

Minutes of 18th LCM Meeting held at 10.30 hrs on 03.11.2017 in conference hall, O/o PGM
TD.

The following officers from Management side and Staff side were present.

Management Side			Staff Side	
Sl. no.	Smt/ Sri		Smt/ Sri	
1	K Ramchand PGM ,HTD	Chairman	G Mohan Reddy	Secretary- (BSNLEU)
2	N Satyanandam ,PGM(CM)	Member	Y Subbarao	Member (BSNLEU)
3	V Rajahamsa,PGM(Central)	Member	G. Bhasker Rao	Member (BSNLEU)
4	A.HanumanthaRao,PGM(North)	Member	M K Baig	Member (BSNLEU)
5	V Srinivasulu, GM(F)	Member	K Ashok	Member (BSNLEU)
6	J Ravichandra,GM(HR&Plg)	Member	M Susheel Kumar	Member (BSNLEU)
7	M Seshachalam, GM(EB)	Member	K Lakshman	Member (BSNLEU)
8	N Sujatha,GM(South)	Member	J Ganesh	Member (BSNLEU)
9	C Ramachandran,GM(Rural)	Member	T Priyanka	Member (BSNLEU)
10	Ch.Ramadevi ,DGM(Admn&Plg)	Member	V K Muthu	Leader (NFTE)
11	M.V.L.N.Murthy,, EE (Elec)	Member	T Narendar	Member (NFTE)
12	K.V.Srinivasa Rao EE (Civil-II)	Member	N Venkateswar	Member (NFTE)
13	Rajesh Kanna , EE (Civil-III)	Member	J Lakshmaiah	Member (NFTE)
14	A. S. Janardhan, AGM (Legal)	Convener	P.S Venugopalakrishna	Member (NFTE)

DGM(A) welcomed all the officers of management side and representatives of union side. It is also informed that harmonious relationship between management and union representatives of BSNL improves quality of service along with welfare of staff and work together in true spirit for the overall growth of the organization.

PGM in his opening remarks welcomed all the Senior officers of BSNL and representatives from unions. He also extended thanks for maintaining peaceful and cordial atmosphere in HTD meeting with a common objective of improving the service. He also assured that suggestions which are brought to the notice will be implemented with sincerity and dedication. It is stated that this year the competition is extremely high. Companies are getting closed or merged because of reduction of tariff. Data usage is increased in Telangana. Survival itself is necessary with quality of service. Main aim should be one amongst the 4 operators. Without giving quality of service, customer will churn to other operator.

PGM suggested that the following priorities are to be observed by all staff members.

1. To grab the connections of R.com by MNP.
2. Visit retailers and improve the retailer strength by including Mobile shops.
3. whether the retailers are displaying our tariff boards supplied by CM unit.

It is essential to protect the interest of the customer by extreme dedication. Broadband plans are revised from November 1st 2017. Total existing plans are FTTH-4, BB -7 VDSL-2. BSNL introduced best plans in CFA and mobile segment because BSNL is technical and service company but not a marketing company. CSCs/field units are the strength of BSNL for providing best service with a smile. CFA, CM, EB all will be involved maintenance of network.

GM(HR) stated that management is trying for the welfare of the staff and the constraints are thoroughly investigated and try to rectify for getting proper output. For achieving good revenue during this financial year, majority of the tenders are finalised for cable laying works.

Sri Muthu :

1. Celebrations from the management side viz., BSNL Formation day and other important occasions may kindly be intimated to Unions in future.
2. In some cases, empanelled hospitals are not accepting the patients in odd hours causing inconvenience to patients.
3. List of empanelled hospitals may kindly be given to union representatives.
4. Visit of hospital in case of indoor treatment may be ensured by responsible AGM to avoid long treatment in normal cases.
5. It is requested to post suitable staff in CSCs/field units for smooth functioning.
6. Cable faults are not being rectified and dockets are being closed from August 27th in cantonment, Sainikpuri 35 dockets closed. Cable contractor is not available.

7. In Transmission Mntce Gachibowli, room is not available for SDE/JTO/TTA and furniture, chairs are also not available for the line staff.

Action by SDE welf/AGM Adm/AGM TRG Extl/AGM L&B/GM EB.

