


I/497968/2023

<p>O/o C G M., BSNL.,Telangana Circle, SR Section, Room.No.511, Door Sanchar Bhavan, Nampally Station Road, Abids, HYDERABAD - 500 001.</p>	 <p><b>भारत संचार निगम लिमिटेड</b> (भारत सरकार का उपक्रम) <b>BHARAT SANCHAR NIGAM LIMITED</b> (A Govt. of India Enterprise)</p> <p>मुख्या महाप्रबंधक दूरसंचार, भा.सं.नि.लि. तेलंगाना परिमंडल, दूरसंचार भवन, नामपल्ली स्टेशन रोड, हैदराबाद -500 001.</p>
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Dated 28.07.2023

To,  
All BA Heads in Telangana Telecom Circle  
All Vertical Heads in Circle Office, Hyderabad

### **MINUTES OF THE 6<sup>TH</sup> CIRCLE COUNCIL MEETING (CCM)**

The 6<sup>th</sup> Circle Council Meeting (CCM) of Telangana Telecom Circle, Hyderabad was held on 06.06.2023 under the Chairmanship of CGMT, Telangana Telecom Circle in the Conference Hall, 1st Floor, Door Sanchar Bhavan, and Hyderabad.

The following Staff/ Management side members attended the meeting.

#### **MANAGEMENT SIDE:**

S.No.	Name of the Officer	Designation	Position
1	Shri Chaganti Srinivas,	CGMT TS Circle	Chairman
2	Smt. N.Sujatha	PGM, Hyderabad BA	Member
3	Shri S.Tarachand	GM (Finance)	Member
4	Smt T.Anila Kiran	PGM (CFA)	Member
5	Shri J.Ravi Chandra,	PGM (EBP & Tx)	Member
6	Shri N.Murali	PGM (CM)	Member
7	Shri Mahendra B Raut	Sr.GM (HR/Admn)	Member
8	Shri G. Subash	DGM (Admn)	Member
9	Shri M.Santhosh Kumar	AGM (Admn)	Convenor
10	Shri G.Bhaskar	SDE (SR & Trg)	Member
11	Shri K.V.K. Prasada Rao	PGM (S&M) CM	Special Invitee
12	Shri K K Survavamshi,	Sr. CE(Civil)	Special Invitee
13	Shri G.Muralikrishna	Sr. CE(Electrical)	Special Invitee

STAFF SIDE:

S.No.	Name (Shri. / Smt.)	Designation	Station	Position
1	A. Rajamouli	STS(O)(Retd.)	Karimnagar	Leader
2	J. Sampath Rao	CSS (Retd.)	Warangal	Secretary
3	G. Sambasiva Rao	OS	CO - Hyd	Member BSNLEU
4	M. Sushil Kumar	OS	Hyderabad	Member BSNLEU
5	B. Sayanna	OS	Nizamabad	Member BSNLEU
6	B. Srinivas	JE	Warangal	Member BSNLEU
7	S Sathaiah	TT	Karimnagar	Member BSNLEU
8	V. Praveen Kumar	JE	Badrachalam	Member BSNLEU
9	K Ravikumar	JE	Vikarabad, Hyd	Member BSNLEU
10	G. K. Hanmantha Rao	AOS	CO, Hyderabad	Member NFTEBSNL
11	B. Sunitha	SOA	Hyderabad	Member NFTE BSNL
12	P. Anjaneyulu	TT (Retd.)	Mahaboobnagar	Member NFTE BSNL
13	V Dhanunjaya Rao	Junior Engineer	Patancheru	Member NFTE BSNL

Decision taken in the meeting should be implemented without further instructions/orders from this office.

**All the concerned are requested to send compliance report within one week please.**

Encl: **as above**

*m. santhosh kumar*  
28/7/2023

(M. SANTHOSH KUMAR)  
AGM (ADMN)

**Copy to:**

- 1) Shri A. Rajamouli, Retd. STS(O) & Leader, Staff side Circle Council
- 2) Shri J. Sampath Rao, Retd. CSS & Secretary, Staff side Circle Council
- 3) All Members of Circle Council (Management & Staff side) – for information pl.
- 4) Circulated through Telangana Telecom Intranet

**MINUTES OF THE 6<sup>TH</sup> CIRCLE COUNCIL MEETING (CCM) HELD ON 06.06.2023 IN  
CONFERENCE HALL, O/O CGMT, DOOR SANCHAR BHAVAN, HYDERABAD**

DGM (Admn) welcomed Chairman, 6<sup>th</sup> CCM & CGMT Shri Chaganti Srinivas, and all Officers on the Management side and Staff side members to the 6<sup>th</sup> CCM meeting. All Management side and Staff side members introduced themselves.

