



ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION
Central Head Quarters, New Delhi.

Report of the General Secretary placed in the Second All India Conference of AIBSNLOA held on 10th and 11th April 2015 at Kolkata.

Respected President and dear Comrades,

We are meeting in the second All India Conference of All India Bharat Sanchar Nigam Limited Officers' Association three years after the first All India conference was held in a very grand manner in Trichy Tamilnadu on April 20th and April 21st 2012. We are meeting at a crucial juncture with BSNL continuing to reel under financial crisis, losing market share in all segments including broadband. A long list of major HR issues remains unsettled even after years of discussions and persuasion. Promotions based on seniority cum fitness are being unduly delayed resulting in frustration among senior executives. Departmental Examinations could not be held regularly causing demoralization among the youngsters. Number of court cases on seniority related issues goes on mounting. Revision of pay in the year 2017 has become a question mark with any pay hike being linked to profitability of the company. This report seeks to draw your attention to important developments affecting BSNL and its Executives witnessed during the intervening period, providing all available inputs on the issues so that we learn from the past and plan for the future.

1.0 AIBSNLOA STANDS OUT AMONG THE REST:

1.1 At the outset I would like to say with pride that AIBSNLOA has been growing in stature and strength in spite of some shortcomings here and there. This report will show that AIBSNLOA has become a force to reckon with in all the important issues and has influenced decisions taken by the BSNL Management and activities of other associations and unions in BSNL. In all the important matters like Amendments to SDE RR, amendment to AO RR, amendment to JTO RR, proposed MTRR-2013, Cases wherein senior Executives are getting lower pay than their juniors due to getting of adhoc promotion in the next IDA pay scales before the date of their IDA pay scale upgradation under Executive Promotion Policy, proposals on CPSU cadre hierarchy, proposal for switching over to On-line Examination in BSNL and Pension Scheme for BSNL recruited employees, proposed merger of MTNL and BSNL, proposed Tower Subsidiary and proposed BSNL HR Plan, the Management sought for our views/comments and our studied response in each issue has had a definite impact on the decision making. In other issues like DGM Direct Recruitment, Amendment to the RR of PS and the Issue of treating promotion to the grade of AAO and Sr.AO as first time bound up-gradation in IDA pay scale, our views have been duly considered. Similarly other associations and unions had to take up many issues like benefit of 78.2% fixation, E2, E3 scales for JTOs, SDEs and equivalent cadres only after we projected the issues and created awareness among the Executives and employees. On many occasions we see that the other associations follow suit after we raise important issues pointedly with specific justification and rationale. During the past few years, we have also played a proactive role in getting DPCs for various promotions cleared and ensuring issue of promotion orders. We had also made sustained and tireless efforts to get a number of posting orders modified with considerable success.

2.0 SURVIVAL AND GROWTH OF BSNL:

2.1 A lot of expectations arose after the new Government took over at the Centre in June 2014. Hon'ble Minister of Communications & IT Shri Ravishankar Prasad

declared that his priority will be to restore the health of BSNL and that BSNL will be rendered all help that is possible. But after nearly a year passing, there has been no tangible attempt on the part of the Government of India to give BSNL what is due to it, not to speak of any additional help. We wrote to the Hon'ble Prime Minister of India immediately after his taking over charge, on the measures to be taken for restoring the financial health of BSNL.

2.2 We sought the attention of Hon'ble Prime Minister of India towards the following vital topics:

I. MoU signed between DoT and BSNL in the year pinpointing the Government's commitment towards the following:

- i. Re-imbursement of deficit on account of commercially non-viable services:
 - a. Rural Wireline
 - ii. Refund of upfront BWA spectrum License fee.
 - iii. Center/State governments and PSUs should give priority to BSNL for their telecom service requirement.
 - iv. Pension Contribution is collected on the maximum of the scale in IDA instead of on actual pay drawn which is contrary to the procedure followed in respect of CDA scales.
 - v. Funding Support for VRS
 - vi. No levy of charges towards additional spectrum, as recommended by TRAI.

II. AUTONOMY IN DECISION MAKING:

One of the key issues for dismal performance of any PSU in changing their business effectively has been lack of needed autonomy, which in turn has led to not being able to put in place an effective accountability mechanism. For, accountability will be meaningful only when the respective domains of the Government (DoT) and BSNL are clearly defined and sufficient powers are provided to be exercised by BSNL.

III. PAYMENT OF ELECTRICITY CHARGES BY BSNL UNDER INDUSTRIAL TARIFF INSTEAD OF COMMERCIAL TARIFF:

Next to staff salary, expenditure towards electricity and fuel is the highest on the list of BSNL's finance statement. Therefore we request that the GoM may make recommendations so as to ensure that BSNL is charged only under industrial tariff.

IV. PAYMENT OF SERVICE TAX:

BSNL is now paying service tax on the amount for which bills have been raised. It is a known fact that all the bills raised do not end in realization of the amount billed. Thus BSNL has to pay more than the service tax it collects from its customers. Hence it should be ensured that BSNL pays service tax only on the amount realized through bills.

2.3 None of the commitments given in the MoU has been implemented by the Government/DoT till date. We have again written to the Prime Minister seeking his personal attention and intervention on these issues. Apart from this we have taken up with the BSNL Management the issue of non-availability of stores and non-allotment of funds for repair and maintenance of our outdoor system, which has resulted in accumulation of faults causing customer dissatisfaction and surrender of landlines and broadband.

2.4 The Forum of BSNL Unions and Associations have given a call recently for two days strike on 21st and 22nd April 2015 on the above issues along with other demands. AIBSNLOA is also a signatory to the strike notice.

3.0 MEMBERSHIP VERIFICATION:

3.1 BSNL CO notified the BSNL (Recognition of Executives Association) Rules, 2014 which came into force from the date of notification, 6th January 2014. The only major change from the draft rules circulated earlier was that now the membership verification will be done through secret ballot, either electronically or otherwise, instead of the check off system proposed earlier. We had sent a detailed response to BSNL's request for our views on electronic device for conduct of membership verification. We also insisted that "Associations securing 2% votes should be extended minimum trade union facilities as in the case of non-executives." We reiterated our earlier stand that actual election should take place one year after granting equal facilities to all applicant associations, to ensure level playing field.

3.2 Without responding to our suggestions, on 16.6.2014, BSNL issued notice for conduct of membership verification with following timeline:

Last date for submission of application - 15.07.2014;

Date of release of list of Associations found eligible to participate in the membership verification- 31.07.2014;

Last date for withdrawal of application - 05.08.2014;

Date of release of final list of associations participating in the membership verification - 12.08.2014;

Date of conduct of election - 10.12.2014;

Date of Declaration of results - 2.12.2014.

3.3 AIBSNLOA, while submitting its application for participation, has separately raised two important issues to be resolved before actual conduct of the election. We have sought for minimum facilities like informal meeting to associations securing 2% votes, as has been provided in the case of non-executive unions. We have also requested that actual verification should take place at least one year after the notification inviting applications for participation in verification is made and also to extend equal facilities to all participant associations to ensure level playing ground.

3.4 AIBSNLOA has also written to the MoC on the necessity and advisability of this verification of Executive associations in BSNL, when in no other PSU, there are any provisions for recognition and verification of Executives associations. In a reply to a question under RTI, the DPE has also informed us that it has not issued any instructions / guidelines to CPSEs in the matter of formation of Service Associations of executives in CPSEs and their regulation.

3.5 It is a fact that the Executives Associations are also not covered under the Trade Union Act, 1926. These Associations are covered only by Societies Registration Act, 1860. In any PSU, the trade unions have the negotiating powers in respect of their wages and service conditions of non-executives, but the Executives Associations are not entitled to have negotiated settlement of even their wages. Pay revision of the executives of PSUs is decided by the DPE based on recommendations of a committee constituted by it. On the other hand, the pay revision of the non-executives is decided through negotiated settlement between the trade unions and the PSU management.

3.6 BSNL's Recognition of Executive Associations Rules, 2014, based on which the membership verification is now proposed to be conducted, does not give powers of any negotiated settlement to the association which may be recognized after verification, although a formal meeting once in a quarter has been provided. The rules provides only "Entitlement of providing suggestions/views on important

matters/issues related to growth and viability of BSNL” and “Entitlement for consultation with the management on policy issues related to their cadre management”. These are in addition to allowing benefit of special casual leave and immunity from transfer.

3.7 This raises questions about the advisability and rationality behind such a huge exercise of membership verification among Executives, involving enormous spending of money, manpower and time, not to speak of the consequences of division among Executives who are to work together for betterment of BSNL.

3.8 After issue of notice for conduct of membership verification SNEA approached us with an appeal to support SNEA. Subsequently, AIBSNLEA has also approached us with an appeal to support AIBSNLEA. On the other hand, BTEU has offered support of their Executive members to us with a proposal that we affiliate to BMS. BSNLOA and BEA (Bahujan Executive Association) want co-ordination with us but they have also applied for participation.

3.9 The CWC held at Bhopal on 16.8.2014 deliberated at length on the issue of membership verification, with particular reference to offer of support to AIBSNLOA and appeal for support from AIBSNLOA from various associations. Some circles wanted to consult their CEC before forming any opinion. Finally it was decided that CHQ will take a stand after obtaining opinion from these circles as well as from the circles which could not participate in the CWC.

3.10 On the last date for submission of application, eight associations have applied for participation: AIBSNLOA, AIBSNLEA, SNEA, BSNLOA, NTEA, TSOA, BASE and BEA. According to the notification the election should have been held on 10.12.2014 but could not be held because of a stay order granted by High Court of Karnataka against Clause 5 (a) of the BSNL (REA) Rules, 2014 which still continues. The stay has been obtained by BASE. The clause 5 (a) pertains to eligibility condition of registration under Societies Registration Act and the condition that the Associations of more than a year old only to take part in the verification. A few more associations including BSNLOA, NTEA and TSOA also did not fulfill this condition. BSNL declared revised timelines with second week of January 2015 for release of final list of associations participating in the membership verification and last week of May 2015 for conduct of the election. Now we are in April 2015 and yet there is no sign of release of final list of participating associations.

