

MoM of Agenda Meet with CGMT, Kerala on 06-01-2023 by SNEA Kerala Circle

Participants

From BSNL Management Side:

CGMT-Sri. B Sunil Kumar
GM HR & Admin- Sri. Sathesh R
DGM HR-Sri.S.Muraleedharan

From SNEA side:

CP-Com.Dr. V.G. Sabu
CS-Com.Jithesh K.P
CT-Com.Suneer S.
ACs-Com. Aslesh S.S., Com. Vipin K & Com. SureshKumar R.
CWC Member-Com.Ramana J.V.
Circle Organising Secretary-Com.Ajay Krishnan R, Com. Shiyas A
Circle Office District Secretary-Com.Binush B. Peter

Meeting Started at 3.00pm at CGM Chamber. SNEA Kerala Circle welcomed new CGM Sri. B.SunilKumar .
Following are the discussion points and responses based on the discussion.

SL No.	Subject	Points from SNEA	Response/Points from BSNL Kerala Circle Management
1	Relieving of Sri. Tenson Joseph from Lakshadweep	Hardships faced by executives working & transferred from LKD was raised by CS.	GM HR responded that the executive will be relieved from LKD without delay.
		SDE Cadre posting based on ALL India Tenure to LKD , like other Hard tenure stations as per the transfer policy is due from HQ	DGM HR responded that the same has been once again taken up with HQ. A letter in this regard is served.
2	Joining of Sri.Lipson in TCR BA	CS pointed out that the relieving of Sri.Lipson was held back for more than 6 months, his increment was delayed, service book was not sent in proper time & was awarded low IPMS score on account of personal vengeance	
		CT raised that measures should be taken by HR & Admin for protecting the executives from such personal vengeance for ensuring smooth work environment	
		We insisted for a strong direction from Circle Office to the concerned officials against such non-administrative actions	GM HR responded that apt directions to the concerned official will be issued and will take all precautionary measures to avoid such issues in future

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3	Issues of 2012 JAO Bach	CS once again pointed out the issue of 2012 JAO batch, even though Circle had taken several steps for regularizing these executives. They are denied with the time bound promotions even after 6 years and their names are not entered in the Gradation List & the case is pending for judgment indefinitely. We demanded that since they are not included I Gradation List , they also should be exempted from the Long Stay List.	CGM assured to consult the BSNL advocate to speed up & for early disposal of the case & also assured to take up the case to HQ.
4	ADOL	CS had a explanation about the plight of LICE cleared candidates of Rashtrabhasha adhikari examination held in 2008 and 2010. CS appreciated all the positive steps taken by the circle administration to end the stalemate. But the same is continuing till date, even though the apex court has pronounced the judgment before one year and plenty of vacancies are available in the cadre.	CGM assured us to intervene in the issue and personally enquire the status of the earlier letter sent in this regard.
5	Delay in Time bound promotion orders to missed out JAOs	ACS pointed out the missing cases of time bound orders for certain JAOs/JTOs	GM HR assured that the same will be checked and issued in the next week
6	E5 time bound orders of pending executives	ACS asked to check up all missing cases and to issue orders accordingly	GM HR assured that the same will be checked and issued in the next week
7	Print outs to LICE JTOS for JTO training at RTTC TVM	SNEA addressed the issue of non-availability of necessary print outs for JTO training and the timely action of SNEA for distribution of necessary print outs to all trainees at RTTC TVM	CGM congratulated SNEA Team for the prompt distribution of print out s to the trainees and assured to take necessary steps to avoid such issues in future.
8	Posting of LICE JTOS after training.	Posting of LICE JTOS after current training in places of their requirement. SNEA demanded to post all LICE JTOS on their willingness as already deficiency of JTOS are there in all BAs. SNEA pointed out to consider the approved Gate JTOS requests to other Circles by posting these LICE JTOS.	HR Wing positively responded to this demand and assured of posting LICE JTOS as per their convenience only.
9	Rule-8 transfers of GATE JTOS	SNEA demanded for immediate orders of Rule 8 for all GATE JTOS as per the requests.	
		It was also demanded all pending cases are also to be sent to respective circles without further delay.	GM HR responded positively & assured that all processed Rule-8 orders will be issued this month end and that necessary steps will be taken for smooth processing of all pending Rule-8 requests.
		CS & ACS requested to issue Rule-8 orders to all JTOS where the requests are completely processed.	

