



BHARAT SANCHAR NIGAM LTD.

**BHARAT SANCHAR NIGAM LIMITED
A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chandra Mathur Lane,
Janpath, New Delhi-110 001**

No. BSNL/39-3/SR/2017

Dated, the

24.07.2018

Sub: Minutes of the 36th meeting of the National Council held on 12th June 2018 under the chairpersonship of Director (HR), BSNL Board.

The 36rd meeting of National Council was held at 11:00 AM on 12th June 2018 in the Conference Hall, Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-I.

The meeting started with the welcome address by GM (SR). He said that efforts were made to hold this meeting earlier but due to various reasons it could not be held as per scheduled time period of three months. He mentioned that NCM is a highest platform for mutual dialogue and a machinery having tradition where management & staff side members sit together and by way of constructive dialogue with positive frame of mind find positive solution of pending issues pertaining to non-executive employees. There are twin objectives which we keep in mind while trying to find solution; first is the welfare of the employees; and second is the growth of the company. He mentioned that the role of industrial relation, which traditionally was limited to firefighting, has changed in BSNL and for that credit goes to great extent to the unions and the whole IR team working proactively for the growth of the company. Thereafter he requested Director(HR) to address the house.

3. Director (HR), Chairperson National Council in her opening address welcomed Shri Chandeshwar Singh, Leader Staff Side, Sri P. Abhimanyu, Secretary, Staff Side, Sri Islam Ahmed and all the participants in the 36th Meeting in the NCM. She expressed her unhappiness for not holding this meeting on the scheduled time. Admiring the positive role, Union leaders have played in the recent past in BSNL; she said that she is grateful to the cooperation extended by the staff side in making sure this meeting took place on 12th June, 2018 which was postponed earlier due to various reasons. She mentioned that when she took over the charge of Dir (HR) she realized that the BSNL was facing stiff competition from other private operators and facing many ups and down. She recalled how we all together took many steps for creating a culture of trust. BSNL's revenue which comes from income from services from the Basic services and GSM are declining at a rapid rate. Last year the results were the worst and we are at a critical juncture. She discussed various challenges before the company. She once again repeated that together we are holding the flag aloft in spite of all the odds. Even in the fiercest competition, when many private service providers could not manage to survive, we improved our market share and remained MNP positive.

Shri Chandeshwar Singh

4. Leader, Staff side greeted Chairperson and all the participants and expressed his gratitude on the issuance of orders for Special mobile plan for non-executives. Thereafter he mentioned following issues for consideration by the management:

- a. Enhancement of wages of casual labourers on the basis of 7th Pay Commission recommendations.
- b. The difficulties being experienced by BSNL HQR in implementing special mobile plan for non-executive employees.
- c. In Compassionate Ground Appointment cases, 15 point's weightage be extended to the dependents instead of widows.
- d. The outside recruitment may be done in Telecom Technician Cadre (TM) or Multi tasking Staff may be recruited and trained for all type of support staff activities like working on computer, selling of SIM, office work, maintenance of outside services/equipments etc.
- e. Releasing of Calendar for Limited Competitive Exams for TT, JE, JAO and JTO etc.
- f. Standard of JE online LICE exam

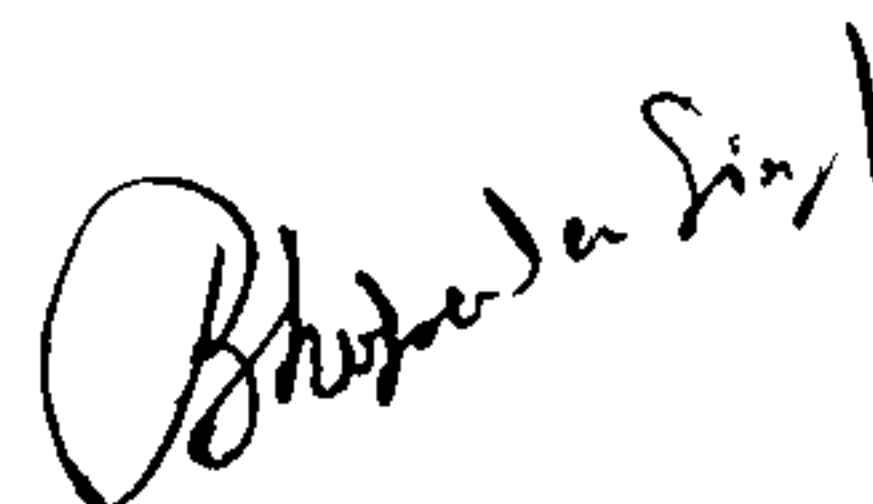
5. After welcoming Chairperson all participants from official & staff sides, Secretary also expressed his gratitude towards Chairperson and management for introducing Special Mobile tariff plan for non-executives. Thereafter he mentioned following issues for consideration by the management