Sr. GM (HR & Admn) also welcomed Chairman, 6<sup>th</sup> CCM & CGMT and all Officers on the Management side and Staff side members to the CCM meeting. Sr. GM (HR&Admn) told that Management always kept in touch with the recognized unions BSNL EU & NFTE members and resolved their issues/ grievances whenever they were brought to the notice of the management. He also informed that in CCM agenda there are 14 points and the same will be discussed in the meeting and will be resolved. Some of the points raised by the staff side are already resolved. This meeting will resolve the issues and arrive at amicable settlement of issues. Sr. GM (HR&Admn) requested all the members for co-ordial discussion in the meeting.

Chairman & CGMT, Telangana Circle, in his opening remarks welcomed all the members of Staff side and all the officers present in the meeting. CGM informed that when he joined in TS circle, the retired employees approached him for settlement of their long pending (up to 4 years) medical bills which were resolved in a month's time.

CGM also informed that an Email Id was created for inviting suggestions from Business Partners and staff for improvement and a total 200 and above suggestions received. The committee for suggestions, has selected five best suggestions. The suggestions are taken forward for implementation. He also informed that the recognised unions/Association representatives were invited to participate in the BA Heads meetings, so that they would know the issues/ points discussed during the meeting.

He further stressed that there are no empanelled hospitals in Telangana Circle when he joined the circle. Now, 4 hospitals in HYD BA, 1 at WGL & 1 at KAA are empanelled under BSNL MRS Policy. This office has already instructed the BA Heads to empanel atleast 2 hospitals in BA & OA level.

During the HOCC meeting held at New Delhi, some of the important points that were discussed are, minimum Network availability of 99%, minimum time to repair/ attend faults in Urban areas 4 hours and Rural areas 6 hours are to be ensured. We have to meet these parameters i.e. Quality of Service to survive in the market.

CGMT informed that he is planning to visit all the BAs/OAs. Till now visited 4 BAs. During the visit, meeting with all the staff/channel partners and listening to their problems and resolved the issues raised by staff/ Channel partners.

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CGMT further stated that there should be continuous interaction with Unions/Associations for sharing expectations of management and there should not be any gap between management and staff side.

Leader, staff side Sri A.Rajamouli thanked Chairman and Members for conducting the 6<sup>th</sup> CCM after a gap of 2 years and thanked the CGM, for taking initiative to invite Union Representatives for the BA Heads meeting to know what the points are being discussed in the meeting. He requested CCMT to give permissions to conduct CCM regularly and requested to instruct BA Heads to conduct LCMs. At this juncture, BSNL survival is important but employee health also important. Retail Managers are facing lot of problems in the field. He informed CGMT that there is no proper information entry in the Service Book of Casual Mazdurs/TSM cadres. He requested CGMT to take the initiation and informed staff side is ready to co-operate with management. Regular meeting with Sr. GM HR and DGM (Admn) and discussing each and every point will resolve the issues. 5<sup>th</sup> CCM points are not included in the pending items. Supply of Soaps and Towels to non-executives and information in respect of TSM as on 01.10.2000 for NEPP promotion are main issues for them, which were in 5<sup>th</sup> CCM points to be included in this 6<sup>th</sup> CCM as pending items. He assured from the staff side that they will cooperate with the management in all efforts.

Secretary, staff side Sri J.Sampath Rao, thanked Chairman and Members for conducting the 6<sup>th</sup> CCM and for settlement of medical bills and requested for payment of Rs. 1000/- for BSNL MRS without vouchers for pensioners without submission of option form. Requested for Payment of medical allowance for the years 2020-21 and 2021-22 whoever not given the option for BSNL MRS without vouchers.

Staff side members requested for separate BA for Khammam and Karimnagar as both are upgraded from DGM to GM (OP). Posting of GM level officer should be made in KHM & KAA OA. Chairman informed that posting of General Managers is in the purview of CO ND.

With the permission of Chairman & CGMT 6<sup>th</sup> CCM items were discussed.

### **I. Review of old items:**

#### **Pending items of 5<sup>th</sup> Circle Council Meeting**

**Point 10)** Sending the details in respect of TSMs to Corporate Office vide letter No.22-23/212-TE, dt.21-11-2017 and who regularized on or after 1-10-2000 and absorbed in BSNL w.e.f.1-10-2000 and covered under Rule 37-A of CCS(Pension) Rules for granting 1st NEPP at par with

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DOT absorbed employees. Our circle office have written a letter to all SSAs for details of TSM vide No.TSCO-11/14/1-2020-HR and Admn/121,Dt 18-02-2022. We have given copy of TSMs list pertaining to Mahaboobnagar SSA. Like this TSMs were available in all SSAs. But the required information has not come from other SSAs till date. They were given 1st NEPP in 2008 instead of 2004. We request you kindly take appropriate steps in the matter to render justice to eligible TSMs in the Circle by sending details of TSMs to Corporate for necessary action.