3.11 Very recently, SR section in response to our earlier contentions, has sent us a letter stating that, “in any set-up, it may not be feasible to grant recognition or extend trade union facilities to all the Associations, covering 100% of the Executives” and that “the management will always appreciate the view-points of AIBSNLOA on any issue, whether it relates to growth and viability of the organization or the issues concerning its members.” We have written back asking “It may be clarified whether our plea for facility of ‘informal meeting’ in respect of associations securing 2% votes, after completion of verification has been accepted or not.”

3.12 We are meeting here, to devise our strategy in facing the membership verification, including action to be taken if the issues raised by us are not accepted by the Management, important stages of campaigning, methods of campaign, formation of committees to implement the decisions and monitoring the actual process of election etc.

4.0 FORUM OF BSNL UNIONS AND ASSOCIATIONS:

4.1 The First AIC held at Trichy deliberated elaborately on the question and decided that although AIBSNLOA was not averse to working together with other associations and unions on common issues, we need not join the Joint Forum or JAC or any other umbrella body voluntarily, since some associations in the Joint Forum were opposed to our entry in the Joint Forum. But, now, when AIBSNLOA is being accepted by all the sections of BSNL i.e. by executives, non-executives or BSNL management, other associations also are recognizing our importance. In the changed circumstances, GS along with FS and AGS(HQ) attended a meeting of CHQ office bearers and Circle Secretaries of SNEA held in Delhi on 5.9.2014, on invitation. While speaking in the meeting we reminded that we were treated as untouchables and we were not even allowed in to joint forum when fighting common issues. CHQ President of SNEA then said that it will be a thing of the past and assured that in future AIBSNLOA and SNEA can work together on common issues. Subsequently due to the efforts by Com. K. Sebastin, GS, SNEA, in a meeting held on 27th February 2015, the Forum took a decision that AIBSNLOA should also be invited to become a part of the Forum. After the decision was conveyed to us by Com. K. Sebastin, Com. Abhimanyu, GS, BSNLEU and Com. Namboodiri, Convenor of the Forum confirmed it. This is the background of our joining the Forum in its call for strike in April on a charter of common demands.

4.2 However our continuation in the Forum will depend on meaningful consultation on all issues before taking decisions and we always have the right to disassociate ourselves in respect of issues on which we have difference in approach. GS SNEA has also proposed joint programmes with us for realizing some important long pending HR issues of BSNL Executives. This conference should deliberate and decide the common issues on which we can have joint approach.

5.0 SENIORITY ISSUES AND COURT CASES RESULTING IN DENIAL OF DUE PROMOTION TO EXECUTIVES:

5.1 During the past few years a large number of executives including JTOs, SDEs, DEs in Telecom Operations stream have retired without getting their due promotion to the next functional grades due to the DPCs being stayed by one or other court. A large number of JTOs (T) continue to retire without being promoted as SDE even after completing 17 to 18 years of service as JTO, while earlier JTO to SDE promotion was available within 10 years. All these court cases are related to fixation of seniority within promotee quota or inter-se seniority between promotee and direct recruit quotas. While no such problem was faced in Accounts and Finance stream in the past, recently AO promotion was delayed for years because of a court case.

5.2 A recent circular from Recruitment Section of BSNL CO shows there are 61 cases pending in various courts as on 10.3.2015 pertaining to recruitment alone. While we meet senior officers regarding early conduct of DPCs, they often express their helplessness in view of interim orders/stays by one or other court. The effectiveness of BSNL's legal machinery both at Corporate Office and circle levels has never been upto the mark, one of the main reasons for prolonging of all such cases. Recruitment Branch of BSNL CO has itself regretted in its letter dated 10.3.2015 that, in most of the cases reply affidavits/miscellaneous petitions are yet to be filed. Supreme Court of India has ruled even in a recent case that "*promotions cannot be withheld for any long time awaiting the result of the Special Leave Petitions...*" "*we make it clear that any promotions made will be subject to the*

outcome of these Special Leave Petitions". BSNL should ensure that an affidavit is filed in all the pending cases, citing the Supreme Court ruling and affirming that the promotion orders issued will be subject to the outcome of the case and see that no stay orders are issued by any court and the existing stay orders are revoked.

5.3 A major seniority issue in all grades where direct recruitment is allowed as per respective Recruitment Rules is in respect of fixing the inter-se-seniority between departmental promoted and direct recruits. JTO (T) to SDE (T) promotion has been under deadlock for the past many years because of a court case on this count. There has been a number of interpretations to DoP&T orders dated 3.7.1986 resulting in large number of litigations not only in BSNL but in the entire Central Government and Central PSUs.

5.4 As per DoPT OM No.35014/2/80-Estt.(D) dt.7.2.86, "The relative seniority of direct recruits and of promotee shall be determined according to the rotation of vacancies between direct recruits and promotes which shall be based on the quota of vacancies reserved for direct recruitment and promotion respectively in the Recruitment Rules." "If adequate number of direct recruits do not become available in any particular year, rotation of quotas for the purpose of determining seniority would take place only to the extent of the available direct recruits and the promotes."

(i) If adequate number of 33% quota (LDCE) promotes do not become available in any particular year, "rotation of quotas" for the purpose of determining seniority, would stop after the available 33% quota promotees and remaining 67% quota promotees are to be assigned their slots for the concerned recruitment year and bunched together at the bottom of the seniority list for the year.

(ii) The unfilled 33% LDCE quota vacancies for a recruitment year, would be carried forward to the corresponding LDCE quota vacancies of the next year (and to subsequent years, where necessary).

(iii) The additional LDCE quota promotees, who have passed against the carried forward vacancies of the previous year, would be placed en-bloc below the last 67% quota promotees in the next year /subsequent year seniority list."

5.5 But interpretation of the term 'available' by various departments resulted in a host of court cases. DoP&T vide its OM dated 3.3.2008 came up with a 'clarification' that, "while the inter-se seniority of direct recruits and promotees is to be fixed on the basis of the rotation of quota of vacancies, the year of availability, both in the case of direct recruits as well as the promotees, for the purpose of rotation and fixation of seniority, shall be the actual year of appointment after declaration of results/selection and completion of pre-appointment formalities as prescribed. It is further clarified that when appointments against unfilled vacancies are made in subsequent year or years, either by direct recruitment or promotion, the persons so appointed shall not get seniority of any earlier year (viz. year of vacancy/panel or year in which recruitment process is initiated) but should get the seniority of the year in which they are appointed on substantive basis. The year of availability will be the vacancy year in which a candidate of the particular batch of selected direct recruits or an officer of the particular batch of promotees joins the post/service."

5.6 This clarificatory order was challenged in various courts. Finally Supreme Court of India on 27.11.2012 held that "the OM dated 3.3.2008 has clearly breached the parameters and the ingredients of a "clarification" and "Therefore, for all intents and purposes the OM dated 3.3.2008, must be deemed to be non-est

to the extent that the same is in derogation of the earlier OMs dated 7.2.1986 and 3.7.1986.”

5.7 In pursuance of the Supreme Court Judgment dated 27.11.2012, DoP&T issued a O.M. No. 20011/1/2012-Estt. (D), wherein the following decisions have been conveyed:

- b) The rotation of quota based on the available direct recruits and promotees appointed against the vacancies of a Recruitment Year, as provided in DOPT O.M. dated 7.2.1986/3.07.1986, would continue to operate for determination of *inter se* seniority between direct recruits and promotees;
- c) The available direct recruits and promotees, for assignment of *inter se* seniority, would refer to the direct recruits and promotees who are appointed against the vacancies of a Recruitment Year;
- d) Recruitment Year would be the year of initiating the recruitment process against a vacancy year;
- e) Initiation of recruitment process against a vacancy year would be the date of sending of requisition for filling up of vacancies to the recruiting agency in the case of direct recruits; in the case of promotees the date on which a proposal, complete in all respects, is sent to UPSC/Chairman-DPC for convening of DPC to fill up the vacancies through promotion would be the relevant date.

5.8 Majority of the seniority related cases in BSNL in respect of JTO cadre, SDE, DE and DGM arise from interpretation of inter-se-seniority between department promotees and direct recruits. The disputes mainly pertain to fixing inter-se seniority when either the examination is not held or when DPC is not held in the recruitment year and the vacancies are carried forward. We have been repeatedly suggesting that BSNL should draw up a calendar of Examination every year and strictly adhere to the calendar by issuing notification for the examination on the due dates. Similarly DPCs for promotion to all grades should be held twice every year by declaring initiation of the process of the DPC on fixed dates. This alone will ensure avoiding of issues related to fixing inter-se-seniority between department quota and direct quota.

5.9 To enable calculation of vacancies without delay, BSNL CO should have updated information on retirements, deaths, transfers etc in all cadres without again depending on the circles. HRMS package should be updated by the circles every month without fail.

5.10 Experience shows that collecting assessment report, ACR/APAR and VC from the circles has become a tough task and is the source of major delay in holding DPCs. Some system should be evolved for updating ACRs/APARs in HRMS immediately after they are reviewed and shown to the Executives. Corporate Office should be able to access the data online without writing to the circles.

5.11 As far as conduct of departmental examinations, the calendar should have an annexure showing the time lines for each examination in respect of finalization of vacancies, notifying the examination, setting of Paper, printing of paper, approval from management for printing of paper and about expenditure, selecting the examination center, distribution of papers, collection of answer sheet, checking of papers and declaration of result.