- a. Superannuation Benefits may be extended to DR employees as per the 2nd PRC.
- b. Only two National council meetings have taken place after 7th Membership Verification and requested next council may be held in Septembers 2018 and thereafter one more meeting in December 2018.
- c. A formal letter for extension of the facility of payment of medical allowance without voucher, beyond the initial 6 month period may be issued.
- d. Wages of casual labourers may be increased in accordance with CDA pay scales as recommended by the 7th CPC.
- e. In view of poor result in JE LICE exam, relaxation may be given.

He appreciated the initiative of SR Cell for opening online application form for registering grievances of retired employees. At the end of his address he mentioned that Standing Committee meetings should be conducted periodically and representation of official side may be sufficiently increased.

6. Shri Islam Ahmed, Senior Member from Staff Side also drew attention of the house on following issues:

- a. Non-executive employees' representative may be included/ involved in 'Term Insurance' policy planning.
- b. JAO Recruitment Rules are not being finalized for last two years; it may be finalized at the earliest.
- c. Important meeting like Board, Hindi committee meeting may be held at Delhi.



- d. NEPP issues raised by the unions from time to time are not being resolved therefore it is requested that new promotion policy may be formed for non-executives

7. In response to the addresses by Staff Side, the Chairperson/ management side replied that a Committee will be constituted to examine the demand of revision of wages of casual labourers in view of the implementation of 7th CPC pay scales in case of Govt. of India employees. It was assured that the issues related with implementation of newly introduced Special Mobile Tariff Plan for non-executives will be resolved at the earliest; Admn Cell will take necessary action. Director (HR) asked the recruitment unit to immediately finalize and release the calendar of Limited Competitive/Departmental Exams. She also agreed to consider the proposal for granting Incentives to staff engaged in marketing, sales, and revenue collection activities. It was reassured by her that she is concerned with the demand of the staff side on superannuation benefits to direct recruit employees and stated that necessary steps will be taken to improve superannuation benefits step by step. Director (HR) asked GM(SR) and Leader & Secretary staff Sides to ensure that next National Council meeting may be held in the month of September'18. On the issue of holding of Hindi Committee meetings outside Delhi, she clarified that these meetings are decided at Minister/Parliamentary Committee level. She also suggested that Smt. Smita Chaudhary Sr.GM (FP) may be included as official side member in the Standing Committee of National Council.

8. Thereafter, the agenda items were taken up for discussion.

Item no. 1: Demanding extra marks, as well as relaxation for the JE LICE

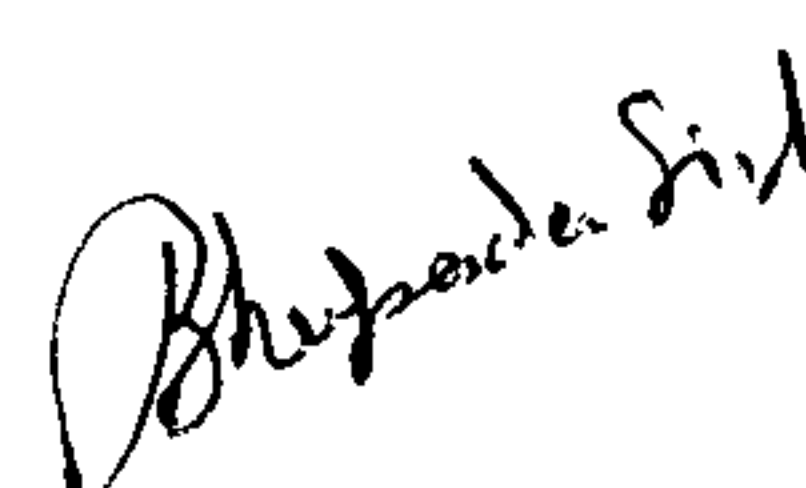
Staff Side mentioned that in the JE LICE held on 28.01.2018, officials with 10+2 qualification are eligible to appear the JE LICE. Hence, the standard of the JE LICE should also be that of 10+2. But, it is reported by a large number of candidates who appeared in the above stated examination that