**Action by: ALL BA HEADS**

**Action taken:** This office vide Lr. No. TT/STC/5-6/2016-19/110 Dated at Hyd the 09.08.2018 sent the SSA wise information pertaining to Telangana Telecom Circle detailed below:

S.No.	SSA	No. of TSM
1	ADILABAD	68
2	CO HYD RTTC	13
3	HYDERABAD	118
4	KARIMNAGAR	8
5	KHAMMAM	20
6	MAHABOORNAGAR	57
7	NALGONDA	30
8	NIZAMABAD	43
9	SANGAREDDY	7
10	WARANGAL	30
	TOTAL	394

Reminders issued to all BA Heads on 10.08.2018, 27.10.2018, 09.11.2018, 11.01.2019, 20.03.2019, 25.01.2022, 18.02.2022 & 16.07.2022 and the requisite information is still awaited from all BAs. As and when the information received, details will be forwarded to BSNL CO ND.

**Decision taken:**

It was decided to issue reminder letter to all BA Heads for sending TSM details immediately.  
**(ITEM TO BE CLOSED)**

**Point 11) Supply of soap and towel to eligible staff in the Circle:** We came to know that the amount pertaining to soap and towel was given in circle office in the month of August 2021. In Warangal BA they have given sanction for giving soap and towel vide letter No. PGMTD-WGL/OP&Genl/staff amenities/2021-22/1 dt.01-11-2021. But, in other BAs it was not implemented, here they need communication from circle office in the matter. So, we request you kindly settle the issue at an early date.

**Action by: ALL BA HEADS/ GM (F) CO HD**

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**Action taken:** BSNL CO-ND vide Lr. No. BSNL/Admn/1-1/Policy/Pt. Dated 01.10.2021 issued an order on modification in mode of reimbursement of claims for Newspapers, Magazine and towel. The following guidelines issued:

*“That instead of submitting claim for every quarter (like claims for Newspaper & Magaize Reimbursement) and the claims which become due in every six months (like claim for towel reimbursement), **the claim may be submitted by the concerned employee once in a year i.e during April to May of the following year for the claims of the previous financial year. If the claim is not submitted by the employee during this period, he will forfeit his right to submit the claim.** This arrangement will save unnecessary wastage of manpower in recurring scrutiny and maintenance of records after every three/ six months.”*

This letter was endorsed to all BA/ Unit Heads in Telangana Telecom Circle vide TT/Genl/1-8/Rulings on GSM Mob/Brief case etcs/2021/04 dated 06.10.2021.

**Decision taken:**

For Soaps - It was decided that approval for SOAP will be issued as per Corp Office guidelines.  
For Towels - Concerned employee should submit claim for towel through ESS.

**(ITEM TO BE CLOSED)**

**Pending items of 4<sup>th</sup> Circle Council Meeting**

**14. Payment of Rents to closed exchanges in the circle:** The telephone exchanges which are having less than 20 working connections are closed. But, the rents were paying to the owners, even after closing of the exchanges. We observed that this is happening because lack of co-ordination between GM offices and controlling officers. So we request the management to review the matter and proper actions to be taken to cease the loses to BSNL towards rents.

**ACTION BY: ALL BA HEADS**

**ACTION TAKEN:** The rental payments have been stopped after the closure of exchanges.

**DECISION TAKEN:** It was decided that payment of rents to closed exchanges in the circle will be reviewed.

**Latest Status:** The rental payments have been stopped after the closure of exchanges.

**(ITEM CLOSED)**

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## 6<sup>th</sup> CCM New Items

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### **1. Non recovery of the underground copper cable of the closed exchanges:**

It has been brought to our notice that, many of our BSNL Telephone Exchanges/ RSUs have been closed in almost all SSAs in Telangana Circle. At the same time, the underground copper cables that have been connected with these Telephone exchanges remain unrecoverable. It has also been brought to our notice that, in many places, anti-social elements are stealing them. Copper being a valuable metal, we request the Circle Management to kindly consider the recovering of the copper cables of the closed exchanges. This will certainly bring revenues to the company. We request you to kindly look into this matter and to take necessary action for recovering the copper cables of closed exchanges.

**Action by: ALL BA HEADS & PGM (NW-CFA) CO-HYD**

### **Brief given in the meeting:**

Most of the U/G cables were laid before the year 2010. The UG cables exist in the middle of the road/ under the water pipelines/drainage systems in most of the places as already development activities taken place. Hence it is very difficult to recover the cables in most of the Places.