5.12 Similarly the question of seniority in respect of SDEs prior to RR of 1996 – whether it is to be based on the year of qualifying or based on the year of recruitment has been debated endlessly in various courts for more than three

decades now. Even rulings by Supreme Court were challenged, reviewed, revised or modified, the net result being a number of court cases and resultant delay in promotion to DE, DGM grades. The latest Supreme Court verdict is in favour of following Rule 206 – seniority will be based on the qualifying year. The dispute regarding seniority lists 6 & 7 of SDEs (T) has now been resolved with DoT reported to have issued the necessary direction to BSNL for revising the list no. 6 & 7 in accordance to the decision given by the Hon'ble Supreme Court of India. Another case pertaining to seniority of 147 executives is still dragging in the court. And there are another set of cases regarding following or not following of reservation in promotion, inter-se seniority among the reserved category employees and others.

5.13 We have been time and again appealing to all the Executives not to seek stay on conduct of DPCs when they file petitions/applications in respect of their seniority. Personal aspiration for getting early promotion is understandable but one cannot have the right to block the due promotion of thousands of others with longer service seniority. "If I do not get it, nobody should get it" attitude is not healthy. Some patience is required on the part of aspiring youngsters. I request this august House to deliberate on this issue dispassionately and suggest ways and means to put an end to undue delay in holding of DPC for promotion to various grade in the name of court cases.

5.14 On 28.6.2013, in pursuance of Hon'ble Principal Bench, CAT, Delhi order dated 21st and 22nd May 2013 in OA 207/2013 with OA 2574/2012 and others, the revised lists of candidates who are successful in the LDCE for promotion to the grade of SDE (T) under 33% quota held on 4.3.2012 were released by BSNL. The earlier result declared vide BSNL letter No.5-4/2012-DE dated 4th July 2012 had been held as cancelled. As per the revised results, names of 119 JTOs who had been declared successful vide BSNL letter dated 4.7.2012 were not finding a place in the revised results, while 22 JTOs had been declared successful anew. AIBSNLOA took up the case of 119 JTOs. The Hon'ble PCAT Delhi orders had not issued any direction to remove the names of the candidates who had been declared successful in the first instance but could not make it in the revised list. Therefore we had requested the management to cause inclusion of the names of 119 JTOs who had been declared successful vide BSNL letter dated 4.7.2012 and are not finding a place in the revised list of successful candidates circulated vide BSNL letter dated 28.6.2013 and to thus render justice to them. We also met GM (Rect) on 1.8.2013 and discussed the issue in detail. We requested GM(Rect) to examine our demand based on the two Supreme Court Judgments. We pursued the issue continuously but on 17.12.2013 Sr.GM (Rect) informed us that whatever has been done was based on the PCAT orders and nothing can be done unless an order directing inclusion of these JTOs is obtained from PCAT.

6.0 PROPOSED REVISION IN SDE(T) RR:

6.1 On 31.1.2013, BSNL Management addressed a letter to General Secretary, AIBSNLOA enclosing its proposal of certain amendments to SDE (T) Recruitment Rules, 2002 and calling for our views/comments. The proposed amendments related to Inter-se seniority of promotees and Competitive Quota officers, Diversion of unfilled vacancies from one quota to another, reckoning of eligibility service under relaxed conditions, reckoning of JTO training period for LDCE, admission of regular SDEs for LDCE and eligibility lists of JTOs for a Recruitment year. In our response we have reiterated our view that "it is important that the DPCs and the LDCEs are held regularly every year. A calendar with specific dates for the DPCs and LDCEs should be circulated in advance every year and the dates should be strictly adhered to. It may be added under column 11 in proposed provision that:

Normally the DPC for promotion on the basis of seniority cum fitness as well as the LDCE shall be held at least once in the calendar year.” We have also suggested that “under column 12, where the existing note is proposed to be deleted, the following note may be added: 'Inter-se-seniority in respect of unfilled vacancies in an LDCE/DPC carried over to subsequent year/years shall be decided as per the provisions of DOPT O.M, No,22071/7/86 (Estt - (D) dated 3-7-1986 or any amendment ordered by DOPT and in place on the date of notification for holding the LDCE/DPC. There has been no further discussion on the issue.

7.0 REGULAR APPOINTMENT OF TTAS OFFICIATING AS JTOS & PROPOSED REVISED JTO RR:

7.1 As soon as AIBSNLOA was formed, it took up the issue of one time diversion of JTO outsider vacancies to accommodate all the remaining qualified TTAs (As per the agreement between BSNL and NFTE, the then representative union, 500 vacancies were being diverted every year). BSNL Administration responded by calling for details of TTAs yet to be trained/ promoted, from the circles. When hopes were raised for a favorable settlement, hurdles came from unexpected quarters. Punjab/Haryana High Court, in a petition filed by some TTAs, ordered BSNL to restore the JTO posts diverted from 50% outsider quota to 35% Departmental quota to promote the qualified TTAs. CHQ studied the implications of the case and discussed with the Management to protect the TTAs already promoted as JTOs in the diverted vacancies. Consequently orders were issued for protecting them by creating supernumery posts. The applicants in the case filed a contempt petition on this. However no harm was done to those who had already been promoted. But the fate of the remaining qualified TTAs, majority of them officiating as JTO for very long periods were hanging fire due to want of vacancies.

7.2 Things changed for the better after disposal of the contempt petition as withdrawn by Punjab/Haryana High Court on 16.7.2013. We immediately wrote to the Management that BSNL vide its letter No. 3-34/2013/Pers-IV dated 26.6.2013, in a brief sent to the Circles for defending court cases filed by officiating JTOs to quash the notification for LDCE of JTO/Stay of the Result/Regularisation, has submitted in Para (i) that, “Since Contempt Petition is pending in Hon'ble High Court of Punjab and Haryana, it is not possible to regularize officiating JTO's till final outcome of the Contempt Petition” and had requested that the submission made in the brief may be implemented in letter and spirit, so as to resolve a very long pending issue.

7.3 During our discussion with Sr.GM (Estt) on 27.10.2013, we were informed that legal opinion of BSNL counsel for Punjab and Haryana HC has been received; the file has been submitted for the approval of CS and Sr GM (Legal) and as soon as approval is received from the Sr GM (Legal), necessary action will be taken for regularization of officiating JTOs. We met GM (Estt) on 16.1.2014, who assured us that JTO Recruitment Rules are proposed to be modified for enabling their regular appointment and the draft RR will be circulated in a few days for our comments and suggestions.

7.4 On 17th January 2014, BSNL proposed revising of RR for JTOs intending to fill up the 50% Internal Quota vacancies by absorbing the Screening Test qualified and Phase-I trained officiating JTOs. The vacancies remaining after absorbing them will be filled through LICE. Our views/comments were called for. We submitted our following comments/views for incorporation in the RR:

As per Draft RR	Proposed by AIBSNLOA	Reasoning for the proposal
Column 4 of Schedule in Page No.3: Scale of Pay: IDA pay scale of Rs.16400-40500	Scale of Pay: IDA pay scale of Rs.16400-40500 [Till final decision is taken on grant of E2 scale]	The pay scale should change once a decision is taken on grant of E2 IDA pay scale for JTOs.
Column 7 of Schedule in Page No.4: Educational and other qualification required for direct recruits:	After 7) Instrumentation, 8)Industrial Electronics may be added After MSc (Electronics)/MSc (Computer Science), MSc (Physics with Electronics)/MSc (IT) may be added	[As per BSNL letter No.12-20/2001-DE dated 06.03.02 issued by DE section] Because MSc (Physics with Electronics is equivalent to MSc (Electronics) and MSc (IT)is equivalent to MSc (Computer Science)
Column 11 of Schedule in Page No.4: (1)ABSORPTION: By absorption of screening test qualified and JTO Phase-I trained officiating JTOs	(1)ABSORPTION: By absorption of JTO screening test qualified officials	Since there are a few qualified officials still to be Phase I trained and a few Phase I trained officials are not officiating at present. Leaving them out will be a discrimination leading to litigations
Column 11 of Schedule in Page No.4: (2)PROMOTION: Internal quota left after absorbing screening test qualified and JTO Phase-I trained officiating JTOs	(2)PROMOTION: Internal quota left after absorbing JTO screening test qualified officials	- do -
Column 11 of Schedule in Page No.4: (2)PROMOTION: Combined 7 years residency period in the pay scale of 13600-25420 or above Provided they possess the following essential qualification	(2)PROMOTION: seven years regular service in any Group C post provided they possess a degree (3 years/4 years) in any discipline or 3 years diploma in any discipline from recognized university/ Institution of a Central / State Govt.	As per BSNL letter No.5-28/2009-Pers-IV dated 12.10.2009 issued by Pers-IV section
Note : 3 in Page 5: The seniority on appointment Examination.	The seniority on appointment Examination, subject to his/ her eligibility at that time	To avoid any dispute/ litigation.
Note : 3 in Page 5:	The following may be added: The inter-se-seniority of those appointed as JTO	Deputing for Phase-I training and later issuing orders for officiating in JTO grade were done on

	on absorption shall be based on their inter-se-seniority drawn after their qualifying the screening test	the basis of the said inter-se-seniority drawn after their qualifying the screening test
Note : 7 in Page 5: The candidates possessing degree / diploma in Mechanical Engineering Shall be permitted to appear in two successive LICE	This condition has to be removed	Once Degree/diploma in Mechanical Engineering is allowed there is no justification for imposing this restriction
Page 6:	Note 8 in Page 6 may be renumbered as Note 7 The following may be added below Note: 7 in Page 6: Note 8:The inter-se-seniority of JTOs appointed against DR quota (50%) and Promotion quota (50%) of a particular vacancy year shall be fixed in the ratio of 1:1 with promotion quota JTO occupying number one position, direct recruit at number two and so on	All efforts should be taken to conduct Direct Recruitment Examination and LICE every year. In case DR Examination or LICE is not held in a particular year, then the method of fixing the inter-se-seniority of JTOs appointed in the subsequent year should be specified clearly. (This clear provision is required to avoid varied interpretations leading to litigations)
	The following may be added below Note: 8 in Page 6: Note 9: The year-wise vacancy calculation is to be done as per DoP&T guidelines issued from time to time as is being followed presently.	To avoid litigations

Subsequently a committee was formed to examine the views/comments expressed by unions and associations. The recommendations of the committee are pending with BSNL Board for approval.