- i) Many of the questions asked in the examination are of High standard
- ii) There are many questions given with wrong answers

Staff side demanded that extra marks should be awarded to the questions with wrong answer key and also to the questions which carried more than one correct answers. Further, it is also demanded that relaxation should be given to the questions which are above 10+2 standard, in view of the fact that only a very small number of candidates will pass in the exam. Examination conducted for 9185 vacancies. 1800 candidate appeared and 111 qualified.

Management side informed the Council that the matter has been examined by an expert committee, formed to scrutinize provisional answer key. The committee has gone through all the questions for:

1. High standard of questions.
2. Wrong answers.
3. Any question having more than one correct answer.



The committee has recommended certain changes in answers which were found to be incorrect. The same has been incorporated in the final answer key and result has been declared accordingly.

Staff side leaders expressed their strong dissatisfaction over the management side reply. After detailed discussion, Director (HR) asked Recruitment Cell to review the whole issue.

Item No. 2 Regularization of RTP Service.

Staff side demanded regularization of the RTP (Reserve Trained Pool) / short duty service, done before regular appointment in the TOA cadres. They mentioned three court cases in support of their demand.

Management side replied that DoT vide their letter dated 17.3.98 addressed to the Circles have taken a firm view in wake of judgement of Hon'ble Supreme Court of India dated 1.8.97 in C.As. No. 80-123/96 dismissed the petitions for treating the service rendered in R.T.P. as regular for appearing in the Departmental Examinations. The Apex Court had ruled any service which was rendered prior to regular appointment in the cadre, cannot count for the purpose of this rule because it cannot be considered as service in any eligible cadre. Further it was informed that out of 3 CAT cases cited by the staff side only one OA No. 133 of 2009 pertains to BSNL in which benefit of regularization of service rendered as RTP was granted to the only applicants as the SLP filed by BSNL was dismissed. However it cannot be generalized as policy in view of DOT letter cited above and also for the reason that the matters litigated are decided by the Courts on the merits specific to the facts and circumstances brought before them and the implications of judgements in general are applicable only to the applicants and hence cannot be made applicable across the board.

After detailed discussion on the issue it was agreed to refer the specific representations to DoT.

Item no. 3 Recruitment in the cadre of Senior Office Associate.

Staff side requested that item no. 11 regarding shortage Special recruitment in the cadre of Senior Office Associate for J&K, Assam, NE-I and NE-II may also be discussed with this item.

Management side replied that consequent upon the declaration of cadre(s) of Sr ToA (T)/(TG)/(P), the services of large of numbers of incumbents of these wasting cadre(s) are redeployed and assigned the responsibilities of Sr. ToA(G), the live cadre. There is no shortage of Sr. TOA (G) at present as out of total 26368 sanctioned strength of Sr. TOA(G) as per RRs there are 26323 working .

Staff side members expressed their dissatisfaction/disagreement over the management side reply.

Director (HR) suggested that staff side can verify the data from the records and discuss the issue with Estt. branch.



Item No.4 Conducting the JE LICE as 'off-line' exam.

Staff side demanded that all examinations from Non-Executive to Non-Executive should be conducted only as an 'off-line' exam. This is in view of the fact that most of the applicants for the JE LICE are Telecom Technicians, who possess little knowledge in computer operations.