In addition to the above, the expenditure to be incurred for recovery of the cables will be more compared to the cost of to be recovered cables.

### **Decision taken:**

It is decided that Corporate Office guidelines will be followed uniformly for recovery of underground cables. PGM (CFA) informed that Warangal BA has sent a letter stating that the underground cable could not be retrieved as the ducts are in the middle of the road. Chairman has instructed PGM (CFA) to address a letter to CO-ND for guidelines to be followed in this regard.

**(ITEM CLOSED)**

### **2. Settlement of the cases related to recovery of over payment – CGMs are empowered to take decision.**

The Accounts Officer (Pay), O/O.GMTD Warangal issued notices to 5 officials working in Warangal OA, for recovering the amount from their Pay and allowances on account of wrong pay fixation while on promotion. Further, the officials represented the Administration to stop the recovery of overpayment as per the guidelines issued by the corporate office, New Delhi. The DOP&T, New Delhi issued an order vide it's Lr.No.18/03/2015 Est(Pay-1) dated 02.03.2016 wherein instructions has been issued for waiver of recovery of excess/wrongful payment to the employees in the light of Judgment of Hon'ble Supreme Court. On the basis of judgment and pressure of the staff unions, guidelines have been issued by the Corporate

Office New Delhi to all CGMs for settlement of the cases related to recovery of overpayment, vide Lr.No.1-06/2016-PAT(BSNL) dated 09.09.2016 & 08.05.2017. In this connection, it is requested the Circle Management to settle the cases of Warangal, same accordingly.

**Action by: ALL BA HEADS & GM (F) CO-HYD**

**Brief given in the meeting:**

This office has requested Warangal BA to send the proposal with recommendations of BA Head in respect of eligible candidates in prescribed format along with certain clarifications. Matter under persuasion.

**Decision taken:**

It is decided that a reminder letter may be sent to WGL BA for settlement of the cases and action to be taken against the erring official/officers for the delay in settlement of cases. Target date fixed to complete settlement of cases by 30.06.2023.

**(ITEM TO BE CLOSED)**

**3. Engaging private persons at MDF in Hyderabad:**

It has come to our notice that the works pertaining to the MDF and maintenance of internal exchange have been outsourced to the Private persons through agencies in Hyderabad BA, which is against the rules and regulations. According to this, the private persons are doing the works pertaining to Land Lines & Broadband connections such as jumpering at MDF, testing from customer to pillar and from pillar to MDF. Faults are entering in the system, clearing the Faults etc, by them. But there is no regular staff for supervising all these works. With this there is a possibility of more chances to misuse in the system and ultimately it may leads danger to MDF. Due to the poor performance of the Private persons, more and more landline, Broadband connections are disconnected. As per the policy decision taken by the BSNL Corporate office, the works of outdoor plant only are to be outsourced. Hence, it is demanded to cancel the Tender awarded by the Hyderabad Telecom District Management to the Private persons and arrange to give necessary instructions to post regular BSNL staff only such as JE, TT & ATT in the MDF works and maintenance of internal works of the exchange.

**Action by: PGM HYD BA & PGM (NW-CFA) CO-HYD**

**Brief given in the meeting:**

External plant (Copper) maintenance was outsourced after VRS-2019 as per BSNL CO-ND guidelines. As per BSNL Policy scope of work network from MDF to Customer premises are to be maintained by the outsourced vendor. Equipment side of the MDF is to be maintained by BSNL staff.

As reported by HYD BA, at present BSNL Staff is available in main exchanges and JTO/SDE (Internal In-charges) are monitoring the MDF Works.

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**Decision taken:**

PGM HYD BA stated that, private person will be available in the MDF along with BSNL staff as per tender agreement clause.

**(ITEM CLOSED)**

**4. Refund the Security deposit (Interest free deposit) of Direct Recruitment of Junior Engineers in respect of 2017 batch:**

As per the BSNL Recruitment Rules, the selected candidates as JEs have submitted the bond of Rs.5000/- to the Circle Administration at the time of their appointment, in favour of AO (Cash) O/o CGMT- Hyderabad in the year of 2017. All the JEs have rendered five years of successful continuous service in BSNL. After the completion of the two years of the service, the same bonds are to be returned to the JEs by the Circle Management. There are no steps taken to return the bonds to JEs recruited in 2017, to till date. Hence, it is requested to give necessary instructions to the concerned officers to return the bonds/security deposit Rs.5000/- to all the JEs recruited in the year 2017 in Telangana Circle.

**Action by: ALL BA HEADS, Sr. GM (HR&A) & GM (F) CO-HYD**

**Brief given in the meeting:**

As on Date no applications of JEs for the refund of security deposit are pending at Circle Office. Necessary follow up with BAs for forwarding the pending cases to CO HD.