8.0 PROPOSED REVISION IN ACCOUNTS OFFICER RECRUITMENT RULES:

8.1 BSNL SEA section vide its letter dated 7.8.2012 proposed to amend BSNL Accounts Officers Recruitment Rules 2002 and had called for our comments. The proposal stated that, "In order to maintain uniformity of approach and to provide merit based career progression opportunity to JAOs to get fast track promotion, it is proposed to introduce the concept of Limited Departmental Competitive Examination in the grade of Accounts Officer in line with SDE (Telecom) and amend the Recruitment rules of the Accounts Officer accordingly.

8.2 We immediately wrote to the Director (F) giving him our comments: “We are to state that at present large number of JAOs, who are working as regular JAO since the year 2000 and completed more than 12 years of their service as JAO, are awaiting their first functional promotion in BSNL. Introduction of LDCE at this stage, therefore, will cause a serious blow to their career growth and invite further stagnation. We strongly feel that such type of amendment in AO RR, if considered unavoidable, should be made applicable only after promotion of all the eligible JAOs. The required eligibility condition for promotion from JAO to AO is just 3 year of regular service as JAO and at present enough vacancies are also available in BSNL to accommodate all these JAOs. Hence we feel that the on-going preparations and processes for holding DPC for promotion to AO, CAO and DGM (F) should be completed and all the vacancies in these grades existing on date should be filled first and then the consultation process on the proposed amendment should commence.” “Equal treatment of Accounts & Finance wing and the Telecom Operations wing, aiming at common HR policy is welcome, but the glitches associated with the LDCE in Telecom wing - the failure to hold the LDCE regularly every year, the resultant seniority issues and consequent court cases - are to be sorted out before attempting to adopt the concept in the Accounts & Finance wing. We therefore requested the Director (F) to advise the SEA section to complete the DPC processes first, then circulate the proposal to the Executives Associations, have discussions without haste and formulate a scheme devoid of the hitches afflicting the LDCE concept in Telecom wing. There has been no further development on this matter. However, about 1550 JAOs have already been promoted as AO in January 2015 and soon remaining JAOs of 2007 batch will also get their promotion.

9.0 CPSU CADRE HIERARCHY

9.1 AIBSNLOA has been time and again advocating time bound functional promotions to the Executives (instead of the present time bound financial up-gradation), as assured at the time of absorption. In February 2012, on insistence by some Executive associations (not AIBSNLOA) a committee was formed for considering Introduction of CPSU cadre hierarchy in BSNL.’ Three Executive associations were given representation in the committee. In view of the fate of various earlier committees, we did not press for inclusion of AIBSNLOA in the committee. Therefore, we wrote to the committee that no decision on the issue should be taken by the committee without calling for and considering our views on the issue. The committee met only twice, on 12th July 2012 and 19th February 2013. However after discussions within the official side, the draft views of the official side were circulated on 1st July 2013. The official side had emphasized its view that "the organization hierarchy will be severely disturbed if functional promotion is given on time bound basis" and "that if the scenario for the year 2014 is projected when the next time bound up-gradation is due, the no. of executives in higher pay scales (DE/DGMs) will increase whereas availability of executives at operational levels (JTO/SDE) would decline further." AIBSNLOA refuted this and wrote to the Management that "The above contentions are not true since non-availability of JTOs is a result of failure of BSNL in recruiting JTOs to the extent of sanctioned strength and has nothing to do with the promotion policy. Increase in number of Executives with DE scale shall also not affect the operations anyway, since DEs and SDEs are performing similar functions except in administrative offices." The official side had further proposed that, “Accordingly, if we have to follow CPSU cadre hierarchy, the Executive promotion policy in BSNL requires to be completely recast. Some of the important features of such a policy would be clear assignment of marking system / weightages to different components such as performance, qualifications and experience for different levels of promotion such as

from E-1 to E-2, E-2 to E-3 etc.” and that in this context, “there is dire need to review current benchmarks for financial up-gradations so that these are aligned to the basic theme of performance-orientation and higher employee productivity.”

9.2 Stating thus, BSNL Management has come up with the draft Revised Executive Promotion Policy replacing the present time bound financial up-gradation and post-based functional promotions with "promotion of Executives to positions in the next higher grade on the basis of merit, efficiency, number of years of service in a grade and suitability for higher posts." Minimum period of service in a grade (called Eligibility Period) will be 5 years. More stringent benchmarks have been proposed and even after completion of Eligibility Period of 5 years and even after being found suitable by a CPC, promotion will be only to the extent of posts in higher grade to be decided on the basis of the recommendations of the consultant engaged by BSNL to prepare Revival Plan & HR Plan for BSNL. This will in effect mean that there will be no time bound promotion/up-gradation and getting a post based promotion will become a more difficult probability.

9.3 We met GM (Restg) 26.3.2014 and registered our protest in strong terms against the proposed 'Revised Executive Promotion Policy in BSNL'. We conveyed that Time bound functional promotion upto SG JAG level as assured at the time of absorption should be implemented and that the Committee should take a decision on this. We said that the present EPP itself has too many deficiencies while the proposed revised EPP with more stringent benchmark and restriction placed in the number of vacancies will kill the career aspirations of the BSNL Executives. GM (Restg) said that the other Associations have been demanding implementation of 'CPSU Cadre Hierarchy' and BSNL has chosen to follow the cadre hierarchy in major CPSUs. We urged that, before taking any decision on this issue, all Executive Associations should be heard. GM (Restg) agreed with our concerns and assured us that our viewpoints will be given due consideration. There has been no development on this issue afterwards.

9.4 The Management has utterly failed in arresting increasing frustration of qualified young direct recruits. Any successful organization has to strike a balance between fulfilling the aspirations of youngsters for fast track promotions and fulfilling the expectations of the seniors for time bound functional promotion, since it is because of their hard work and experience such a huge infrastructure has been built through so many years. We have been repeatedly suggesting that BSNL should fill up the entire MT vacancies from among the internal candidates only, instead of notifying MT recruitment from outside, as we have sufficient number of qualified and skilled executives. This august meeting should deliberate on the deficiencies of present promotion policy, BSNL MRS, MTRR etc and come out with bold and ground breaking proposals in this regard after deliberating on details provided in the following paragraphs.

10.0 BSNL TRANSFER POLICY:

10.1 The role of any Personnel Section, now handled by HR Section in many Companies, is to motivate and manage its employees/executives. While the Personnel Section has to play a vital role in motivating its employees, we are afraid that, the Personnel Section in BSNL Corporate Office has been put in an undesirable situation, wherein number of executives has been transfer out of circle on their promotion as SDE / DE while vacancies are available in their own circle and most of the promoted executives requesting retention in the parent circle. Apart from putting undue strain and undue workload on the officers handling the section, the present state of affairs has resulted in demotivation of the Executives and loss of belief in the system itself. The condition in the Circles is not different either.

10.2 AIBSNLOA CHQ successfully pursued all deserving, genuine and medical ground cases brought to its notice by the circles during the past one year. It can even be said that since we represented only genuine cases we almost achieved cent percent success.

10.3 Yet there are some issues where the guidelines of BSNL Transfer Policy are not scrupulously followed: In Para 6 (c) under Section-A of BSNL Transfer Policy, it is stipulated that, "Request transfers within recruiting unit shall normally be considered after completion of 2 years at a particular station. Transfer after two years on request shall be at company's cost. If the transfer is due to personal reasons within two years, this will be at the cost of the employee." But in practice, transfer benefits are not allowed in respect of transfer after two years on request in one area/unit while it is being allowed in another area/unit, without any uniformity. The benefits are denied even in cases where the transfer is ordered by the Management in the interest of service. The Transfer Policy should be followed uniformly without deviation from the guidelines.

10.4 In para 11 (k) under Section-B of BSNL Transfer Policy, it has been provided that, "However, upto STS level, transfer of officers involving change of station would normally be avoided after 56 years for inter circle transfers and after 57 years for intra circle transfers." This provision should be applicable in respect of posting on promotion also.

10.5 In para 11 (k) under Section-B it has been provided that "posting of unwilling female executives to hard tenure stations would be avoided." Taking into account the role of women in the family and health problems exclusive to women in the age of fifties, a provision needs to be inserted in BSNL Transfer Policy exempting female executives above 50 from all India transfer liability.

11.0 FITMENT BENEFIT OF 78.2% IN REVISED PAY SCALES W.E.F. 1.1.2007:

11.1 The unions and association which had signed the agreement on 13.6.2012 for deferment of arrears silently accepted the DoT stipulation that 'no arrears will be paid' and withdrew their call for agitation from 12.6.2013. Subsequently BSNL issued orders disallowing the benefit of 78.2% fixation for Medical reimbursement with voucher for outdoor treatment, Professional Up-gradation Allowance, HRA and other allowances, although the Presidential directive did not lay down such condition. AIBSNLOA alone has taken up with DoT that arrears cannot be denied and different fixation method cannot be allowed for pay and for other allowances. AIBSNLOA also took up the issue of extending the benefit of 78.2% fixation to those who retired after 1.1.2007 but before 10.6.2013. DoT has been deliberately delaying the issue by referring to DPE and DoE, which are absolutely not required. DoT in its recent reply to DoE has stated that the pay fixation on 1.1.2007 with 78.2% instead of previous 68.8% is 'notional' while its orders dated 10.6.2013 did not say so. This is with an aim to permanently deny the arrears to all from 1.1.2007 to 9.6.2013. DoE while clearing DoT's proposal for extending the benefit to those who retired between 1.1.2007 and 9.6.2013 has not agreed to increase in DCRG and commutation of pension on this account and has advised DoT to go for cabinet approval. Although the DoE clearance came on 15.10.2014, DoT is yet to submit the cabinet note for approval of extending the benefit. Once DoT gets cabinet approval and issues orders, we will have to take up the issue of arrears for the period from 1.1.2007 to 9.6.2013 for all, since denying arrears is against DPE guidelines and amounts to denial of compensation for price rise during the said period.