Sri Mohan Reddy:

1. Tools may be supplied to all the field staff.
2. It is requested to call back the officials sent on deputation to Circle office/STP/STR.
3. Staff may please be posted to GM(Rural) area.

Action by PGM Central/ AGM(A)

Review of Old Items

12th LCM Item :

4(ii) Construction of lift in MBD Xge:

As per EE (Electrical), Tender for Execution of work was awarded on 27-09-2017, it takes 3 months for supply of material and execution of work will take one month and Lift will be commissioned with in this financial year.

The work will be completed in the financial year 2017-18. EE (Electrical),

13th LCM Item :

3(a) Repair of Motor Cycle sheds at MBD, EGD, T. Bhavan Xge bldgs:

- 1) Repair of Motor Cycle shed at MBD: As per EE(Civil), Civil Estimate was sanctioned and e-Tender has been called on 27-10-2017. Work order will be issued after Completing process of " e " tender. Action by EE Civil II.
- 2) Repair of Motor Cycle shed at Erragadda : **The work was completed in Erragadda Telephone Exchange.**

Union side:

1. EGD not completed. Action by EE Civil-III
2. GM(HR) informed to review the work at Telephone Bhavan & Levelling will be done at Musheerabad. Action by EE Civil-III/ EE Civil-II

- 3) Repair of Motor Cycle shed at Telephone Bhavan : EE Civil – III visited the site and ear-marked a place for parking of motor cycles (10m X 4m) and it will be made ready shortly.

DP structure earmarked and cycle shed area measured. GM(HR) informed that work will be completed by December 17 end.

Action by EE(Civil-III)

14th LCM Item :

9) Replacement of faulty tube lights in offices & Exchanges:

Suitable necessary action has already been taken by the In-charges of all telephone exchanges. If any specific cases are still pending, it may please be intimated to the AGMs/AMs of the area concerned for taking necessary action by applying temporary advance.

EE(Electrical) informed that a complaint register is available in Kandaswamy Lane, VSPM, KPHB, LGPL quarters. If any requirement for putting tube lights, the same may be written in the registers and work will be completed well in time.

GM(HR) informed that as it is a continuous process, area AGMs/SDEs to take necessary action.

Action by Area GMs/AMs

15th LCM Items :

5) Authorities of empanelled hospitals are demanding the charges for tests is still persisting

A meeting with all the Hospital authorities was conducted in PGM Office on 16.9.2017 along with Union representatives and AOs concerned. All relevant points were discussed & circular was issued to all Hospital Authorities in this regard for future guidance. This issue has been resolved now. If any specific instances occur in future, those may please be brought in writing to the notice for taking necessary action. AGMs (External) & SDE (Welfare) will be the nodal officer for medical cases.

(Item may be closed)

(6) Repairs to the bore wells in many of the Rural Exges

As per EE (Electrical), All pumps in the rural area have been tested and report submitted to AGM (Est). Submersible pumps one each at Dharoor, Manneguda, Marpally, Aziznagar, Shameerpet, Keesara and Tandoor are found to be faulty and unrepairable. New

submersible pumps for replacing old ones have proposed and new estimates have been submitted. Centrifugal pumps at Dharoor, Shameerpet, Keesara, Vikarabad, Parigi and Medchal are found to be faulty and unrepairable. New mono submersible pump have been proposed for replacement and new estimates have been submitted for approval.

The centrifugal pumps at Manneguda , Marpally, Aziznagar, Jagannaguda, Badangipet are found to be repairable and necessary estimate for repair has been submitted. At Shamshabad one pump is in working condition and another pump is to be repaired. At Ghatkesar one pump is working condition and another pump is to be repaired and estimate has been submitted. After receiving the sanction of the estimates necessary action will be taken up as and when Funds are allotted.

In Vikarabad, water connection is disconnected because of non payment of bill. Instructions are issued to pay the Water Bill immediately. In future, such cases are to be avoided.

GM(Rural) informed that repairable works of borewells are to be taken up by EE(Electrical) immediately and works will be attended on top priority.

Action by GM(Rural) / EE(Electrical)

2) Supply of tools to the staff:

Latest requirement of tools has been received by the office of PGM (Central) from all AMs/DGMs and the file has been approved by the PGM (Central) on 25-10-2017. Notice for inviting tender (NIT) will be published during November 2017.

