6. Notional pay of E1A and E2A for Civil/Elect wings w.e.f 01.10.2000.**

Assn explained the Vinai Shahi Committee report, BSNL Board decision etc. Earlier it was linked with JAO pay scales but now it is settled for JAO in isolation. But only for Civil/Elect wings Executives, E1A and E2A pay scales are not implemented. BSNL policy is a) uniform promotion policy and b) uniform pay scales for all the equivalent cadres in different wings. To have uniform pay scales of E1A and E2A for all the JTO/JAOs and SDE/AOs it has to be implemented for Civil/Elect etc wings also w.e.f 01.10.2000. After discussion CMD directed concerned officers to settle the issue favourably ensuring uniform pay scales for all the Executives w.e.f 01.10.2000. This issue was pending for years together and after the intervention of CMD and DIR(HR), it is getting settled. This is another major breakthrough in today's meeting.

### **7. First Time Bound Promotion after 4 years from Lateral JTO and Sr SDE grades as done in the case of AAO and Sr AO grades.**

It is decided to examine the case as per earlier discussion. Assn clearly told that it will not tolerate any discrimination. Management assured that there will not be any discrimination and the whole issue will be examined in totality as per the time schedule.

Our sincere gratitude to CMD, BSNL and DIR(HR) for their timely intervention and taken bold steps to resolve the issues in a time bound manner.

There are no words to congratulate all the Executives, especially our SNEA comrades who stood solidly behind the issues and struggled shoulder to shoulder. Hats off to them. Congratulations to all the CSs, SSA/Branch secretaries and office bearers and activists at different level for their effective leadership to make the struggle a grand success.

Our struggle will ensure that the JTO/JAOs recruited after 01.1.2007, ie 2007, 2008, 2010, 2013, 2014, 2015 and future recruits getting E2 scale starting with Rs 20600. This will set the stage for implementation of 3rd PRC. When the others tried their best to derail the issue by raising irrelevant things, our struggle saved the issue.

**Comrades, we had only deferred the agitation programme, not withdrawn it knowing very well that lot of negative forces are working against the resolution of the issues. We should be very careful about their tactics. We have to keep all the organizational preparedness to respond in a short notice if there is any deviation from the commitment and target dates.**