12.0 GRANT OF E2 & E3 SCALES TO JTOs & SDEs AND EQUIVALENT CADRES AND CONSEQUENT HIGHER SCALES TO Sr.SDE, STS, JAG AND SG JAG:

12.1 We were first to raise the issue of grant of E2 scales to JTOs & equivalents and E3 scales to SDEs & equivalents, when others were pressing for equivalent scales for E1A and E2A. We had repeatedly pointed out that DPE is against any intermediary scales and was against any aberration in the standard scales given by it. BSNL management was very well aware of it. DoT too was aware of it. But both BSNL and DoT deliberately played the equivalent scales chord, with a view to delaying the settlement of the issue. The committee formed with representatives of three associations has not delivered the goods. The intention of the management is loud and clear. It wants to delay the issue further till the next pay revision. If we do not get the issue resolved before the 3rd PRC starts its work, which is likely in the near future, we will lose the demand of E2 and E3 scales forever.

13.0 GRANT OF PAY SCALES AT PAR WITH MTNL EMPLOYEES:

13.1 On 6.3.2014 we met GM (SR) and explained that BSNL employees were offered lower pay scales than their counterparts in MTNL in view of the Government Pension assured to them under Rule 37A of Pension rules. Now that MTNL employees have been granted Government pension under the same rule, it would be just and fair that BSNL employees are granted the higher scales at par with MTNL employees. GM (SR) was in agreement with our request but said that a decision however has to be taken during the next pay revision.

13.2 But BSNL and DoT have now taken a stand that MTNL scales will be brought down to BSNL scales in the next Pay revision, seeking to equate the scales. In that case, DoT and the management may try to keep the E1 and E2 scales intact. But what about the higher wages the MTNL employees are drawing from 1.10.2000. How can it be equated? Even if their pay scales are brought down, the pay of any individual cannot be reduced and hence MTNL employees will continue to draw more than us even after the 3rd pay revision.

13.3 Meanwhile there are enough signals from the BSNL management that pay revision w.e.f. 1.1.2017 may not be possible if BSNL does not turn profitable before that. This meeting should deliberate on the above two issues viz. E2, E3 scales for JTOs and SDEs equivalent and pay scales at par with MTNL employees.

14.0 SUPERANNUATION BENEFITS TO THE EMPLOYEES RECRUITED BY BSNL:

14.1 On 21st August 2013, we had reported that BSNL proposed to operate through insurance companies on fixed contribution basis and the amount of pension, gratuity and post-retirement benefit will be based on the returns from the schemes to be operated. On invitation from GM (Estt), GS attended the meeting held 15.1.2014 on Pension for BSNL recruited employees. In this regard, Bajaj Allianz made a power point presentation spelling out its proposition. Later GM (Estt) made a power point presentation explaining BSNL's plan. GM (Estt) assured that all the unions and associations will continue to be consulted on this matter. We requested that the Management should have a more human approach so as to implement the DPE guidelines. On 18.2.2014, BSNL has constituted a High Level Committee on superannuation benefits of DR employees and pay parity/loss of pay of DR JTO/JAO to relook and reassess the issues related to superannuation benefits of DR employees and pay parity/loss of pay of DR JTO/JAO. Although the committee is said to have given its recommendations, nothing has been heard of afterwards.

15.0 DELOITTE CONSULTANT'S RECOMMENDATIONS:

15.1 BSNL had, in December 2013, appointed Deloitte to craft a detailed revival plan for it. Deloitte has now submitted its detailed recommendations. Major recommendation of Deloitte consultants on organizational restructuring / HR Plan of BSNL.

A. Restructure the SSA (Field set up below circle)

- (i) **Recommendation:** Re-structure SSAs into Area Offices that focus on sales and customer service delivery

Rationale: The highly competitive telecom landscape requires sustained focus on sales, marketing, channel management and customer acquisition. Leading operators have aligned below circle setup to focus on customer acquisition and customer service delivery, which is critical for customer retention and measurement of customer satisfaction.

- (ii) **Recommendation:** Merge / consolidate smaller SSAs while restructuring the same into Area offices based on geographic size, number of connections and financial viability.

Rationale: Of 300+ SSAs, some care to as low as 15000 CFA connections. Most of these small SSAs are not financially viable with employee cost as % of revenue >50% and in some cases >100%. Our analysis indicates that BSNL can operate with 167 Area offices.

- (iii) **Recommendation:** Move technical activities such as transmission, network planning to circle office. Move functions such as HR Finance to circle office post ERP implementation. Area office to monitor outsourced agencies for O&M of wireless and wireline networks and monitor customer service delivery.

Rationale: Lean area offices with focus only on sales, marketing & customer service delivery.

B. Acquire critical skills in the areas of sales, marketing, customer service delivery and IT

Recommendations :

- For successful implementation of recommendations around sales and marketing channel management and distribution, recruit:
 - Sales force of 8000+ executives with Telecom / FMCG sales background
 - Marketing force of 1300+ executives with Telecom / FMCG background.
 - Customer service delivery force of 4000+ executives for customer management.
- Significant majority of this additional manpower to be acquired on off- roll basis in line with practices followed by other PSEs such as EIL, NTPC etc. Sales, marketing, and customer service is the primary skill gap area at BSNL as it has only technical and financial cadre employees. To manage fixed costs and allow BSNL flexibility to include performance based compensation, off role staff is suggested.
- Consider executive levels from JTO till AGM as an operational band and provide career progression without vacancy consideration up to the level of AGM.
- Take management trainees at one level above the entry level and provide clarity in the career path.

C. Achieve efficiencies at non-territorial circles

Recommendations

- Continue with separate maintenance regions till O&M is in-house. If O&M is outsourced, territorial circles to monitor outsourced agencies.
- Regional projects setup to work on flexible deployment as per the requirement of the project. Project manpower to be defined basis internal benchmarks. The activities of north east task force to be managed by eastern region project circle.
- Merge Quality assurance and Inspections Circles.
- Continue Technical training centers as is and evolve them as centers of excellence and profit centers. Finance/managerial training center (NATFM) may be merged with technical centers.
- Task based circles such as NCNGN, Broad Band NW to be discontinued as and when task is completed.
- Telecom factories manpower to be carried as supernumerary till retirement.
- Activities of central telecom stores (CTS) to be managed by WB Circle.

Rationale: In line with O&M outsourcing and as per market practices, the outsourced agencies may be monitored by circle offices. Competitors operate projects setup on flexi deployment basis as per project requirement. Most competitors have a combined OA & I setup. Task based setups such as NGN are discontinued in the market once the task is completed. Competitors and other PSEs have a unified training setup. Most of other operators have a defined setup for managing CDR / Mobile center related activities with some activities in-house while some are outsourced. Almost all competitors follow standard norm of corporate manpower as 5-10% of overall manpower (on-rolls)

D. Obtain salary support from government for financial revival.

Recommendations

- Optimize manpower on the basis of internal benchmarking for O&M, Finance, HR / Admn activities till network O&M is outsourced and impact of ERP takes effect. Adopt market man power norms for O&M monitoring, Finance, HR Admn activities in line with network outsourcing and ERP implementation.
- Seek Government support for 50% of salary of the identified excess manpower post assessment based on market norms and / or internal benchmarking.

Rationale: Employee cost as a % of revenue for BSNL is very high (~51% in FY 2013) compared to ~4% for leading telecom service providers. Such high manpower cost is untenable in the existing competitive scenario.

E. Need for establishing a performance oriented culture and rewards scheme.

Recommendation:

- BSNL should introduce a Performance Management System to drive employees to achieve their KPIs
- Leading PSUs such as NTPC, IOCL, GAIL, ONGC have established a strong PMS for assessing departmental and individual performance and has established linkage between performance and rewards(monetary or non-monetary)
- Include assessment of potential / competencies a key parameter in the re-designed PMS.

15.2 Based on the recommendations of the Deloitte Consultants and after discussions with the Heads of Circles, now BSNL has proposed a HR Plan, which it wants to be finalized to comply with DoT's directives. Now all important decisions

regarding HR issues of BSNL employees such as Regularization of officiating JTOs based on revised JTO RR, amendment to BSNL MS RR with a view to make diploma holder SDEs eligible for promotion to EE grade in Civil, Electrical and Architect wings, introduction of E2 and E3 scales for JTOs and SDEs and equivalents are being linked to finalization and implementation of proposed HR Plan.