Management side replied that the exam needs to be conducted on-line as the post of JE is totally technical cadre and requires the basic knowledge of computers. It was assured that all willing non-executives will be given sufficient training/exposure on computer so that the candidates going to appear may become aware of the on line examinations process as well as computer operation.

Staff side expressed their satisfaction over the management's reply.

Item No. 5 Extension of the facility of payment of medical allowance without voucher, beyond the initial 6 month period.

Management side informed the council that the issue has been reviewed and Admn. Branch has issued instruction vide their OM dated 25.04.2018 for release last two installments (quarters) for the year FY 2017-18. The issue of further extension is under consideration and decision will be communicated shortly to all concerned.

Item No. 6 Proper up-keep of Inspection Quarters and introduction of IQ booking through online.

Management side replied that the instructions for formation of committees in Circle/SSA headquarters comprising officers from Civil/Electrical & Finance have been issued in Jan'2017 which will monitor the conditions of the IQs. The checklist for effective supervision was also issued in May'2017. Senior officers have been advised to stay, in IQs during their official tours and give feedback to Heads of circles with suggestions on improvements. Monitoring is also being carried out through surprise visits to IQs by GM (Adrn.).

Regarding the online booking of IQ it was informed that ITPC Pune has been requested to develop software for Online booking of IQs. Further it was informed that staff side may bring to notice, if they come across any poorly maintained IQ.

Item No. 7 Implementation of revised weightage point system for Compassionate Ground Appointments.

Staff Side mentioned that revised Weightage Points were issued on 21.04.2016, however, the Corporate Office, vide letter no.273-18/2013-Estt.IV dated 02.06.2016, has issued instruction that HPC meetings for the present financial year may be conducted in accordance with the guidelines issued vide letter no.273-18/2013/CGA/Estt-IV dated 01.10.2014. As a result, CGA applicants are deprived of getting appointments even though vacancies are available. Hence, it is demanded that the Revised Weightage Point System for Compassionate Ground appointments may be implemented from 01.04.2016.



Management side replied that HPC meeting are being regularly convened in circles and concurrence is being given by Corporate Office for filling up of the vacancies However as per the demand of staff side, instructions will be issued to fill up the vacancies arising out from 01.04.2018 with the new approved guidelines.

Item No. 8 Non-implementation of the HR issues approved by the Management Committee.

Staff side requested that following pending HR issues may implemented at the earliest

- (i) Implementation of promotion to the Non-Executives in E-1 pay scale.
- (ii) One additional increment for the left out Non-Executives (at par with the TTAs who are appointed after 01.01.2007)
- (iii) Implementation of gratuity for casual labourers, are already approved by the Management Committee many years ago, but were not implemented till date

Management side replied that the issues at (i) and (ii) will be considered for delinking from HR plan and issue (iii) will be submitted with complete details before the BSNL Board for approval.

Item no. 9 Settlement of the problems that have arisen out of the bifurcation of Andhra Pradesh and Telangana circles.

Staff Side requested that the tenure of 3 years may be reduced to 2 years and to allow AP Circle to make fresh recruitment. It was also suggested by the Staff side that in place of widows selected for compassionate ground appointment, their young children may be given jobs and posting at Vijayawada and the officials forcefully transferred, can go back even before two years.

Management side replied that it is not possible to allow AP Circle to make fresh recruitment. However GM level officer from Corporate Office will visit the Vijayawada and find out if there is sufficient staff are at Vijayawada or there is still need for more staff. If it is found that adequate number of staff are working at Vijayawada then no further transfer will be made otherwise future transfers will may made keeping in mind the suggestions of staff side. Finally It was suggested that staff side may ask their circle bodies in A.P. circle to discuss the matter with the CGM and send a combined proposal/views to Corporate Office for consideration.

Item no. 10 Setting up of a separate BSNL server for Assam, NE-I and NE-II circles at Guwahati.