**Decision taken:**

It is decided that the process of sanction for release of Security Deposit shall be done by Circle Office on or before 30.06.2023 for the cases received from BAs and remaining cases to be followed up with BAs.

**(ITEM TO BE CLOSED)**

**5. BA offices are not functioning properly:**

a) It is brought to the notice of this Union that after consolidation of SSAs into Business Areas, the letters, circulars, and rulings relating to the staff as well as marketing, are being sent / endorsed to Business Areas only by the Circle office from time to time. The same are not being endorsed by the BA Offices to OA offices for circulating them among the staff working in OA offices. This non-circulation causes a communication gap between Business Area and OA office. The staff are unable to know the about the latest circulars issued by the Circle office as well as BSNL Corporate Office.

Hence, it is requested to issue necessary instructions to the BA Heads to endorse the Circulars to all the staff members working under their jurisdiction in BA as well as OA offices and a copy marked with recognized unions.

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b) The grievances like medical claims, personal claims, HR issues of staff working under the jurisdiction of OAs are being forwarded to the BA office for settlement of the same /taking further action at their end, as the case may be. But they are keeping all the representations in BA office months together. Whenever, the concerned staff enquired about their grievances, the officers at BA level did not give proper reply. The staff are very much agitated about the non-settlement of the problems. It is requested to issue necessary instructions to BA Heads to consider all the representations received from OA office for redressal of their grievances.

**Action by: ALL BA HEADS & GM (F) CO-HYD**

**Brief given in the meeting:** Nodal officers are posted for HR Co-Ordinator in OAs to support BA in all aspects:

S.No	OA Name	Co-Coordinator (S/Shri/Smt)	Designation	Mobile No.
1	ADILABAD	K. DEVI DAS	AGM(OP)	9490178178
2	KARIMNAGAR	T VENKATESH	SDE (NODAL OFFICER)	9440000626
3	KHAMMAM	M RAVI KUMAR	SDE (HQ)	9490146878
4	MAHOBNAGAR	K. SWARNALATHA	JTO (L&B)	9441000770

a) For effective communications all endorsement and circulars uploaded in Circle Intranet. All these BA Heads/ OA Heads were already instructed to endorse the letters at BAs as well as OA level through their local Intranet within time.

b) BA Heads were instructed for settlement of all staff grievances of OA also on par with BA level.

**Decision taken:**

Chairman instructed all BA Heads to give instructions to send all the representations/ grievances through E-office only.

**(ITEM CLOSED)**

**6. Consideration of request and Rule-8 Transfer cases:**

The following issues are still pending at the BA Heads / Circle Management:

- a) The request transfers from rural areas to urban areas in Hyderabad Telecom District are not considered even though the officials have completed their tenure period in rural areas.
- b) Transfers on medical grounds.
- c) Rule -8 transfer cases from one SSA to another SSA or SSAs to Hyderabad Telecom District.
- d) Eligible candidates working in Hyderabad Telecom District have submitted their applications for request transfer to the Unit Officer Concerned for forwarding the same to the PGM, HTD, Hyderabad. But the Unit Officers are not forwarding the Representations to

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the PGM, HTD, Hyderabad for the reasons best known to them. This causes a lot of mental agony to the Officials. Hence, it is requested to issue necessary instructions to the Concerned Authorities to take immediate action on the representations.

This Union requests the Circle Management to issue necessary instructions to the Concerned Authorities at Circle Office and also at BA Head Offices to follow the guidelines under BSNL Transfer Policy issued by the Corporate Office scrupulously and consider all the Rule-8 cases in respect of Group C & D employees without any further loss of time.

**Action by: ALL BA HEADS, Sr. GM (HR&A)**

**Brief given in the meeting:**

- a) Request transfers from rural areas to urban areas in Hyderabad Telecom District will be examined by PGM HYD BA.
- b) Based on the genuinity of the case, request transfers on medical ground are being considered and necessary
- c) Feasible Rule-8 requests of non-Executives were considered and issued transfer orders. Total 22 no.s R-8 transfers (TT-13 & ATT-9) issued up to March, 2023. Remaining rule-8 requests in the cadre of JEs are under process.
- d) Matter will be examined by Hyderabad BA.

**Decision taken:**

Staff side requested to consider request transfers from rural areas to urban area in HYD BA. Chairman suggested, PGM HYD BA to examine the cases. Rule-8 cases will be settled in phased manner by Circle Office.