16.0 PROPOSED BSNL HR PLAN

16.1 BSNL vide its letter No.4-1/2010-Restg dated 26-12-2014 sought our comments on the norms and manpower requirement proposed by the Restructuring Branch of BSNL Corporate Office. The Restructuring Branch has proposed the norms with reference to the norms proposed by the Deloitte Consultants. In a nutshell, the restructuring branch has proposed the following:

- a) As the consultant has recommended higher number of officers at the level of CGM/PGM, GM and DGM level posts, current sanctioned strength for all streams will be retained.
- b) Strength of JTOs, SDEs, DEs/AGMs will be revised from the present sanctioned strength of 70072 to 43205 as per consultant recommendations for 2013-14. This will include executives for Sales, Marketing, CSD roles.
- c) In finance stream, the current working strength of 6447 in respect of JAOs, AOs and CAOs will be retained. [Present sanctioned strength is 11775 and the strength recommended by the consultant for the year 2013-14 is 8494]
- d) In respect of Civil/Electrical/Architect/Telecom Factory/Secretariat streams, since the Deloitte consultant has opined that these cadres are not aligned to company's core business, the combined strength at AGM/SDE/JTO cadres will be retained at current working strength.
- e) Consultant has proposed clubbing of operational manpower at JTO, SDE and AGM levels. Restructuring Branch proposes clubbing at JTO and SDE levels. It proposed that ratio of AGM to SDE/JTO cadres will be kept at 1:6 for all streams. JTO and SDE will form same cluster.
- f) A drastic reduction in the number of non-executives from the present working strength of 198223 to 127500 has been proposed.
- g) The manpower assessment will be reviewed on annual basis keeping in view requirements of network expansion, changes in technology and ERP implementation status.
- h) Where the current working numbers are higher than the proposed requirement, the employees will be carried on as usual till retirement with pay, allowances, career progression and all other facilities and terms and conditions at par with "normal" employee though shown against supernumery posts. They will be deployed as per business requirements.

Grand Total- Executives			
	Sanctioned	Working	Proposed
CGM/PGM	80	44	80
GM	715	484	715
DGM	1868	1074	1868
DE	7085	3642	7588
SDE	31188	19183	45529
JTO	48946	21425	
Total	89882	45852	55780

Grand Total Non-Executives		
Sanctioned Strength	Working Strength	Proposed Revised Strength
	198223	127500

16.2 The above mentioned recommendation as proposed by the Restructuring Section of BSNL CO cannot be accepted in view of the following reasons: A dispassionate analysis of the above proposals shows that the Management is keen

in retaining and even adding more Executives at higher levels of CGM/PGM, GM and DGM but irrationally reducing the number of Executives at middle and lower levels. The figures provided by the Restructuring branch itself shows that there has been a wide gap between the sanctioned strength and working strength in respect of DEs/SDEs/JTOs. Work load on these executives in the field units has been phenomenally increasing, since there has been huge number of retirements during the recent past and the sections handled by them are given to those in service as additional charge with no limit prescribed for such additional charges. This is already posing challenges for effective and efficient network management and service delivery. Further reduction in the strength of these executives will badly affect the operational efficiency leading to customer dissatisfaction.

16.3 The recommendations of strength of these cadres by the consultant are not based on scientific reasoning. The consultant has taken the number of DELs as a yardstick for arriving at the strength of these executives, even for calculating the strength of executives in sales, marketing, CSD etc. It is quite unscientific and unrealistic to use DELs alone, since BSNL's business has expanded to mobile, data, VAS, Enterprise Business and many other areas. Taking DELs as yardstick, when the fixed lines are bound to face decline continuously, confirms our fears that the consultant has worked only towards recommending manpower in such a way to bring down expenditure on staff, without taking care of a strategy for sustainable revival plan for BSNL.

16.4 Another matter of serious concern is the consultant's proposal for clubbing of operational manpower at JTO, SDE and AGM levels. The restructuring branch, though not agreeing to it, has proposed clubbing at JTO and SDE levels, ignoring the views of most of the circles. Only recently, the restructuring branch had circulated draft of revised Executive Promotion Policy, wherein it had proposed E3 scale as functional and designated as Manager in Corporate Office and Jt.DE/Jt.CAO/Jt.EE (Civil/Elec) in field units, thus adding another functional grade after JTO, SDE. Within a few months it has changed its stand and wants JTO and SDE levels clubbed. This proposal as well as the proposal that the ratio of AGM to SDE/JTO cadres will be kept at 1:6 for all streams, is therefore not acceptable and completely impractical.

16.5 We have therefore requested the Management to review the whole proposal keeping in view the specific requirement in each level taking into account the significant changes in the technology, business model and business processes and not to view the matter as a tool for bringing down the expenditure on staff. Deloitte Consultant or any other consultant does not have the knowledge and expertise in dealing with such a huge PSU like BSNL which has to carry out social obligations of the Government of India and cannot be compared with any private organization run with the sole aim of amassing huge profits.

17.0 AMENDMENT IN BSNL MS RR IN RESPECT OF CIVIL/ ELECTRICAL/ ARCHITECT WINGS FACILITATING NON-GRADUATES ELIGIBLE FOR PROMOTION TO STS GRADE:

17.1 According to the BSNL MS RR, only Engineering graduates were initially made eligible for promotion to STS grade, although in other streams, relaxation was given to all the existing incumbents. After we pursued the issue, relaxation was extended to Civil/Electrical/Architect disciplines also vide BSNL letter dated 2.7.2010, wherein it was decided to append the existing Note 2 below Schedule IB thus: "However the existing incumbent holding the post of Sub Divisional Engineer or equivalent on a regular basis on the date of notification of P&T BW (Group A)

Service Rules 1994 i.e. 06.08.1994 shall continue to be eligible for promotion to the post of Executive Engineer or equivalent STS level post in BSNL, if they possess a Diploma in Engineering in their respective branch from a recognized University/Institution or equivalent." Although this gave relief to some of the diploma holders, the diploma holders who became SDE in these disciplines after 6.8.1994 are being denied the opportunity to be promoted as EEs, which is a clear case of discrimination vis-à-vis the Executives of other streams.

17.2 We had drawn BSNL Management's attention to DoPT guidelines vide No. AB 14017/12/87-Estt.(RR), dated 18th March 1988 which states that, *"Sometimes the qualifications for junior Group 'A' and Group 'B' posts may not be insisted upon in full but only the basic qualification in the discipline may be insisted upon, for example, if a degree in Civil Engineering is the qualification prescribed for direct recruits, the promotees may be required to possess at least a diploma in Civil Engineering."*, and also requesting to render justice to the diploma holder Executives who represent 50% of the total Executives in Civil/Electrical/Architect wing, by extending the relaxation being given in qualification to all the other streams, for their promotion to Executive Engineer Grade. We had also referred to the Hon'ble PCAT, Delhi, in OA-2651/2012 judgment on 26.4.2013 that the applicants in the OA may be considered for grant of the benefit in terms of Government of India Instructions dated 26.05.1977 by which diploma in Engineering with ten years technical experience has been recognized as equivalent to degree in Engineering. The Hon'ble PCAT Delhi has relied on the instructions of Ministry of Education & Social Welfare (Deptt. Of Education Technical) New Delhi issued on 26.05.1977. We had therefore requested the management to take cognizance of the DoPT letter dated 18th March 1988 mentioned in our earlier letter as well as the above said instructions of Government of India and issue amendment to BSNL MS RR providing relaxation in Educational Qualifications to the SDEs of Civil/Electrical/Architect wings for promotion to Executive Engineer grade.

17.3 We have also met PGM (BW) on a few occasions and discussed the issue with him. While we were expecting a positive decision in view of the above supportive documents, we were shocked by the letters from PGM (BW) calling for VC and ACR/APAR in order to conduct CPC for regular promotion to EE (Civil) grade, leaving out senior SDEs (Civil) who are non-graduates. We immediately registered our protest against this move, saying it would be detrimental to the interests of the non-graduate SDEs and also would be violation of DoP&T orders and the CAT judgment mentioned above. We wrote to CMD requesting to intervene and to immediately issue instructions to PGM (BW) to suspend the work for holding CPC for promotion to EE (Civil) till the issue is sorted out and to cause amendment to BSNL MS RR is issued early, providing relaxation in Educational Qualifications to the SDEs of Civil/Electrical/Architect wings for promotion to Executive Engineer grade.

17.4 Then we realized that the small number of vacancies under seniority quota has resulted in a situation where the chances of SDEs in Civil/Electrical/Architect streams becoming Executive Engineers are very remote. This is one of the reasons for the conflict of interest between graduate and non-graduate SDEs in these streams. Therefore we wrote to CMD requesting him to cause diversion of all the MT quota posts to seniority quota in Civil, Electrical and Architect streams, of course, as an interim measure as has been done in Telecom Operations stream.

17.5 Now, the proposal to amend BSNL MS RR as demanded by us has been considered and is pending with BSNL Board for approval.

18.0 CAREER PROGRESSION OF PA/PS/PPS WHO ERSTWHILE BELONGED TO CSSS CADRE OF DOT:

18.1 In continuation of it earlier efforts, CHQ wrote to CMD on 19.11.2013 requesting his personal intervention in this issue for creation of 3 additional posts of Sr. PPS, 10 posts of PPS and 15 posts of PS, so that the plight of the personal staff absorbed in BSNL comes to an end and the assurances given at the time of absorption are implemented in letter and spirit.' We were not able to achieve any progress in this issue.

19.0 REVISION OF PAY SCALE OF RAJBASHA ADHIKARI AND AUGMENTATION OF RA POSTS:

19.1 We have been continuously pressing for early holding of the meeting of the committee constituted to consider restructuring of Hindi cadres. The committee finally met on 19.11.2013 and submitted its report. While the committee has accepted one of our demands viz. revision of pays scale of Rajbasha Adhikari to SDE scale, it has not agreed for augmentation of Rajbasha Adhikari posts. The issue of revision of pay scale is being processed by Establishment Section.

20.0 RESTORATION OF FACILITIES SUCH AS LTC, MEDICAL ALLOWANCE, TELEPHONE FACILITIES WITHOUT RESTRICTION:

20.1 BSNL vide its letter dated 5.9.2011 had frozen All India LTC for two years citing expenditure control in BSNL. But even after passage of two years it has not restored the facility of All India LTC. Withdrawal of Medical Allowance by the same order has also created difficulties to the working as well as retired employees, who spend a huge amount every month but could not submit medical bills because of the paper work involved. Recently BSNL has taken up the demand for medical allowance to retired employees and has called for details of reimbursement claimed by retired employees from the circles. A recent clarification from DoT says, payment of encashment of leave on LTC for employees on deputation will have to be borne by BSNL. We have now written to CMD that LTC should be restored to all.

