



BHARAT SANCHAR NIGAM LTD.

BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
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Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

F. No. BSNL/39-2/SR/2018

Dated: 01.08.2018

Subject: Minutes of the meeting of NFTE-BSNL with Director (HR) held on 24th July, 2018

A meeting of representatives of NFTE-BSNL with Director (HR) was held on 24th July 2018 at 1600 Hrs. in the chamber of Director (HR). The following were present in the meeting:

Official side:

1.	Smt. Sujata T. Ray	Director(HR)
2.	Shri Saurabh Tyagi	Sr.GM (Estt.)
3.	Smt. Smita Chaudhary	Sr.GM(EF)
4.	Smt. Samita Luthra	GM(Rectt.)
5.	Shri A.M. Gupta	GM(SR)
6.	Shri V.K. Sinha	OSD to Dir(HR)

NFTE-BSNL

1. Shri Islam Ahmed, President NFTE(BSNL)
2. Shri Chandeshwar Singh, General Secretary NFTE(BSNL)
3. Shri K.S. Seshadri Dy. General Secretary NFTE(BSNL)

2. The details of the discussion on items submitted by NFTE-BSNL are stated below

Item No. 1 Upgradation of Sr. Accountant

Official side informed the leaders of NFTE-BSNL about the following details of pending Court case in the High Court :

1. Appeal filed by BSNL against Judgement dated 05.05.2016 of CAT Lucknow is pending in High Court.
2. Hon'ble High Court has granted the Stay.

Regarding the recent development on this issue it was stated by the official side that BSNL vide its letter dated 18.04.2018 informed DoT about certain issues arisen out of DOT letter dated 31.10.2017 and requested them to re-examine the issues and advise BSNL in this regard. DOT vide their letter dated 25.05.2018 advised that –

- a. To go by the Hon'ble High Court Order in the matter.
- b. Further the status of the Sr. Accountants be decided in consultation with associated Finance only keeping in view the Hon'ble High Court Order.

Above said DOT letter dated 25.05.2018 is being forwarded to UP(East) Circle.

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Shri V.K. Sinha

After detailed discussion it was agreed that letter from Director(HR) will be sent to Advisor(F), DoT for early settlement of this issue. Director(HR) asked Sr. GM(FP) to depute an officer not below the level of DGM level to pursue/meet the concerned DoT officers.

Item No. 2 Gross violation of Rules in respect of allotment of BSNL quarters in Patna Telecom district

A report on this has been called from Bihar Circle. CGMT was been requested telephonically to expedite the issue and send report within a week's time. Director(HR) asked GM(SR) to pursue the matter.

Item No. 3 Framing of rules for smooth functioning of Councils

Official side informed that for functioning of Councils , apart from BSNL Rules 2012, FAQs has been issued in 2017. As a result there has been improvement in frequency of council meetings. The different issues related to functioning of councils are being resolved by issuing suitable clarifications /instructions from Corporate Office from time to time. Recently it was clarified vide letter dated 23.07.2018 that draft minutes of the council meetings may be referred to both Secretary Staff Side and Leader Staff Side for their comments.

NFTE-BSNL representatives pointed out that in some places Secretary, Staff Side in the Council do not include the items submitted by Leader, Staff Side. Director(HR) asked GM(SR) to issue necessary instructions/procedure to avoid such instances.

Item No. 4 Recruitment of Telecom Technician examination against outside vacancies

It was informed by the official side that against a total sanctioned strength of 78000, the working strength of Telecom. Technician as on 30.06.2018 is 61325. The method of recruitment as provided in the Recruitment Rules of Telecom. Technician is 50% by Direct Recruitment and 50% by LICE. All these 61325 Telecom technician working as on date are either promoted on account of en-masse restructuring process since 01.04.1994 or through LICE held subsequently. The working strength of TTs is exceeding 50% of the desired strength in any quota. The question of Direct Recruitment does not arise. Further, it is prudent to mention here that the norms of the Telecom. Technician (Telecom. Mechanic) cadre has been prescribed in the year 1991 based on the justification of Landline connections, work load and ceiling limits, which does not justify in the current scenario owing to en-masse reduction of landline connections and introduction of Cellular and WiFi Broadband technology. No new/revised norms have been so far framed by BSNL.

At the end of discussion on this item it was suggested that Sr.GM(Estt.) will discuss/explain this item in detail with Director(HR) during next week.

Item No. 5 Discrepancies in LICE of JE(TTA) examination on 28.01.2018.

As decided in the last National council meeting, .GM(Rectt.) will examine this item and submit to Director(HR) for review.



Item No. 6 Promotion to the Cadre of Junior Engineer Telecom. On the basis of seniority-cum-fitness basis. Out of 50% quota departmental vacancies 15% be on the basis of above criteria.

Official side informed that introduction of any new concept viz promotion through seniority-cum-fitness in the existing RR does not justify in any way, as it needs amendment in the existing RR. Moreover, the promotion in the cadre of JE, LICE is being conducted regularly and fresh LICE for the RY-2017 has also been notified on 13.07.2018.

After detailed discussion it was agreed that NFTE-BSNL will submit justification for introduction of seniority cum fitness quota for consideration by Estt.branch.

Item No. 7 Settlement of payment of IDA pay scale arrears sequel to absorption in BSNL – case of Shri Durgavijay Naguram Yadav, T.T. UP(East).

Official side informed that correspondence with MTNL/DoT has been made for settlement of this item. A letter to DoT for seeking clarification has been issued on dated 31.05.2018. Reminder dated 19.07.2018 has also been issued.. There are more cases of similar nature and efforts are being made for early settlement of these cases

Item no. 8 Issuance of POS of 4 TSM of UP East pending in BSNL CO

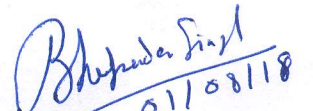
A letter has been written to the Circle for furnishing the case on the following conditions:

- (1) The employee must have been granted TSM status on or before 30.09.2000 and should have been regularized on or after 1.10.2000 as RM.
- (2) Orders regarding grant of TSM status and regularization as RM must be enclosed with list for each employee.
- (3) The list of eligible employees should be in prescribed proforma duly approved under the signature of GM(HR) of the Circle.
- (4) The list should not contain any name not meeting the above conditions.

On receipt of the above details, the case for consideration of absorption in BSNL will be taken up with DoT

3. At the end of the meeting the NFTE-BSNL leaders requested Director (HR) to consider the repatriation of non-executives employees of 59 + age who have been transferred from Hyderabad to Vijayawada on the bifurcation of erstwhile A.P. Circle so that they could submit pension papers at Hyderabad & avail pension facility at Hyderabad. They also requested to reduce the tenure at Vijayawada from 3 years to 2 years.

Director (HR) asked GM (SR) to examine the above demand of the Union for reviewing the cases of transfer of non-executives from Hyderabad to Vijayawada on bifurcation of erstwhile AP Circle.


(Bhupender Singh)
AGM(SR)

To,

All Participants of the meeting (By Name)