**(ITEM CLOSED)**

**7. Provision of basic amenities to the TTs/ATTs who are doing watch & ward duties and arrange to shift duties as per the provisions of ERP:**

**a) Provide basic amenities:** The TT and ATT staff posted to work at Padma Rao Nagar, Charlapally and Bollaram Store Depots in Hyderabad are being subjected to suffer due to lack of following amenities. No action has been taken in this regard even after many oral requests and submissions.

a) The toilets are in a dilapidated condition and the employees are forced to use open area for natural calls which is a threat to their lives because of high grown jungle and danger of snakes bites.

b) The employees working as watchman (TT/ATT) are above the age of 50 years and suffering from health ailments like diabetes and hypertension etc. Only one person is being posted to do watchman duty during night shifts, in case of any health emergency there will not be any other person to even report the case and call for medical help.

c) The water supply pipe available is torn out at many places and cannot be used in case of fire emergency.

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- d) There are no flood lights installed in the premises of stores depots and the employees are forced to work in the darkness of night.
- e) No torch lights are being provided to the night watchman.
- f) The watchman is being asked to sit in open area the whole night and the rooms are being locked for reasons best known to the senior officers. It is requested that basic amenities must be provided to them immediately.

**Action by: PGM (NW-CFA) CO-HYD & PGM (NW-CM) CO-HYD**

**Brief given in the meeting:**

- a) At Padamarao Nagar, already work is entrusted to Civil wing.

At Bollaram, on the request jungle clearing, fitting the glasses to the security room and Ac sheet roofing works have been carried and no further complaints received from staff so far.

And at Cherlapally, tender for construction of new security room and toilet, under scrutiny.

- b) Additional ATTs were posted under Rule-8 during March/April 2023 for watch & ward duties at stores.

- c) The water supply is available in all manned exchanges, recently Civil wing has taken up all the repairs.

- d & e) In all the Exchanges, lighting is sufficiently maintained and torch lights are provided.

- f) As reported by Store incharge, no such practice in store depots.

During discussion, management side informed that Charlapally store yard will be closed.

**7b) Arrange shift duties to TTs/ATTs as per the provision in the ERP:**

Corporate office issued instructions for the implementation of online attendance for Non - Executives. According to the instructions, the following provisions of shift duties were made in the ERP system.

General duty: 10.00 to 17.30 hours.

Shift duties: 06.00 to 14.00 hours.

Shift duties: 07.00 to 14.30 hours.

08.00 to 15.30 hours.

09.00 to 16.30 hours.

11.00 to 18.30 hours.

12.30 to 20.00 hours.

14.00 to 21.00 hours.

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DOBL duty 18.00 to 24.00 hours.

DOBL duty 00.00 to 07.00 hours.

The officials working as watchman in shift duty, are being subjected to suffer while making the attendance on online since the above shift duties are not provided in the ERP in Telangana Circle. Hence, it is requested to arrange the above provisions of shift duties in the ERP immediately for making the attendance on online easily by TT/ATTs.

**Action by: ALL BA HEADS, Sr. GM (HR&A)**

**Brief given in the meeting:**

All above shift duties are already exists in online attendance portal. Shifts duties are assigned in online attendance system to all concerned officials including watch and ward in Telangana Circle.

**Decision taken:**

During discussion, Staff side informed to sort out the shift duties of night duty persons, that they have to re-login in the midnight at 12 O clock,

It was informed that the Attendance system is developed for PAN India.

**(ITEM CLOSED)**

**8. Necessary actions be taken to protect the BSNL Assets:**

It has been come to our notice that some our BSNL assets has been encroached by invaders in Telangana Circle.

**a)** Two months back, neighbours have encroached the valuable asset belonging to BSNL at Road No. 68, BSNL office & quarters, Hyderabad. About 300 yards of land was found to be encroached. It will be around Rs.8 crores. Compound wall on the west side of the BSNL quarters has been re-constructed in their favour by occupying the demolished BSNL site. Apart from that, the invaders have constructed a road there for the purpose of transportation.

**b)** One private person occupied our BSNL building at Mahabubabad in Warangal district and converted into residential house. Now, he is residing in there building.

**c)** Compound wall of the Manuguru Telephone exchange, Khammam SSA was demolished. Neighbours are being utilized our place for keeping their goods.

Hence, we demanded Circle Management that these encroachments should be stopped immediately, and action should be taken against the encroachers. It is also requested that necessary instructions may please be given to protect our assets in Telangana Circle.

**Action by: PGM HYD BA, GM WGL BA & CE (CIVIL) CO-HYD**

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### **Brief given in the meeting:**

a) Neighbour encroached on the west side of Jubilee Hills TE building & Staff quarters compound Hyderabad. Immediately Police complaint was lodged. PGM HTD pursued the matter in coordination with Sr.GM (Area- II), L&B Civil wing of HTD. This issue has been resolved. The neighbour started reconstruction of occupied demolished wall and it is being supervised by SDE- JH.

