



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No: AIBSNLEA/CHQ/Misc//NOTICE/2006-07/88

Dated: 08-08-2006

To,

Shri A K Sinha
Chairman cum Managing Director
BSNL, New Delhi-110001

Subject:-Notice for organizational actions against non-settlement of the grievances of the executives in BSNL.

Respected Sir,

We are constrained to bring to your kind notice that inordinate delay in submitting Policy for the BSNL executives Promotion constituted in the DOT to review the promotion policy approved by the BSNL board has caused serious frustration in the minds of the executives in BSNL. Since without the Executives' Promotion Policy no regular promotions can take place in group 'A' cadre. Every month many of the officers are retiring and thereby being deprived of the benefit of promotion and other relative benefits.

The promotion Policy that was offered at the time of absorption of the group 'B' officers in BSNL clearly said that up to JAG Selection Grade, there would be non-post based up-gradation from one IDA Pay Scale to other IDA scales in a time bound manner varying between 4-6 years and subject to certain attendant conditions. No where it was told that there would be dual methods for promotion. It was also never mentioned in the Promotion Policy, which was a part of the terms and conditions of service, that there would be recruitment of Management Trainees from outside at the STS level grade. In the Joint Charter of demands submitted by the Associations before launching the agitation, in which our Association was also a party, it was demanded that there must not be any parallel post based promotion up to JAG Selection Grade. Our Association at no point of time has withdrawn this demand.

Further, we want the first up-gradation to be given after four years of service uniformly to all without restricting the benefit on the condition of reaching the minimum of the next higher scale. We also want designations and duties/responsibilities of the grades on up-gradation to those grades. We also want only regular promotions and the adhoc promotion system must not be continued indefinitely.

Due to non-implementation of promotion policy to executives in BSNL, our association under the banner of United Forum of Executives in BSNL launched organizational actions in the month of March, 2005 and after the kind intervention of Hon'ble MOC the organizational actions were deferred. We were assured that the

demands will be resolved within three weeks time. Unfortunately, more than one and half year is over, but none of the issue is resolved till date. The members of this association are seriously frustrated and agitated. Ours is the largest Association formed by the merger of 11 DOT recognized Associations.

2. Under the circumstances mentioned above, this association has decided to launch organizational action. We are aware that due to our agitation inconvenience may cause to the customers-even though we are not intend to put our users in trouble, but we have been forced to choose the path of agitation by the BSNL management / DOT administration itself. Therefore, it will be the full responsibility of the BSNL management and DOT administration for any impact on the services during agitation.

3. Some of the main issues which have forced to take the painful decision to launch agitation are given at annexure I. The detailed programme for organizational actions is given at annexure II.

With kind regards,

Yours Sincerely



(Prahlad Rai)
General Secretary

Copy to:-

1. Shri Dayanidhi Maran, Hon'ble Minister of Communication & IT, Govt of India, New Delhi.
2. Dr Shakeel Ahmed Hon'ble Minister of State for Communication & IT, Govt of India, New Delhi.
3. Shri D S Mathur, Chairman, Telecom Commission & Secretary DOT, Govt of India, Sanchar Bhawan New Delhi.
4. Shri Y S Bhave, Secial Secretary, Telecom, DOT, Sanchar Bhawan New Delhi.
5. Shri Niranjana Singh, Director HRD, BSNL, New Delhi.
6. The DDG (SR), BSNL, New Delhi.

ANNEXURE-I
GRIEVANCES OF THE MEMBERS OF THE AIBSNLEA

01. Promotion policy for BSNL Executives- no deviation acceptable from the policy that was offered in the terms and conditions of service for absorption of the Group B officers.

- (a) No parallel post based promotion:-**The promotion policy has to be based entirely on the concept of non-post based promotion up to JAG Selection Grade as envisaged in the Policy that was offered in the 'Terms and condition of services' while calling of option from group 'B' officers for their absorption in BSNL.
- (b) No recruitment of Management Trainees at STS Level:-** There should not be any recruitment of management trainees at STS level. Since the promotion policy that was offered did not provide for the same. However, the recruitment of management trainees may be done at the level of JTOs/JAOs as being done in MTNL.
- (c) Weightage for past services rendered in DOT/ DTS/ DTO for promotion:-** Full weightage for past services rendered in DOT/ DTS/ DTO has to be given to the absorbed executives for promotion in BSNL. Otherwise, seniors with long years of service will be equated with the late entrants giving rise to serious and genuine heartburn.
- (d) First upgradation to the next higher scale:-** The first upgradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4 to 6 years of service.
- (e) Grant of designations and duties/ responsibilities associated with the respective grade:-** On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed.
- (f) Attendant condition for promotion:-** Whatever may be the marks in the Confidential Reports decided to be cut off marks for promotion, the droppings must be below 4 % since during several discussion on this issue the concerned senior officers in the BSNL had stressed that even with 50% marks applied with the grading the last DPC held for promotion from JTOs to SDEs, the droppings have been found to be far below 4 %.

02. Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000:- Date of effect of Implementation of revised IDA Pay Scales for JTOs/SDEs of Civil/Electrical/Architecture/TFs and Assistants, SOs of CSS and JAOs etc. of finance wing of BSNL, including the proposed revised IDA pay scale of the Official Language officers shall be 01.10.2000 with actual benefit.

03. One time placement of the SDEs in the Sr. SDEs grade:- As per DOT agreement and commitment of BSNL at the time of absorption of Group 'B' officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. Approximately, 8,000 SDEs Telecom are to be given one time placement in the grade of Sr. SDEs in BSNL (i.e. 400 against 1990 DPC, 800 from 1993 DPC and about 6800 from 1994 DPCs were promoted). Since the above SDEs had already completed 6 to 10 years of services as on 01.10.2000 and they have crossed the initial pay scale of Sr. SDE i.e. Rs.13000/- on that day. Keeping this in view, the committee may recommend to provide the benefit of one time placement in the Sr. SDEs grade. Negligible financial implication will cause to BSNL at the time of implementation of the above said policy. In this regard we have already provided the data / information to the members of the committee.

04. Absorption of Group 'A' officers in BSNL:- The absorption issue of Group 'A' officers in BSNL / MTNL is yet to be resolved.. It seems that ITS officers' Association opposition will continue as the demands of ITSA remains unsettled. We have been requesting to the DOT administration to settle the issue at the earliest so that viability of BSNL is not affected adversely. Presently the ITS officers are not concentrating towards developmental and maintenance work. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL / MTNL and its employees. While we wait to see the action being taken by the Govt., we shall come forward collectively with all the unions / association to break the stalemate. After all, interest of BSNL.

05. Payment of pension to BSNL Employees:- The employee of BSNL are frustrated and feeling insecure over the DOT letter Dated 15-06-2006 and concerned about the payment of their pension after their retirement. The DOT letter dated 15-06-2006 creates apprehension

about payment of pension to retired employees in case of BSNL suffering loss and thus unable to bear the additional amount as demanded by the DOT. The parameters mentioned in the letter are variable and cannot be linked to payment to pension under any circumstances. In view of the above, the above said letter dated 15-06-2006 should immediately be withdrawn.

- 06. REFUND OF CGEGIS:** - Amount recovered under Group Insurance Scheme should immediately be returned 100%, with interest till the date of repayment.
- 07. BSNL to fill up the vacant STS posts of Group 'A' on Adhoc promotion basis:** - In this regard we discussed the issue with Chairman TC & Secy. DOT on 16.06.2006 to allow BSNL to fill up the vacant STS of Group 'A' Posts on adhoc promotion basis from the eligible group 'B' officers. Secy. DOT learning the case immediately directed to CMD BSNL & Director (HRD) BSNL to conduct the DPC on adhoc basis. BSNL has now called ACRs for DPCs against available vacant STS posts in all disciplines. Our association has provided the details of STS Group 'A' vacant posts in BSNL & has requested to fill – up on adhoc promotions immediately in all disciplines.
- 08. Non-integration of HR functions in BSNL:-** BSNL is still continuing with the HR activities as in DOT and not bringing the entire HR activities under a common umbrella. Though the KPMG-th HR consultants engaged by BSNL had also recommended for integration, BSNL is yet to accept and implement the same.
- 09. Recovery of Income TAX on account of perquisites for residential quarter:-** Recovery of income tax from BSNL employees, who are in possession of BSNL staff quarters should not be deducted treating this as perquisites from salary of absorbed employees since the quarters are neither concessional nor rent free.
- 10. Sanction of Man Power plan – 2006 posts** - BSNL should sanction Man-Power Plan -2006 all required posts in CMTS, Broad Band services and other new services areas so that developmental and an operational activity does not suffer.
- 11. Fixation of AAOs pay scale under FR (22):-** IDA pay scale against upgraded CDA pay scale of Rs 7500-11500 should be implemented and Point to point fixation should be given to AAOs and the benefit of FR 22 (1)(a)(i) should be given on promotion from AAO to A.O.
- 12. Implementaion of upgraded pay scale for CSS staff in BSNL:-** The orders for upgradation of pay scales of CSS staff wef 01-01-1996 should be implemented immediately as endorsed by DOT and regularization of section officers working on Adhoc basis in BSNL against the regular posts intimated by DOT.
- 13. Revision of pay scale for Official Language Officers, AD(OL).**
- 14. Non-grant of stagnation increment on annual basis:-** BSNL decided to grant one stagnation increment in every two years to those who has reached the maximum of the pay scale in which they are placed. This brings undue hardship to the Executives who have put in long years of service. It may be recalled that the group 'A' officers are also of the view that tere should be one stagnation increment every year for them. There shall not be different yardsticks for the different dets of the executives within the same organization.
- 15. Removal of discrimination based on qualification in the case of JTO Architects.**
- 16. Lateral advancement of JTOs (TFs) after 12 years of service/ ACP scheme after completion of 12 to JTOs in telecom factories.**
- 17. Removal of FR35 for officiating JTOs and one time conversion of JTO post from Outside quota to 35% quota :-** As per the Recruitment Rules, officiating JTOs have fulfilled all the eligible conditions for JTO posts i.e. service condition, educational qualification, qualifying in the examination and JTO Phase-I Training. Invoking of FR35 for them is not correct. If completion of Phase-II Training is essential to get the JTO Pay scale, the candidates are ready to undergo the same. would, therefore, request you to kindly remove FR35 and 4,500 Outside JTO posts are diverted to 35% quota on ONE TIME MEASURE so that officiating JTOs are given regular.