Staff side mentioned that there were 5 instances of the present financial year when link between Kolkata and Guwahati got interrupted due to any reason, the entire Broadband service of Assam, NE-I and NE-II circles also get disrupted. The Eastern Zonal Billing

Bhijendra Singh

Centre for both landline and IT Project Centre (for mobile) is at present located at Kolkata. As a result, the subscribers of Assam and NE circles could not even lodge their complaints to the appropriate authority. Hence, to solve all these problems, a separate BSNL server may be provided at Guwahati, which will cater the requirements of the entire North Eastern Region.

PGM(NOW-CM) in view of the concern of the staff side explained various steps recently taken to ensure maximum uptime and informed that separate server at Guwahati may not be viable at this stage. All possible efforts are being made to avoid isolation of north east.

Item no. 11. Special recruitment in the cadre of Senior Office Associate for J&K, Assam, NE-I and NE-II.

The item already discussed along with item no. 3.

Item no. 12 Extension of special concessions to casual labours working in Kashmir Valley.

Management side informed the council that the J&K Circle has confirmed/informed that no such orders for withdrawal of above incentive for Temporary Status Casual Mazdoors has been issued. However even if there is any such case then the staff side may bring it to the notice of the management and suitable instructions will be issued to the circle.

Item no. 13 Insertion of Rule 55 (A) in BSNL CDA Rule 2006.

Staff side mentioned that BSNL has incorporated Rule 55 (A) in BSNL CDA Rules, 2006 containing Rules 56 (j) and Rule 48 of CCS (Pension) Rules. These provisions are not applicable in respect of BSNL absorbed staff. They also expressed their apprehension that the Committee formed at local level will not be fair and just and it may be formed at Circle level. It was suggested that provision of appeal may be made in the rules.

Management side replied that Rule 55(A) has been framed as per the instructions of DPE and DoT and there are adequate safeguards for review of employees under Rule 55(A) in fair and just manner. It was informed that management is examining the issue of appeal and shortly appellate mechanism will be finalized. The other issues like level of formation of committee may be submitted by staff side to the nodal branch for consideration.

Item no. 14 Benefit of FR 22(1)(a)(I) in officiating promotion of JEs (erstwhile TTAs) to the cadre of JTO.

Staff side requested orders dated 15.09.2017 of Hon'ble Kerala High Court for grant of FR 22 (1)(a) (I) benefit to officiating JTOs may implemented

Management side informed the council that Judgment of Hon'ble High Court Kerala regarding fixation of pay of screening test qualified and Phase- I trained officiating JTOs under FR 22 I (a) was examined in consultation with legal branch of Corporate Office and

Bhudeen Singh

it has been decided to contest the judgement in Apex court as the judgments pronounced by CAT and High Court are not on merits. Accordingly Kerala circle has filed an SLP in this case on 15.05.2018

Item no. 15 Creation of Assistant Manager Posts in Telecom Circle and PGM Offices.

Staff side mentioned that the performance of clerical section at Telecom Circle and PGM offices suffer in absence of proper supervision. Therefore they requested that AM posts be created in above offices in the analogy of Corporate Office.

Management side informed the council that Assistant Managers are designation given to J.T.O.s/J.A.Os/Assistants of C.S.S. etc. in BSNL Corporate Office. Further, Assistant Managers in Corporate Office are not supervisory posts. They report to SDE/AO/SO etc. in the Circle/SSAs who perform similar functions of Deputy Managers in Corporate office and exercise direct and overall supervision over the activities of work assigned to them.

After detailed discussion it was decided to form two member committee from official side only which will examine this issue and staff side will submit their views before the committee.

Item no. 16 Benefits / concession and facilities to employees from disability.

Staff side mentioned that DoP vide its communication Nos. 25012/2015-Estt (A-IV) dated 19.5.2015 and 36035/3/2013-Est(Res.) dated 31.03.2014 extended concessions and facilities to employees who are suffering from disability in the form of identification of jobs, Post recruitment, pre promotion training, assistive devices, performance in transfer / posting, special casual leave etc.

They requested that both the above communication may be accepted and orders issued accordingly to the units for adherence.

Management side informed the council that WS&I Branch has issued amendment in BSNL Employees Transfer Policy vide their order No. 6-1/2007-Restg. Vol-III dated 24.11.2014 which provides that persons with disabilities have been exempted from rotational transfer/transfer and allowed to continue in the same job, where they would have achieved the desired performance. Further, preference in place of posting at the time of transfer/promotion are extended to them subject to the administrative constraints.