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10	Pending cases of Inter-BA transfer requests	SNEA demanded for considering all pending requests of Inter BA transfer requests.	<p>GM HR responded positively and replied that such requests will be checked and considered.</p> <p>HR Section informed that all transfer requests shall be applied only through OTP system portal and no other means will be entertained and it was also conveyed that at present OTP System portal is open for providing requests for inter BA transfers.</p>
		It was also requested to call for L/A where ever necessary.	
11	Operating Long Stay in SDE/AGM cadre	CS requested to operate Circle long stay only after the HQ long stay operation	GM HR informed that HQ is planning to operate long stay in SDE/AGM cadre in March 2023
12	Issues of Electrical wing- reg external buildings,renting out and electricity payments, maintenance of Iqs & Quarters & HR issues	External projects- external projects taken up by civil/electrical long back even before 5-6 yrs is not yet completed due to reasons beyond BSNL control. Irrespective of period the consultancy/ revenue to BSNL is same. So it will further lead in to loss to BSNL.	
		Renting out of partial floors/ islanding areas are making the process complicated and compromising to fire and safety aspects. Present electrical metering is done in HT buildings without following Electricity Regulatory commissions/ KSEB directives and done under pressure from administration to support renting out. In LT buildings there is no provision to provide sub meter as per prevailing rules. Providing electricity invoice and collecting bill amount is illegal and will be considered as electricity sale/ theft and punishable by law. In addition to safety issues, the power consumed by tenants will add on to electricity expense of BSNL and amount collected will reflect as revenue.	it was replied that administration will look in to the matter after discussing with concerned vertical.
		Quarters/ IQs- There is huge demand for our quarters and IQs in prime locations. Many BAs are having annual revenue of 50-75 lakhs/ year from quarters rental. There is almost no maintenance in these buildings, and by making a caping w.r.t revenue.	CGM replied that the case of IQs is taken up already and qtrs will also be considered.

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		HR Distribution of Electrical executives - In post VRS scenario, some redistribution of electrical executives is done to meet the then requirement and to restrict transfers. In draft restructuring, the electrical executives are coming under CEE- SEE- EEE. Now it's time to review as many field executives are finding it difficult due to lack of technical back up and JTOs/ SDEs are asked to process tenders amounting to lakhs which is beyond their financial powers.	CGM categorically replied that this case will be discussed with verticals and BA heads also will be taken in to confidence and will sort out issues if any.
13	Maintenance of Offices,IQs & quarters	SNEA expressed strong contention in poor maintenance of IQS & Quarters	CGM assured that all will be done for fund allocation for timely maintenance of the IQS & quarters
14	IPMS targets	The unrealistic targets assigned through IPMS with lack of resources was once again raised in the meeting	CGM replied that a scientific study is being considered on the present IPMS system for optimization and necessary points will be taken up with HQ in consultation with HR wing.
15	Office Space for Association	Demand for allocation of Office Space was raised	GM HR responded positively.
16	Usage of Poles for FTTH	SNEA shared their views to use KSEB and Pvt poles for utilizing for FTTH connections as per the policy of State Govt on sharing of poles of any one by any one.	CGM responded positively and assured to take up the same with State Govt.
17	SDE Reversal Issues of Executives in Kerala Circle	CS & CWC member raised the non-settlement in the SDE Reversal issues after the AGM promotions, affecting the morale of the executives.	CGM assured to address the issue directly to Dir HR & HQ Administration to deal with the issues of executives of Kerala Circle separately for early settlement.
18	Voice over Wifi	Enabling of Voice over Wifi feature was once again raised	CGM replied that WAG is required for the same to implement thru other Wifi and the same being part of Ph IX tender. Assured to check whether the same can be implemented at least through our own Wifi systems at present.

Meeting concluded at 5:30 pm.