GM(HR) informed that a letter will be addressed to Telecom Factory with a copy to Circle office for supply of HMTs to the staff.

Action by PGM Central/ AGM MM

5) No water supply to Shankarpally Quarters

As per AGM(OP& Admn) Rural, necessary payment by cheque to the sarpanch of Shankarpally Gram Panchayath has been made recently. EE(civil) will take up this work after receipt of panchayath approval for laying of water pipes. ***PGM HTD instructed all Area GM's to arrange to apply for municipal water connection in all areas where repair of borewell is not possible.***

Action by Area GMs/ AGM (OP&A)Rural/ EE(Civil) II

16 th LCM Items:

7) Water supply (Municipal) connection at HCU Quarters:

As per AGM(L&B), The Registrar of HCU has been approached for separate pipe laying for providing drinking water to our staff at HCU Qtrs, but the Registrar has insisted for Renewal of lease agreement between BSNL & HCU . The same is being pursued by AGM(L&B).

Action by AGM(L&B)/ EE (Civil)

9) Maintenance of GM(south) office :

As per EE Civil- III, Ground level of GM (CFA) South office compound is lower than road level, required to raise the drainage system to road level, Civil estimate for this work is

under scrutiny at SE Civil office. The same will be submitted in ERP on 6thNov17, as per the information from Civil wing. It is informed by Civil wing that other minor civil works in the building is being taken up on priority.

Sri Muthu from Union side informed that in Contonment quarters, rent is not being paid as there is no water connection and they are depending on tankers. Suitable action may be taken for collecting rent.

Action by AGM (L&B & Quarters)

GM(HR) informed that this is because of seepage in building.

EE(Civil) informed that drainage line has to be replaced with new line connecting to municipal line.

Action by EE(Civil) III

11. Periodical Interaction meetings with staff

As per AGM (Admn) North: - Monthly meetings have been conducted by AGMs (Extl) in Musheerabad, Barkatpura, Tirumalagiri and Secunderabad and the meetings dates have been supplied.

As per AGM (OP & Adm) South - Monthly meetings have been conducted by AGMs (Extl) in Charminar, Saroornagar and Santoshnagar and the meetings dates have been supplied.

Similarly it is learnt that monthly meetings have been conducted in AGMs Ext (Central) & AGMs (Rural) areas too for effective coordination and implementation of BSNL plans.

Sri Susheel Kumar from union side informed that in North area, no meetings are being conducted.

GM(HR) informed that instructions were already issued to concerned AGM(External)/CROs for conducting monthly meetings with their staff concerned on all 2nd Saturdays.

Interaction sessions by Marketing staff with the field staff and CSC staff are being planned.

(Item may be closed)

17th LCM Items :

1).Preparation and Circulation of Gradation List of All Non Executive Cadres.

As per AGM (Admn) O/o PGM HTD, Gradation list of Non-Executives cadre was maintained till 01-01-2017 for implementation of promotions. After implementation of NEPP orders dated 23-

03-2010 earlier promotions in the Grade IV/CTS/ACP etc.. were ceased to exist. However Gradation List in the cadre of "OA/SOA/AOS/OS" is released on 27-10-2017 and kept in HTD

Intranet. In respect of other cadres JE/TT/ATT it is under process and will be released before 30-11-2017.

(Item may be closed)

2. Delay in giving NEPP promotions in HTD.

Reply : Total 392 cases of TBU under NEPP were completed in HTD as on 30-06-2017.

Main area:- All NEPP cases are completed. In Main Area 96 cases are completed and 10 are under process.

South area : Total 121 cases completed and 15 cases are under process.

North Area: All cases of NEPP for 2016 were completed except for 5 cases for which CRs not received. For the year 2017, DPC completed for 32 cases & forwarded to PGM HTD office. Remaining 36 cases are under process.

Central area: All cases of NEPP for 2016 were completed. NEPP for the year 2017 is under process.

Rural area:- Total 62 cases completed and 4 cases are under process.