The GM, Warangal BA vide Lr. No. PGMTD-WGL BA-21/23/2/2023-PLANNING Dated 20.03.2023, submitted a complaint to the District Collector, Mahabubabad along with a copy to Superintendent of Police, Mahabubabad requesting them to arrange for vacation of the BSNL premises occupied illegally. The matter is under active persuasion for vacation of the premises by Warangal BA with District and Police authorities.

C) In Manuguru, the compound wall construction survey taken up by Civil wing. And Sr, CE (Civil) is requested to expediate the work.

### **Decision taken:**

Chairman asked PGM HYD BA to take action on the erring official/ officer on encroachment of JH T/E building.

On WGL BA issue, Chairman instructed GM WGL BA to meet District Collector. FIR has to be lodged for the encroachment at Mahabubabad and initiate disciplinary action against the erring officer.

Out of above issues, Staff side informed that at Mulugu T/E in Warangal District 1000 Sq yards land occupied by private persons. In Mancherial of Adilabad District private persons constructed shops in our area.

Chairman instructed to lodge police complaint on both issues and asked NZB BA Head to survey the land and submit the report. Sr. CE (Civil) informed that all the BSNL Sites have to be inspected once in six months by SDE(L&B) of BA. **(ITEM TO BE CLOSED)**

**9. Verification of service books** by individual for correcting if any mistakes occurred unknowingly. Now a days DOT cell is raising small omissions in service books of employees at the time of settlement of retirement benefits. Those were “spelling mistakes, surname, date of births and nominations”. It is causing lot of inconvenient to our staff in particular ATT cadre. So, we request you kindly give an opportunity to individual employee to see his service book at least once in a year. Now, the non-executive strength in the circle is near to 1350. Kindly fix the time frame to complete the verification at an early date.

**Action by: ALL BA HEADS & GM (F) CO-HYD**

*m santhana*  
28/7/2023

**Brief given in the meeting:**

The verification of Service Books of the individual employees are being made once in a year during the month of April from 15<sup>th</sup> to 30<sup>th</sup> for 15 days. One more time slot as a special case 15<sup>th</sup> to 30<sup>th</sup> July, 2023 will be given.

**Decision taken:**

It is decided that Finance wing will issue a circular mentioning period to all IFAs for verification of Service Books of all employees and verification will be completed within one month period.

**(ITEM CLOSED)**

**10. Review of JE, TT vacancies in our circle.** After VRS bulk of staff have left the BSNL and the restructuring cell also proposed the staff to minimum in all streams, without taking ground realities. A great in justice have taken place to ATT/TT cadres. Mere conducting of examinations is only an “eyewash”. So we request you kindly review the matter and send fresh proposals to corporate office on the basis of ground realities. Sending the staff outside, pandora box opened for the vendor system. It is nothing but killing of golden goose (i.e. our BSNL entity). For that review is needed at this juncture to do justice to available staff.

**Action by: ALL BA HEADS & Sr.GM (HR&A) CO-HYD**

**Brief given in the meeting:**

This office already conveyed vacancy position in the cadre of TT for vacancy year 2020 & 2021 to BSNL CO-ND Vide letter dated 27.01.2023. Notification is already issued. Exam date is announced & will be conducted on 27.08.2023.

**Decision taken:**

The latest sanctioned strength of JEs/TTs as per BA/OA wise is worked out as per Corporate Office guidelines. As per Corporate Office guidelines same will be relooked about the strength.

**(ITEM CLOSED)**

**11. Provision of union accommodation to circle union.** After getting recognition to NFTE-BSNL, accommodation was provided to circle union office in H-3 Type-IV at Asman Mahal. Sir, the allotted accommodation is in poor condition and has not having minimum facilities. So, we requested our administration to allot a fresh one with minimum facilities not booth bungalows. Our then CGM's kind enough accepted our request and one vacant quarter was allotted to was in 'C' block of Asman Mahal. The GM(HR) HTD have visited the place. At that juncture CROP policy has come. Now everything is clam. So, we request you kindly allot accommodation to recognised union at an early date.

**Action by: PGM HYD BA & CE (CIVIL) CO-HYD**

*m. santhana*  
28/7/2023

**Brief given in the meeting:**

As per Corporate office, New Delhi issued guidelines regarding Policy for Allotment of Accommodation to Unions and Associations of BSNL 2022, it is intimated that if any residential accommodation allotted in the past by Circle/BA/OA to recognized Unions /Associations has to vacate within one month of date of implementation of the policy.

For office purpose, office accommodation is already provided at Circle/BA level.

**Decision taken:**

Office accommodation for Circle level will be allotted on request from Unions in Circle Office, Hyderabad. Chairman informed to allot the accommodation as per policy/guidelines issued by the CO ND.