21.0 FIRST TIME BOUND UPGRADATION UNDER EXECUTIVE PROMOTION POLICY ON COMPLETION OF 4 YEARS IN THE CURRENT IDA SCALE:

21.1 We have again requested that the stipulation of crossing/touching the minimum of the higher scale may kindly be removed and the first time bound upgradation be allowed on completion of four years in the current IDA scale to all executives, so as to end the discrimination between the comparatively small number of JTOs/JAOs appointed prior to 1.1.2003 and those appointed later.

22.0 IMPLEMENTATION OF COURT DECISIONS FOR SIMILARLY PLACED EMPLOYEES:

22.1 BSNL has issued orders extending the benefit of fixation of pay under FR 22 (1)(a)(i) for TTAs officiating as JTOs only to the members of BSNLOA (an applicant in the OA), while thousands of TTAs who are not members of BSNLOA have been left in the lurch. In another case also the verdict of Supreme Court of India to step up the pay of the applicants to the level of pay of their juniors with effect from the date of arising of the anomaly is being sought to be implemented only in respects of the applicants. We have taken up the issue with CMD BSNL, citing another Supreme Court judgment, requesting extension of similar benefit to all similarly placed Executives to that of the applicants, in both the above said cases.

23.0 REMOVAL OF DISCRIMINATION IN GRANT OF JAG SG PAY SCALE TO ABSORBED GROUP B EXECUTIVES:

23.1 As per the instructions issued by DOT vide its letter dated 26.08.2008, IDA Scale of Rs. 18500-450-23900 (E-7) has been approved for BSNL absorbed executives by the administrative department as replacement for the CDA Scale of Rs. 14300-400-18300 (JAG Selection Grade) with effect from 01.10.2000. Further as per para 3 of DPE OM dated 24.12.2012 (copy enclosed), *a CPSU cannot have more than one pay scale in a grade (DGM & GM in E 8 pay scale) to promote its executives within the same grade.* However, in violation of the above instructions, BSNL has two scales for JAG Selection Grade like E-6 and E-7 without the approval of the administrative department i.e DOT though IDA Scale of Rs. 17500-400-22300 (E-6) stands superseded by IDA Scale of Rs. 18500-450-23900 (E-7) with effect from 01.10.2000 as per DOT letter dated 26.08.2008. As per exiting rule in CPSU IDA Scale for below board level executives is adopted as per approval of the administrative department. Further, BSNL Board had earlier decided against the operation of two IDA scales for a GM level post like IDA Scale of Rs. 23750-600-28550(E-9) and IDA scale of 20500-500-26500(E-8).

23.2 As per terms of absorption of Group B officers in BSNL, they have been allowed promotion up to JAG Selection Grade and accordingly, under para 1.0(I) a of BSNL OM No. 400-61/2004-Pers.I/308 dated 18.01.2007 following is provided:

“Time Bound IDA scale up gradation shall be provide to the Executives from the pay scale of Rs. 9850-250-14600(IDA) up to IDA pay scale of JAG Selection Grade (Rs. 17500-400-22300).”

Earlier, Group A absorbed executives were also in the IDA Scale of Rs. 17500-400-22300(E-6). However, when DOT allowed IDA scale of Rs. 18500-450-23900 w.e.f. 01.10.2000 in supersession of the IDA scale of Rs. 17500-400-22300(E-6), Executives (absorbed as Group A officers) were allowed IDA Scale of Rs. 18500-450-23900 but this scale was not made available to the Executives (absorbed as Group B officers) in violation of the decision of the administrative department though several requests were made by executives earlier in this regard,

23.3 We have therefore, twice written to the Management that this case be got examined in terms of DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and early decision may be taken to ensure justice to the absorbed executives in the matter. We will continue to pursue the case till its logical end.

24.0 PROPOSED MERGER OF BSNL AND MTNL:

24.1 On 4.2.2014, BSNL circulated a brief of the presentation made by Director (HR) MTNL to the steering group constituted by DOT to examine the different aspects of merger of BSNL and MTNL and wanted our views.

24.2 We submitted our detailed response on 12.7.2014 reiterating that, apart from HR issues involved, we are in dark in respect of the following vital issues:

- (1) What is the necessity and objective for merger and how it is proposed to be done? Whether MTNL will remain a subsidiary company of BSNL or will it be merged in consonance with the M&A Rules of Govt. of India?
- (2) How a Public limited and listed company, the MTNL, will merge with a 100% Govt Company, the BSNL?
- (3) Both companies are reporting loss during the past few years and have already taken loan from the Banks/ Financial institutions. Whether DoT will pay this loan amount to respective Banks / Financial institution, so that a healthy

merger will take place? Otherwise merger of two loss making companies will only add further to their woes. Whether the Government has any proposal in this regard? Whether DoT is aware of the details of the amount taken by the MTNL/BSNL from Banks or any other financial institution?

- (4) What will be the Road map of merger?
- (5) MTNL and BSNL both are the Public Sector Undertakings. MTNL was formed in 1986 while BSNL was formed on 1st Oct 2000. Before formation of these two companies both were the part of DoT. Both the companies followed the rules and regulations framed by DoT. But after formation they have formed their own rules and regulations and their own HR policies. The employees are working under two different HR policies framed by the management of these two companies. Following are the some of the issues to be resolved before merger of these two companies :
 - (i) **Recruitment Rules (RR):** BSNL and MTNL have framed their own RRs for various cadres in these two organizations and these RR are entirely different in both the companies. For example BSNL recruits JTOs/ JAOs from outside in E1 scale and MTNL recruits JTOs/ JAOs from outside in E2 scale. MTNL also recruits executives from outside for marketing, HR and for other disciplines but in BSNL outside recruitment is done only for JTOs/JAOs and these JTOs/JAOs are working in Marketing and HR wings of BSNL. This is a very big issue and before merger of MTNL and BSNL this issue should be resolved. Failure to resolve this issue may give rise to number of court cases filed by the individual.
 - (ii) **Seniority Lists of various cadre:** After formation of BSNL, BSNL personnel section is facing numerous court cases related to seniority of executives. Before formation of MTNL and BSNL, at all India level only one seniority list was in operation but after formation of MTNL and BSNL, both the organization are having separate seniority lists for their executives. Executives working in MTNL are place one scale higher than the BSNL executives. In any grade, after merger of the cadres, executives who are in higher scale will claim to be senior to the executives who are in lower scale, resulting in a situation where a senior BSNL Executive is likely to become junior to those in MTNL. This seniority issue has to be addressed before merger so as to avoid never-ending litigations on this count.
 - (iii) **Executives Promotion Policies:** BSNL and MTNL may have their own and entirely different promotion policies for various cadres. Apart from the problems relating to seniority list, merger will also create problems in holding of DPCs for promotion. Therefore, evolving a common promotion policy acceptable to the employees of both the organizations is compulsory before taking any decision on merger of BSNL and MTNL.
 - (iv) **Transfer Policies:** BSNL executives are having all India Transfer liabilities but MTNL executives have liability of transfer between Mumbai and Delhi only. A common Transfer policy acceptable to the employees of both the organization should be evolved before any proposal of merger of MTNL and BSNL is finalized.
 - (v) **Difference in pay:** BSNL employees have been drawing lower pay scales than their counterparts in MTNL on the plea that BSNL employees are entitled for Government Pension under Rule 37A of CCS (Pension) Rules 1972. But now, a cabinet decision is in place for extending the same Government Pension to

MTNL employees under the above rule. It is being said that pay scales of MTNL and BSNL employees will be made 'at par' from 2017 when next pay revision will take place. But this will not remove the discrimination between the pay scales of the employees of these two organization for the period upto the date of next pay revision. The only solution to this issue is, as has been the demand by AIBSNLOA ever since the pay revision w.e.f. 1.1.2007 was given effect to, to grant following IDA pay scales to the Executives of BSNL from JTOs level to Dy GMs : (a) JTOs level : E-2 grade, (b) SDEs level : E-3 grade, (c) Sr SDEs/Sr AOs : E-4 grade, (d) DEs level : E-5 grade and (e) DGMs level : E-6 grade, w.e.f. 1.1.2007.

- (vi) **Option from the employees:** During formation of BSNL the employees of the erstwhile DoT were asked to give option either absorption in MTNL or BSNL or for continuing in DoT. It should be clearly spelt out whether such an option will be available to the MTNL and BSNL employees, before any proposal is finalized for merger of BSNL and MTNL.

24.3 The proposal was kept in cold storage, after General Elections to the Lok Sabha were notified. However the proposal has been revived by the new Government. Recently MTNL has been declared as a sick PSU, but the government still wants it to be merged with BSNL.

25.0 ABSORPTION OF ITS OFFICERS IN BSNL

25.1 On 6.2.2013, dismissing the BSNL application for allowing of non-optee ITS Group A officers on continued deputation in BSNL, the Hon'ble Delhi High Court directed BSNL to relieve those who have opted to revert to Government service within six weeks.

25.2 On 11.3.2013, DoT issued orders repatriating to DoT with immediate effect the remaining ITS Group A officers on deemed deputation to BSNL and MTNL but not had opted for absorption in these organizations. In the same breath, DoT issued another order 'deploying' the ITS Group A officers who stand repatriated to DoT, in BSNL for a period of 10 years on diminishing basis, based on the cabinet approval on the issue. DoT also declared that with these orders the process of absorption of Group A Officers in BSNL has been completed. The Delhi High Court has neither revoked its earlier order for relieving these officers within six weeks from 6.2.2013 nor has passed any judgment against DoT's orders till this date.