GM(HR) assured that TBU under NEPP scheme may be given twice in a year, i.e, in June & December months . This has to be adhered to by AGMs (Admn). Action By: All AGM(Admn & OP)

Sl.No.	Area	Total Cases	Completed	Pending
1	Main	106	96	10
2	South	136	121	15
3	North	68	32	36
4	Central	81	81	NIL
5	Rural	66	62	4
	TOTAL	457	392	65

(Item may be closed)

3. Maintenance and white washing of all Departmental Buildings / Quarters

As per EE(civil-II),

Padmarao Nagar Quarters over head tanks cleaned on 5-10-2017,

- 1) BSNL BHAVAN and Tarnaka drinking water OHT are completed on 30-10-2017. Chikkadapalli and Musheerabad Quarters over head tanks will be cleaned by 06-11-2017
- 2) Kavadiguda Quarters over head tanks cleaning works completed.

As per EE(civil-III),

The AA&ES for the day to day maintenance of staff quarters has been received for most of the compounds. The tender process is all most completed for the sanctions received. The work will commence by 2nd week of November for all minor repairs. For all major repairs, a separate estimate will be sent on case to case basis.

Status: A letter was displayed in Intranet addressing All AMs to give their priority of their Building in their area vide Lr.No: RE-BE/AGM (Est)/Plg/2017-2018 on 3-4-2017. Reminders have been given on 20-05-2017 & 20-10-2017. The work will be carried out in a phased manner.

Member from union side : Staff quarters white wash and maintenance of drainage should be done in Lingampally and all areas.

EE(Civil) informed that in Chikkadapally quarters are already white washed. In Kandaswamy lane also it is completed.

PGM HTD informed that Civil, Electrical and Planning meeting was conducted and issues were discussed and day-to-day maintenance works are already started.

5. Problems in respect of Jeedimetla Customers Service Centre.

As per EE (Civil)- III, Fixing of New Door is completed. Partition work completed in July 2017 and road repair work is being completed by 4th Nov 17.

(Item closed)

10. Issue of fresh medical cards with updated information

Fresh Medical Cards were issued for working Employees - 530 out of 1021 and for Retired Employees -170 and also Issued 31 MRS cards for Civil & Elec wings in BSNL bhavan as on 25-10-2017

As per AGM (Op&Admn) South, Fresh Medical Cards were issued for working Employees - 393 out of 713 and for Retired Employees - 228 as on 24-10-2017.

As per AGM (OP&Admn) North: Issue of fresh Medical cards for staff under PGM (CFA) North is under process..(total wkg staff 1155)

As per AGM (Op&Admn) Central : Fresh Medical Cards were issued for working Employees - 500 out of 1241 and for Retired Employees - 70 as on 24-10-2017

As per AGM (OP&Admn) Rural_: Issue of fresh Medical cards for staff under GM (CFA) Rural is under process. (total wkg staff 605)

(Item closed)

11. Delay in submission of visit report of hospitals.

As per all AGMs (Admn) : Concerned AGMs (Extl) are submitting visit report of Hospitals in time.

(Item closed)

12. Supply of new Identity cards with new designations.

Fresh Identity cards with new Designations have been issued to the employees by the General section. Remaining will also be covered.

- 1) RM to ATT : fresh ID cards issued 344 out of 968
- 2) TM to TT : fresh ID cards issued 694 out of 1792
- 3) TTA to JE : fresh ID cards issued 136 out of 436
- 4) TOS to OS : fresh ID cards issued 104 out of 394 as on 30.10.2017
(item closed)

13. Supply of Pay slips to the Group "D" staff and supply of proper printers to unit Officers.

As per AGMs (Admn), Pay Slips being given by Controlling Officers. It is being followed generally any Isolated/Specific cases may be informed.

GM(HR) : Tender already floated for repair of faulty printers. Area GMs/AMs to take necessary action for repair and supply to the needy offices.

(item closed)

17. Supply of sufficient Furniture in entire HTD

Surplus furniture from other units has been obtained and being supplied to the units as per the requirement. For procurement of new furniture. A letter was addressed to Circle Office for funds allotment during 2017-18.

CSCs will be given priority in supplying the furniture.

There is no space for TM & FTTH wings in Gachibowli. Space may be provided to JTO, TTA, TM of Transmission Mtce and furniture may be provided for smooth function of office.