**(ITEM CLOSED)**

**12. Non-implementation of Corporate/Circle Office orders in HTD.** Corporate office and circle office have given guidelines to settle irregular recovery of licence fee after VRS and stoppage of union subscription to a union, if 50% of staff are willing to stop their subscription to a union in the unit. We have brought the issue to the notice of all concerned for needful action. But, we are getting reply against to the orders of corporate and circle office. It is not fair atmosphere to maintain in our circle, where we stood no.1 in all India last year in generation of revenue. So, we request you kindly advise PGM (HTD) to honour and respect the orders of corporate/circle office.

**Action by: PGM HYD BA**

**Brief given in the meeting:**

- a. Hyderabad BA Head already examined and regretted the case of licence fee.
- b. Regarding 50% of staff willing to stop their union subscription, this office has conveyed the existing guidelines issued by BSNL CO-ND File No. BSNL/39-6/SR/2008 Dated 23.09.2009

**Decision taken:**

PGM HYD BA is directed by the Chairman to re-examine the recovery of licence fee.

**(ITEM CLOSED)**

**13. Request to settle EPF discrepancies of staff in the circle.** There was a misunderstanding taken place in respect of DOT/BSNL recruits in all SSA's. At the time of joining in BSNL after 2000 from TSM status, GPF was recovered from the officials instead of EPF. After DOT's clarification they were sent to EPF pattern. So, confusion has happened because of not knowing rules and procedures. Now, as per Hon'ble supreme court directive higher pension "is going to be implemented in respect direct recruits, if they opted for it". Hence, I request your kindness kindly advice our SSA Heads to identify the cases one by one in respect of direct recruits and do justice to them. They will be always great full to you for this noble work.

**Action by: ALL BA HEADS & GM (F) CO-HYD**

*m santhana*  
28/7/2023



**Brief given in the meeting:**

Nodal officers from Accounts wing and Admin side were nominated to address EPF issues (like claims/returns/ changes/ transfers etc) in Telangana Telecom Circle.

S.No.	Name of OA	Finance Nodal officer	HR & Admin Nodal officer
1	CO HD	AO (Pay)	SDE (SR & Trg) CO HD
2	HYD BA	AO (Pay) HYD BA	SDE (HR&A) HYD BA
1	NIZAMABAD/ ADILABAD	AO (Pay) NZB BA	SDE (HR&A) NZB BA
2	WARANGAL/ KARIMNAGAR	AO (Pay) WGL BA	SDE (HR&A) WGL BA
3	NALGONDA/ KHAMMAM	AO (Pay) NGDD BA	SDE (HR&A) NGD BA
4	SANGAREDDY/ MAHOORNAGAR	AO (Pay) SGD BA	SDE (HR&A) SGD BA

All the BSNL recruits are being informed to submit EPF Higher Pension Declaration /Option Forms for onwards submission to EPF Office. Online facility is also available in EPF portal.

**Decision taken:**

Conversion of GPF to EPF cases shall be identified and settle immediately. On EPF Higher Pension scheme, GM (F) assured that a meeting will be conducted on this subject and DDOs will be given necessary training in this regard. All concerned staff are advised to contact nodal officers for settlement of their grievances.

**(ITEM CLOSED)**

**14. Poor connectivity of BSNL network in the circle.** Sir, we are in digital communication arena and assuring good service to esteemed customers. But, the poor connectivity in network is damaging our image in the market in the competitive culture. We are not blaming any individual for the lapse. So, we request you to kindly take needful steps to improve the connectivity in the circle for betterment of BSNL entity and employees.

**Action by: ALL BA HEADS, PGM (NW-CFA) CO-HYD & PGM (NW-CM) CO-HYD**

**Brief given in the meeting:**

In Telangana circle, total 3371- 2G BTS, 2432 - 3G BTS and 402 4G BTS are serving. Coverage issues are noticed in some area due to high raise buildings. In the upcoming Phase IX.2 Project (under 4G) 3117 Sites are proposed for improving Network Coverage.

**Decision taken:**

Chairman informed that new Battery sets have been allotted to Telangana circle. Under 4G IX.2 project, BTS shall be upgraded to 4G Service. Then coverage issues will be resolved.

**(ITEM CLOSED)**

*m. santhana*  
28/7/2023

## **OTHER POINTS**

Staff Side informed that in 2018 Transfer guidelines were issued. If any transfers are going to be issued in circle the management shall discuss with the recognised unions.

Chairman instructed that transfer policy guidelines shall be followed scrupulously while issuing transfers.

With this, discussion on all items were completed.

Vote of Thanks was proposed by the Sr. GM (HR & Admn) and meeting was concluded.

*m. santhana*  
28/7/2023