18. Recruitment of JTO / JAO: - The Direct recruitment of the feeder cadre is JTO / JAO should be done annually as a matter of course, on the basis of vacant posts as on 31st March each year as there is acute shortage and services are suffering badly.

19. HR issues related to Civil/Electrical Wing :-

- i. **Holding of Limited Departmental Competitive Exam (LDCE):** - LDCE is not being conducted since 2001, as we approached to Sr. DDG (B/W) office for the same the reply is, "Syllabus is Under Preparation". It has passed three years for waiting syllabus. So there is no scope of promotion from JTO(C/E) to SDE (C/E) by any means.
- ii. **ACP benefit to all SDEs & JTOs (C/ E) irrespective of recruitment rule framed later on.**
- iii. **Holding of DPCs in Electrical Wing to fill up the vacant posts in the grades of SDE Electricals and EE electricals.**
- iv. **Stoppage of Account Papers in Civil / Electrical wing in the cadre of JTOs and SDEs.**

20. Withdrawn the powers delegated to the CGMs to create posts on temporary / adhoc / regular basis: - In surprising move having far reaching effect. BSNL has withdrawn the powers delegated to the CGMs to create posts on temporary/adhoc/regular basis. In the Corporate culture where the powers are decentralised, it is unbelievable that BSNL will go for concentrating all powers at one place. The decision will certainly cause hindrance in the developmental and operational activities. Therefore, we would request you to withdraw the order.

21. Immediate holding of DPCs for regular promotion from JTO to SDE & JAO/AAO to AO grades.

22. Officiating arrangements of Adhoc STS (Non-JTS) officers to JAG instead of looking after arrangement without extra remunerations:- The officiating arrangements in JAG were being issued by Telecom Circles based on clarification sought by certain Telecom Circles where by some senior officers whose pay on officiating arrangement was fixed lower than the STS pay scale. BSNL corporate office has issued instructions to issue looking after arrangements of the duties of JAG with STS pay scale to such officers. The interpretation of this clarification by some of the circles that no officiating is to be given to STS officers needs to be re-examined since officiating arrangements does not bring any disadvantageous to all the officers in respect of pay fixation.

23. Up-gradation of steno Gr. III to Personnel Assistant as one time measure.

24. GSM Mobile & Broad Band service connections to all the Executives: - At present, GSM mobile & Broad Band service connections in BSNL have been provided only to JAG level officers and above. But the Executives who have taken absorption in BSNL have not been extended this facility. This decision of BSNL also needs a review and GSM mobile & Broad Band connections should be provided to all the Executives in the interest of company as it will enable the executives to improve landlines/ GSM/ CDMA.

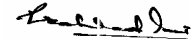
25. Enhancement of Free Call Limit: - That the free calls limit for residential service connection of Executives both serving and retired should be enhanced immediately. Due to introduction of time limit (Pulse Rate) for calls to Land Line/Mobile/WLL. The present limit is not sufficient. The same may be raised to 3000 calls bimonthly.

26. Review of policy guidelines for extension of concessional Telephone facility to retire/retiring employees of BSNL: - In this connection we explained that the financial implications calculated at the time of initial extension of the facility in the year 1994 remains same and as such there will be no additional financial burden.

27. SE Category Telephone Transfer: - In case of transfer to other Circle / Station, Residential service connection held by the officers may be converted to the SE – Category with a minimum 550 free calls per month, without rental charge.

28. Pre-Paid Land Line Phones:- For financial viability of BSNL & to stop surrender of Land Line Telephones- BSNL should introduce PRE PAID LAND LINE PHONES. This is very much attractive to customers. This will definitely protect the loss of revenue.

29. Immediate stoppage of AMC & outsourcing in BSNL:- BSNL Management's decision to out source CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.



(PRAHLAD RAI)
General Secretary

ANNEXURE-II

PROGRAMME FOR ORGANISATIONAL ACTION

(To be carried out throughout India)

23-08-2006: MASSIVE DEMONSTRATION During Lunch/ Closing hours
 (At BSNL CO/ Circle HQs/ SSA HQs)

30-08-2006: MASS DHARNA
 (At BSNL CO/ Circle HQs/ SSA HQs)

[Further programmes will be intimated in due course of time]



(PRAHLAD RAI)
General Secretary