Action by GM(EB) / EE(Civil)/ AGM(Admn)

18. Repairs to the Drainage/Wash Rooms at Area Managers Office Secunderabad

As per EE (Civil),It is observed that whenever there is blockage in Municipal drain during heavy flow, blockage in BSNL drainage system also getting effected. Drainage blockage is being attended regularly whenever it is necessary, recently work was attended on 24-09-2017.

(item closed)

21. Cable fault rectification

GM(HR) stated that regarding cable fault rectification, Pillar wise, JTO wise review is being done by PGM HTD. Maintenance Tender for PIJF cables has been invited for all areas and price negotiation is in progress. May be completed in another one week.

18th LCM New Agenda points :

1) Maintenance of toilets of women employees in 3rd floor of BSNL Bhavan.

It is reported that the toilets of women employees in 3rd floor of BSNL BHAVAN western type commode is in defunct condition. Repeated requests made in the complaint book but no results. Suitable instructions may be given to the concerned authorities for rectification as staff members especially physically impaired members is facing hardship due to this.

As per EE (Civil) BSNL Bhavan : work completed on 26-10-2017

GM(HR) : SDE(Civil) to prepare a list of faulty works in BSNL bhavan and complete priority-wise.

(item closed)

2) Empanelled Hospitals in HTD.

It is brought to our notice that Empanelled Hospitals are not being renewed from time to time. Suitable instructions may be issued to the concerned.

GM(HR) : Renewal of empanelment is already completed for all hospitals.

(Item closed)

3) Empanelment of Diagnostic Centers.

It is brought to our notice that M/s.Vijaya Diagnostic Centre is ready for empanelment with BSNL for Master checkup and other diagnostics. Necessary action may be taken in this regard.

As per SDE (Welfare), Diagnostic tests fall under outdoor treatment (Test for In-Patients are being done in the same hospital where admission is sought for by the BSNL MRS beneficiaries). Reimbursement for Out-Door treatment is subject to the eligible Annual limit.

If reputed path labs such as Vijaya diagnostic center & Apollo Health clinic come up with offers at CGHS rates, the same may be displayed in HTD intranet for wide publicity for preventive health care.

(Item closed)

4) Clearance of waiting list in the cadre of TTs.

It is brought to our notice that 130 trained ATTs are waiting for the post of TTs. It is learnt that about 160 posts vacant in the cadre of TTs. Therefore it is requested that the vacant posts may be filled up as one time measure and waiting list may be cleared.

As per AGM (Admn)%PGMTD, As on date 123 trained ATTs are waiting for TT promotions. Vacancy status as on 01-04-2017 :- Sanctioned – Working = 1962-1942 = 20.

Options were called for from the trained ATTs to work in Rural Area for 20 vacancies. But 12 ATTs have exercised their option and their promotion is under process and will be completed with in one week. Further the left out vacancies will be filled in the next session (by March-2018).

Mohan Reddy: It is noticed that TTs posted in Vikarabad, Parigi are working in rural area since 3 ½ years. Action may be taken for posting of new TTs in that areas and considering back the transfer after completion of 2 years of tenure.

Muthu: Junior most official may be sent to Rural area.

GM(HR): Issue may be examined and implemented.

AGM(Admn)/ SDE(Rectt)

5) Screening test for TOAs.

It is brought to our notice that about 30 to 35 TOAs are waiting for the screening test to STOA. Necessary instructions may be issued to the concerned to take up the issue.

Action by AGM(A)/SDE (Rectt).

Sr.TOA Screening test will be conducted by Circle Office only. Hence this is disagreed.

(Item closed)

6) Change of Non-Executive staff Designation in all official records.

It is observed that some official records are showing the same old designation particulars though the new designations implemented to the non-executive staff. It is requested to change the designations with new designations in all official records of the non-executive staff.

As per AGM (Admn), Old designations were replaced with new designations in ERP in respect of all Non-Executives of HTD.

GM(HR) : JTO Staff to verify cadre-wise and change the designation in ERP.

As per DGM(F&P) HTD, process for replacement of old designations with the new ones has been started in the service book / other records in the Accounts wing.

Action by DGM (F&P)

7) Supply of HMTs to field staff.

It is brought to our notice from our field staff that HMTs are not being supplied. Without HMTs our field staff are suffering a lot and facing hardship in clearing faults. It is requested to kindly arrange to supply area-wise 2-3 HMTs to the field staff immediately.

