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**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

**No.: 12-1/2017-BSNL (WL)**

**Dated: 07<sup>th</sup> September, 2018**

**Subject:- 12<sup>th</sup> Meeting of BSNL Staff Welfare Board – Issue of minutes.**

The minutes of the 12<sup>th</sup> Meeting of the BSNL Staff Welfare Board held at New Delhi on 03<sup>rd</sup> August 2018 is enclosed herewith for information and necessary action. *pl.*

**Enclosure: As above**

*Chune*  
*07.09.2018*

**(Mayank Mishra)**

**Jt.GM (Welfare & Sport) and  
Secretary BSNL Staff Welfare Board**

**To**

1. PPS to CMD BSNL
2. PPS/PS to all Directors
3. President TWCO.
4. All Members of BSNL Staff Welfare Board
5. General Secretary, BSNLEU/NFTE/SNEA/SEWA/AIBSNLEA
6. All other participants of the meeting.

**Copy to:**

1. All Heads of Telecom Circles/Telecom Districts.
2. All Heads of other BSNL Administrative Offices.
3. All Secretaries of BSNL Circle Staff Welfare Boards.

**Minutes of the 12<sup>th</sup> meeting of BSNL Welfare Board held at  
New Delhi on 3<sup>rd</sup> August 2018**

The 12<sup>th</sup> meeting of BSNL Staff welfare Board started with the welcoming of Dir(HR/Fin) & Vice-Chairman BSNL Staff Welfare Board and CGM (BW) by presenting bouquets by PGM (Admn. & PR) & Member BSNL Staff Welfare Board. He extended his warm welcome to Dir (HR), other dignitaries and participants of the meeting. He explained various welfare programs being taken up by Board. He regretted that the meeting could not be conducted in due course but emphasized that all the welfare activities for the betterment of employees and their family members were taken up promptly and timely. He further assured the Board of conducting the meeting in time in future. He lauded and appreciated the efforts of TWCO for taking various initiatives for the betterment of society. He also appreciated the support of the unions and associations from the staff side.

Dir (HR) & Vice-chairman presided over the meeting as CMD, BSNL was busy due to ongoing Parliament Session. She welcomed the participants. She agreed to PGM (Admn. PR) that though the meeting could not be conducted in due time but welfare activities never stopped in the midst of BSNL ups and downs, trials and tribulations. BSNL's major objective has always been amicable and harmonious staff relations which should always be paramount. BSNL has been seriously effected financially in last three years. She appreciated TWCO for their community and charity work and taking the message of BSNL to the larger family that "We Care and We are Committed". She reiterated that large number of employees of BSNL are its strength.

Sh. Mayank Mishra, DGM (WI & Sp) & Secretary, BSNL Staff Welfare Board welcomed the participants and placed the Minutes and Action Taken Report of the previous meeting before the Board.

Sh. Prahlad Rai expressed his anguish for not conducting the meeting for a long time and desired that same shall be conducted in time hence forth.

Sh. P. Abhimanyu stated that conditions of some of the IQs is very bad and the funds are not being properly utilized for maintenance and upkeep of IQs. He stated that the meeting should be conducted in the presence of CMD, BSNL & Chairman of Board. He also pointed to Item No.2 (b) of last meeting and advised to re-open the issue and take it to some logical conclusion.

Sh. Abhai Kumar, CGM (BW) stated that BSNL is continuously striving to improve the condition of IQs. Now, BSNL is going to show some standard items in IQs which shall be replicated elsewhere. Creating a separate Head of account for the IQs is also being worked out.

Sh. Chandeswar Singh informed the Board that few Circles are not distributing the amount of Rs.15,000/- in death cases. It is not due to lack of funds but personal attitude of the welfare officers in the circles. Board assured of the help if such circles are brought to notice of welfare Board. He further advised to give a list of circles who do not submit their audited accounts in time resulting in delay in release of welfare grant. The chair agreed to it.

Sh. N. D. Ram, representing SEWA demanded that Dr. B.R. Ambedkar Jayanti shall be celebrated in BSNL. The same issue was taken up in last meeting. It was reiterated that it is not welfare related issue and should be taken up separately.

Sh. B.G. Patel, SNEA stated that there is a benevolent fund being maintained in Gujarat Circle for death cases. Same may be adopted for creation of death relief fund in other circle. He also stated that there was a welfare home page on Intranet few years back wherein the welfare activities being carried out were reported, same may be resumed and updated.

