

The meeting took place on dated 12th June under the Chairmanship of Smt. T. Sujata Ray, Director (HR) and (Finance).

GM(SR) initially extended warm welcome to the participants, staff and official side both, of the meeting and said that the present time is of crisis but both side are emotionally united. National council is forum where problems are settled through bilateral discussions.

Chairperson, N.C:-

Expressing hearty welcome to all she told her unhappiness for not holding meeting as per schedule. In two years only two meetings could take place. In present situation it is difficult for the BSNL to become model employer. Revenue is declining and there is huge deficit and an alarming situation has developed. Management and employees are close to each other during this turbulent period. The employees are sensitized. The revenue in last year has been worst. The employees have to defer their many aspirations. She promised for 3rd PRC. The DOT is processing for Cabinet note regarding relaxation in affordability clause. She expected wage revision by year end but Company's finance should not go down further. Reasonableness has to be there even after relaxation. With the cooperation of all operation of Tower Company is deferred but cant dilate if it is good or bad.

Leader staff side:-

Com. C. Singh welcoming all thanked the Chairperson for implementing GSM Prepaid Mobile plan and mentioned the following other issues for consideration.

- (1) Enhancement of wages of casual labourers on the basis of 7th pay commission recommendations.
- (2) The difficulties being experienced by BSNL HQR in implementing Rs. 429 plan (Rs. 600/-) for six months.
- (3) In CGA 15 points weightage be extended to the dependents instead of widows.
- (4) Upgradation of Sr. Accountants.
- (5) The outside recruitment be done in Telecom Technician Cadre (TM).

(6) Calendar for LICE in respect of TT, JE, JAO and JTO.

Secy, Staff Side:-

Com. Abhimanyu, Secy staff thanked the Chairman for 429 plan and expressed unhappiness over dilution of NC decision. Management and staff side will go to any extent to stop operation of Tower Company. He felt delay is taking place in preparation of Cabinet note. Superannuation benefit of 5% is not adequate wages of casual labourers be increased. Demanded issuance of formal orders for medical facility in respect of retired personnel. Next NC meeting should take place in Sept and December. Standing committee meeting has taken place only once in two years. He also demanded incentives to staff for marketing etc.

The Chairman asked for early issue of orders for formation of joint wage revision committee, Calendar for LICE and incentive plan for marketing. She also asked for immediate issue of orders for payment of medical allowance without voucher.

Islam Ahmad, Member NC:- He raised the following points.

- (I) Holding of BSNL Board meeting at Hyderabad and staying in 5 Star Hotel not good when BSNL is in financial crisis. These meetings should have taken place at Delhi.
- (II) Finalisation of JAO R/R.
- (III) New promotion policy be evolved as hardships in NEPP could not be resolved.
- (IV) Extension of Term insurance scheme in respect of non-executive employees.

Agenda items:-

(1) Extra marks and relaxation for the JE LICE:-

After detailed discussions the Chairman agreed to look into the entire matter herself to see what can be done. Another LICE will also take place shortly.

(2) Regularisation of RTP:-

Matter will be referred to DOT as BSNL is not authorized/competent to regularize the service period rendered in DOT.

- (3) and (11):- Special recruitment in the Cader of Senior office associate for J&K, Assam, NE-1 and NE-II.

The staff 26323 are equal to sanctioned strength of 26368.

- (4) Conducting the JE LICE as off Line Exam:-

The non-executive employees will be imparted computer training.

- (5) Extension of the facility of payment of medical allowance without voucher beyond the initial 6 month period:-

Director (HR) ordered for issuance of orders.

- (6) Proper un-keep of IQs and introduction of IQ booking through "online":- ITPC has been asked to develop software for online booking of IQs.

Instructions have been issued for proper upkeep of IQs.

- (7) Implementation of revised weightage point system for CGA:-

Orders issued to fill up the vacancies w.e.f. 01-04-2018 as per new CGA guidelines of, dt-02-06-2016.

- (8) Non-implementation of HR issues approved by the MC:-

(i) Implementation of promotion to the non-executives in E-1 pay scales:-

(ii) One additional increment for the left out non-executives (at par with the TTAs who are appointed after 01-01-2017).

(iii) Implementation of gratuity for casual labourers.

The Chairman, Director (HR) assured to get these settled as per changed scenario.

- (9) Settlement of the problems that have arisen out of the bifurcation of A.P. and Telangana Circles:-

Staff side demanded 2 years period for soft tenure. This demand will be considered GM(SR) will visit Hyderabad and Vijayawada to assess the problems. Both unions will be consulted.

- (10) Setting of a separate BSNL server for Assam, NE-1 and NE-II Circles at Guwahati:-

The improvement in network with present system is expected.

- (11) Extension of special concessions to casual labourers working in Kashmir Valley:-
No order has been issued for withdrawal of incentive.
- (12) Insertion of Rule 55(A) in BSNL CDA Rule 2006:-
Appeal provision will be made. Demand for formation of committee at Circle level instead of SSA will be examined. Staff side pressed and stressed that FR 56(j) cannot be applied on DOT absorbees.
- (13) Benefit of FR 22 (I) (a)(I) in officiating promotion of JEs to the Cadre of JTO.
SLP has been filed against high Court's verdict.
- (14) Creation of AM Posts in Telecom Circles and PGM offices:-
Staff side demanded AM(Posts) for Sr. TOAs in circle offices etc.
Matter to be considered.
- (15) Benefits/concession and facilities to employees from disability.
All facilities have been extended vide No.-6-1/2007-Restg, Vol-III, dt-24-11-2014, DOPT orders also circulated.
- (16) Filling up CR form and Disciplinary punishments.
(a) CR-There is no column in APP9 and 10 relating to fitness for promotion specific instance will be looked into.
(b) Promotion after punishment:- The DOP&T OM No.-22011/4/2007-Estt(O), dt-28-04-2014 will operate.
(c) Treatment of suspended period:- Provisions in CCS/CCA and CDA Rules are identical. This has to be reconciled.
- (17) Restoration of LTC facility:- To be considered after the improvement of financial condition.
- (18) **Pension:-**
(a) Updating of pension of absorbees:- Matter taken up with the DOT.
(b) Revision of disability Pension etc:- It will be taken up after IDA pension revision.
(c) Pension eligibility to divorced daughter:-

Specific cases be reported.

(d) Handing over PPO before retirement:-

Papers should be made ready before 6 months of retirement of the employees service books be updated.

(19) Creation of Multi Tasking staff:-

Matter will be looked into as per analogy of other ministries.

(20) Dispensing with Negative Marking system:-

Not agreed to. The employees will be given computer training.

(21) Screening Test for promotion to Sr. TOA(G) Cadre:-

Guidelines will be issued.

(22) Confirmation examination:- special examination will take place.

(23) Pay parity with MTNL from 01-01-2007:-

Joint committee is being formed.

(24) Facility of GSM Mobile Service connections to the office bearers of the recognised union.

Chairman asked to get the matter examined and desired no discrimination.