Replied by AGM (MM) on 21-10-2017:

The receipts and issues of HMTs in LB Nagar store for the year 2016-17 and 2017-18 are as follows:

Year	Opening Balance as on 1 st April	Received	Issued to Field Units	Closing Balance
2016-17	2	70	26	46
2017-18	46	0	46	0

The AM wise issues of HMTs for the year 2016-17 and 2017-18 are as follows:

Year	AR&LGPL	CMR&SRN	MBD	Rural	SD&TRG	SFD&GWD	Total
2016-17	1	6	7	2	1	9	26
2017-18	6	29	5	0	2	4	46
Total	7	35	12	2	3	13	72

A total of 72 HMTs were issued to field units during the last 2 years. Requirement of HTD is projected to Circle Office from time to time and requesting to supply the same in a phased manner.

Action by AGM MM & AGMs EXT

8) Replacement of modules in pillars.

It is reported that it is practically difficult to our field staff to work with non-standard modules in pillars. Kindly arrange to replace the modules in pillars to avoid inconvenient to the staff and as well as subscribers.

Acton by AGM (Extl).

Replied by AGM (MM) on 21-10-2017:

The receipts and issues of CT Boxes in LB Nagar store for the year 2016-17 and 2017-18 are as follows:

Year	Opening Balance as on 1 st April	Received	Issued to Field Units	Closing Balance
2016-17	450	235	685	0
2017-18	0	600	544	56

The AM wise issues of CT Boxes for the year 2016-17 and 2017-18 are as follows:

Year	AR&LGPL	CMR&SRN	MBD	OSSA	Rural	SD&TRG	SFD&GWD	Total
2016-17	113	190	61	60	0	91	170	685
2017-18	92	155	73	0	26	43	155	544
Total	205	345	134	60	26	134	325	1229

A total of **1229 CT Boxes** were issued to field units during the last 2 years. However a requirement of 1265 for the year 2017-18 was already projected to Circle Office. All field officers / officials are requested to utilize the modules where ever required.

GM(NWP-CFA)&HR: Instructions were already issued for rehabilitation on top priority.

9) Supply of tool kits working in outdoor sections.

It is brought to our notice that the tool kits are not being supplied to the JEs working in outdoor units. It is a long pending issue in Hyderabad Telecom District. We request you to take needful action in this issue.

Action by AGM (OP&Admn) South/AGM(MM).

GM(NWP-CFA)&HR: The eligible privileges as per Rules will be supplied this item will be examined by AGM (L).

10) Maintenance of overhead tanks and as well as quarters.

It is reported by staff residing in Departmental Quarters of HTD that the overhead tanks are not being cleaned periodically. Also there is no action taken by the concerned authorities to arrest the leakage of water from the top floors to ground floor and some minor repairs though several requests were made in this regard. Hence necessary instructions may be issued to the concerned to act positively.

Acton by AGM (Extls)/EE(civil).

EE Civil informed that work in Kandaswamy lane already started and will be completed in 2nd week.

Union side : Mobile signals not available in Himayatnagar & Chikkadapally & Kachiguda station.

PGM(CM): Efforts are being made for erection of new cell towers for improving the signals.

PGM HTD thanked all the union members and assured that all the suggestions for the development of BSNL and welfare of staff will be taken in true spirit.

Regular meetings are to be conducted monthly, fortnightly with CSC and outdoor staff and compliance reported.

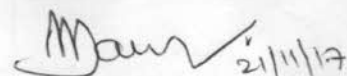
Action by area GMs/AMs.

PGM also suggested union members to discuss with the staff regarding the BSNL tariff plans and retailer commission structure which will help improving the retailer segment.

PGM also stated that the slogan of "AAWAZ DO HUM EK HI" may be popularized for extending to Service/work as it will create dedication for the development of BSNL organization as well as for BSNL families.

Sri Mohan Reddy from staff side conveyed thanks to PGM and all the senior officers.

AGM(Legal) conveyed thanks to PGM HTD for his valuable suggestions and to all senior officers and all the union representatives of 18th LCM for actively interacting in the session and making this LCM a grand success.



सहायक महाप्रबन्धक (विधि)
Asst. General Manager (Legal)
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