The Minutes and ATN of 11<sup>th</sup> BSNL Staff Welfare Board were confirmed by the Board.

Sh. Sanjay Sinha, Treasurer BSNL Staff Welfare Board presented account statement for four years which were confirmed by the Board.

Thereafter, Sh. Mayank Mishra, DGM (WI & Sp) and Secretary BSNL Staff Welfare Board took up the agenda items for discussion.

#### **1. Scholarship & Book Award**

**a) Technical Scholarship may be extended to the wards of BSNL employees admitted in MBA/MCA courses**

In the present education system various integrated courses are also coming up at under-graduation level. Thus it was agreed to include integrated as well as post graduate course for scholarship.

**b) Enhancement of Non- Tech/Tech. Diploma/Tech scholarship from 180/300/600 to 250/400/800**

In the present financial condition of BSNL it was agreed to maintain status-quo.

**c) Enhancement of 50% Book Award**

The item was discussed and not agreed to. Status quo shall be maintained.

**d) To restart the incentive given to meritorious school going children.**

Keeping in view the present grading system it was decided not to restart the scheme.

**e) To reduce eligibility of Book Award from 75% to 70% and 65% to 60% for SC/ST/OBC and handicap children**

To maintain a healthy and competitive environment among the wards of BSNL employees it was decided to maintain the present eligibility for Book Award.

**f) A student availing scholarship from elsewhere may be made eligible for Scholarship given by BSNL.**

No scholarship be given to such ward who receive scholarship from elsewhere.

#### **2. Enhancement of Financial Assistance for the Death Cases from Rs.15,000/- to 30,000/-**

BSNL Board decided to enhance the amount by Rs. 5000/-. Thus making financial assistance in death cases to Rs.20,000/-.

#### **3. Increase of annual grant to TWWO from Rs.15000/-**

BSNL is divided into three types of Circles depending on their size viz. Large, Medium and Small. Financial aid to the tune of Rs.25,000/- , Rs.20,000/- and Rs.15,000/- may be granted accordingly. The performance of TWWO in the circles may be accessed by TWCO and if found justified the grants may be revised according to the performance instead of circle size. In various programs organized by TWCO and TWWO, they may promote carry marketing and sales of BSNL products.

#### **4. Opening of Holiday Home at Vellore, Chennai , Kolkatta (WB), and Chitrakoot UP (E )**

There are enough IQs to meet the need of employees. CGM UP (E) informed that the building of holiday home is ready in Chitrakoot and Rs.3 lakhs is required for items to be placed in it. Same has been agreed to.



**5. Enhancement of annual grant to Telecom Recreation Clubs & RWA**

The same has not been agreed.

**6. Increase the amount for various things given during retirement functions**

After deliberation on the issue it was decided that the status quo should be maintained i.e. Shawl worth Rs.750/- and Mementoes worth Rs.500/- & Cash amount of Rs.3001/- may be given to the retirees.

**7. Enhance financial assistance given for critical illness and important surgical operations**

Employees are availing the facilities of BSNL MRS hence the demand is not agreed to.

**8. To enhance the amount of hostel/transport facility given to physically/mentally challenged wards of the employee and deaf/dumb & blind**

Board agreed to enhance the transport subsidy of Rs.150 to Rs. 200 p.m per child in A & B cities and Rs.100/- to Rs. 150/- p.m per child for other cities. It was also decided to cover all employees' upto E4 level to avail the facility.

**9. To sanction full amount of payment of Circle Staff Welfare Fund in April**

Not agreed.

**10. Allotment of special fund to assist the contract labour and his family members who suffer from deadly diseases**

The Board discussed & deliberated the issue and did not agree to it.

**11 Enhancement of honorarium for Treasurer for BSNL Staff Welfare Board and Circle Staff Welfare Board**

It was agreed to enhance the honorarium of Treasurer of BSNL Staff Welfare Board to Rs.5000 and Treasurer Circle Staff Welfare Board to Rs.4000/- annually.

The meeting ended with a vote of thanks to the chair by DGM (WL & Sp).



(Mayank Mishra)  
Jt.GM (WL & Sp) and  
Secretary BSNL Staff Welfare Board