25.3 AIBSNLOA reacted by writing to DoT that 'the decision to allow deputation to the unabsorbed ITS Group A Officers for a further period of 10 years will cause serious demoralization, frustration and de-motivation to the BSNL's own Officers, since the deputationists will occupy the posts sanctioned against BSNL's assets which otherwise are the promotional posts of BSNL Officers. In case of JAG level posts alone, 181 number of posts of DGM are being held by the deputationists - thus blocking the promotion avenues of the eligible BSNL Executives. If fact, the career advancement of the absorbed/BSNL recruited Executives will be seriously affected by the above decision.'

25.4 Thus a long winding story of the absorption of ITS Group A officers has ended with these officers continuing in BSNL on 'deployment' with the approval of the Cabinet, the Government itself throwing to the winds its own decisions and instructions on the issue of deputation of Government Servants to PSUs. The ITS

officers themselves have not gained anything but the loss is to BSNL which has seen only mismanagement all these years.

26.0 PROPOSED SUBSIDIARY TOWER COMPANY:

26.1 BSNL Management made a Presentation to all Unions and Associations on 'Subsidiary Tower Company' on 21.4.2014. We attended the meeting on behalf of AIBSNLOA. Making the presentation, GM (Infra) said that BSNL is having more than 60,000 towers and started leasing out the towers to other operators in 2009. But around 3000 towers alone have been leased out till date, aggregating to 5% of total towers, and revenue generated has not been satisfactory. Due to lack of co-ordination between field units and Corporate Office, there has been no improvement in the tower leasing business. The consultant KPMG engaged by BSNL submitted its recommendation in August 2013 that formation of a separate Tower Company will serve the purpose of optimum revenue generation through leasing of towers. Then BSNL sent the proposal to DoT and was later considered by the Group of Ministers which has approved the proposal. Cabinet approval however is yet to be taken. KPMG has, also recommended that after formation of subsidiary tower company, BSNL Management can take a decision to run this company along with a Strategic Partner who will do O&M and S&M work for BSNL. AIBSNLOA and all the other participating unions and associations voiced their protest that BSNL has not taken them into confidence before a decision was taken and saw the proposal for separate tower company as an indirect way of disinvestment in the name of strategic partnership. We conveyed that there was no necessity for forming a separate company and the task of successful leasing of towers can be achieved by forming a separate business vertical similar to CM, CFA etc. GM (SR) who had organized the presentation said that he will convey our feelings and observations to the Management. We have also submitted our views in writing.

27.0 ORGANISATIONAL ACTIVITIES:

27.1 CWC Meetings: Two CWC meetings were held after the first AIC at Trichy. The first CWC was held at New Delhi on 29th and 30th September 2013 and the second at Bhopal on 16.8.2014.

27.2 Protest Day: AIBSNLOA's call for observing 17th September 2012 as Protest Day urging the authorities to end deputation of non-optee Group A officers in BSNL and to implement Delhi High Court orders by relieving them immediately received very good response from the Executives all over the country. The response was overwhelming in BSNL Corporate Office with more than 350 Executives joining the protest by wearing the protest badges.

27.3 Translate Strategy Day: CHQ called upon the branches to observe January 8, 2014 as 'TRANSLATE STRATEGY DAY' by holding General Body meeting of all the Branches on that day, discussing the contents of the power-point presentation provided by BSNL Management on growth and development of BSNL and recording the views and suggestions of the members.' Translate Strategy Day was successfully observed on 8.1.2014 in all Branches. In BSNL CO Shri S.K.Seth PGM (EB), Shri S.C.Sharma Sr.GM (PP-CM) and Shri R.C.Arya Sr.GM (IT-CFA) participated in our meeting and addressed the large gathering and watched the proceedings throughout the three hours session. Com. A. A. Khan, Circle Secretary, SNEA was present and addressed the meeting. Com. Ravi Shil Verma GS AIGETOA was present. Similar meetings were held at Kolkata and Bhopal with senior officers attending and addressing the meetings. In all the other circles, meetings were conducted and elaborate discussions had been held. Based on the discussions in the meeting, CHQ compiled the suggestions. A separate column was introduced in

our website for submitting suggestions by visitors irrespective of association affiliation. It received tremendous support with executives from all the corners of the country suggesting improvement. CHQ presented a compilation of all the suggestions to Director (CM) and Director (CFA) who appreciated our efforts and assured to examine the suggestions. CHQ also took the initiative of displaying advertisements regarding BSNL services and various promotional plans in its website, which was one of the proposals given by BSNL Management in the Awareness Session on growth and Development of BSNL. This has been well received and appreciated both by the Management as well as the employees and executives of BSNL.

27.4 Formation of Adhoc Body in MP Circle: On the issue of conduct of MP Circle conference at Jabalpur on 9th November 2013, intervention by the CHQ was sought by GMTD Bhopal Branch. The date and venue of the conference had become a matter of dispute. CHQ President spoke to Com. G. P. Patel and Com. P. Jha over phone. CHQ President advised Com.G.P.Patel to talk to the GMTD comrades and to sort out this issue amicably, since in a growing organization, he has to respect the concerns of the membership, particularly in the circumstances mentioned in their letter. Since Com. Patel was not inclined to talk to them, CHQ President directed him to postpone the conference, which can be held at a later date, after sorting out the issues. Instead of implementing the direction of CHQ President, Com. Patel sought to precipitate the issue further. CHQ President then directed him to hold the CEC at Bhopal to sort out the issues and differences in a democratic manner. As Com. Patel continued to defy the directions of CHQ, CHQ wrote to the CGMT MP Circle communicating the decision dissolving the adhoc body formed on 19.9.2009 with Com.G.P.Patel as Circle Secretary and forming an adhoc committee with Shri R.K.Narang as Circle Secretary. Meanwhile Com.G.P.Patel and Com.J.N.Mishra submitted their resignations as Circle Secretary and Circle President.

27.5 Formation of Adhoc Body in Chennai Telephones: While leaving AIBSNLOA and joining AIBSNLEA along with some of his supporters, Com. P. Udayasuriyan sought to justify his act stating that "Chennai Telephones had to bear the brunt by way of mass exodus of his dedicated members from Chennai Telephones to other far away circles of BSNL in the recently issued DE-Regular promotion order."CHQ took all efforts to get as many executives as possible retained in Chennai Telephones, but had to pursue the list which was sent by the CS, Chennai Telephones. From the very beginning, CHQ wanted retention purely based on seniority and consideration for ladies and medical cases in the available vacancies and suggested former CS to get recommendation from CGM based on seniority. Finally the list sent by the CGM purely based on seniority alone clinched the issue to some extent and a number of executives got revised posting/retention in Chennai Telephones. On the whole, it should be remembered that executives belonging to all the associations were affected and not those belonging to AIBSNLOA alone. CHQ has already published a note on its efforts in the website, under the title, 'What we did?' Therefore the DE regular posting issue cannot be the real reason for his leaving the organization. It is also a fact that only because of timely intervention of the GS, Com. P. Udayasuriyan CS Chennai TD got posted to Chennai Telephones on his promotion to DE adhoc in 2013. CHQ promptly appointed an adhoc body in Chennai Telephones with Com. P. Ramachandran AO as Circle President, Com. M. Vijayakumar as Circle Secretary and Com. V. Anbarasan as Circle Finance Secretary. Com. Udayasuriyan's claim that AIBSNLOA Chennai Telephones has merged with AIBSNLEA has been proved wrong by the members of AIBSNLOA Chennai Telephones, with more than 80 members already submitting forms on their continuance in AIBSNLOA. More members are conveying

their allegiance to AIBSNLOA every day. We congratulate the circle body led by Com. M. Vijayakumar for their hard work and commitment.

Recently, UP East and UP West circles have been reorganized.

27.6 Website: CHQ Website is the face of AIBSNLOA and reflects the uniqueness of the organization. We have a very large viewership and employees, executives and senior officers appreciate the contents and reporting of our website in one voice without difference. A website also reflects the liveliness of the organization. A decision should be taken in this conference that all circles should open their own websites before the next three months and should keep them regularly updated which will have a major effect in increasing our membership.

27.7 Strengthening the organization: More efforts are required by the office bearers and active members at various levels for forming circle bodies in all the remaining circles and branches in SSAs. Conferences are to be conducted periodically as per the Constitution. Provisions of the Constitution barring holding of two posts should be strictly adhered to by promptly resigning one of the posts. Personal contact with members is the key to healthy organization.

27.8 Reconstitution of Advisory Committee: A decision is to be taken in this meeting for augmenting the size of the committee and reconstituting it.

28.0 FINANCIAL STATUS:

28.1 Financial Report by CHQ Finance Secretary is enclosed herewith. As it may be seen CHQ is functioning with a lot of financial constraints. Circle Secretaries are requested to collect and remit quota regularly. This AIC meeting should discuss and take a decision to create funds for facing the membership verification effectively.

29.0 CONCLUSION:

29.1 During the last seven years of our existence, we have created a unique space for AIBSNLOA in BSNL trade union movement, standing tall among all the unions and associations with our dedication, commitment, involvement, honesty, straight-forwardness, perseverance, gentleness and most of all, our resoluteness to withstand adverse situations. We know our strengths and we know our weaknesses. We know that our support base extends beyond our membership. We do realize our responsibilities in the future. Let us not be swayed away by short term gains. Let us not be distracted by green pastures. Let us not succumb to pressures. Let us not opt for the easy path which majority of employees chooses because of their unwillingness to fight.

29.2 Let me conclude with the famous quote by Rabindranath Tagore:

“Let us not pray to be sheltered from dangers, but to be fearless when facing them.”

9.4.2015

Yours fraternally,



(Rakesh Sethi)
General Secretary