Regarding the two OMs referred by the staff side it was stated that :

- a. DoP&T' s OM No. 36035/3/2013-Est(Res.) dated 31.03.2014 has been circulated to all concerned vide SCT Cell , BSNL CO letter no.28-1/2013/SCT(SG)/Pt/490 dated 09/09/2015. All cadre controlling are instructed to compliance the guidelines to provide facilities/ amenities to the persons with disabilities.

Bhujender Singh

- b. The DoP&T OM No. 25012/2015-Estt (A-IV) dated 19.5.2015 is neither endorsed by the DoP&T to any PSUs nor it is received from DoT, hence this OM is not endorsed.

Item no. 17 Filling up CR forms and Disciplinary punishments.

Staff side raised following three points under this item

(a) There is column in "CR" form under which the competent authority will incorporate his / her assessment if the official concerned is fit for promotion. This is unwarranted as vide Govt. of India's communication No. OM No. 35014/2/81-Estt(A) dated 16.05.1985 has ordered for deletion of the clause. As such it is requested to agree to delete the clause from the CR forms accordingly.

(b) Promotion after punishment:- The BSNL employees should get promotion from the due date after expiry of the punishment in the analogy of Central Govt. employees. Seniority and rank / grade should not be affected. In this connection DoP & Training OM No. 22011/3/88-Estt(D) dated 11.05.1990 and clarification may be referred to. The practice followed in BSNL to grant promotion after end of punishment instead of due date is not in consonance with the DoP orders. The procedure in vogue in BSNL be rectified.

(c) Treatment of suspended period:- The Central Govt. employees get full pay and allowances if they get minor punishment in CCS/CCA Rules, 16 whereas in BSNL it is only when the competent authority so writes for the same as per rule 32 of BSNL CDA, Rule 2006. This provision in BSNL CDA Rule, 2006 is also against the model CDA Rule 22 (2) issued by DPE under letter No. 15(07)/99-DPE-GM-Vol.III-FTS-2344 dated 11.12.2017. Further during suspension official cannot be compelled to attend office as per Govt. of India MHA OM No. 142/2/83-ADV I dated 06.04.1983. It is urged that this be adhered to by BSNL and full pay and allowances be paid in case of minor punishments.

On the above issues management side replied:

- a) There is no column in the C.R. forms (A.P.P. 9 & APP 10) relating to fitness for promotion in vogue. However, in case any specific instance is brought to the notice where the column relating to fitness for promotion is in currency, the matter will be taken up for deletion of the same. Director (HR) suggested that concerned branch in corporate office will issue standard CR forms for guidance of filed units.
- b) As regards, promotion to be given from due date during currency of penalty, has broadly been explained in DoP&T OMs No.. 22011/4/91-Estt(A) dated 14.09.1992 and 22011/4/2007-Estt(O) dated 28.04.14. Para 7(g) of the DoP&T OM No. 22011/4/2007-Estt(O) dated 28.04.14 prescribes the guidelines on the cases where an employee is under currency of penalty at the time of DPC are as under:-

" in assessing the suitability of the officer on whom a penalty has been imposed, the DPC will taken into account the circumstances leading to the imposition of the penalty and decide whether in the light of general service record of the officer and the fact of imposition of penalty, the officer should be considered for promotion.

Rajendra Singh

The DPC, after due consideration, has authority to assess the officer as 'unfit' for promotion. However, where the DPC consider that despite the penalty the officer is suitable for promotion, the officer will be actually promoted only after the currency of penalty is over (para 13 of DoPT OM dated 10.04.89)"

In view of the above, the promotion from notional date/ due date is completely negated.

- c) BSNL has adopted CDA Rules in compliance of various DPE guidelines. BSNL CDA Rule No.32 is identical to Rule 22 of model CDA Rules. Rule 32(1) empowers competent authority to take an appropriate decision based on the situations. Even in the case of Rule 16 under CCS (CCA) Rules, a specific order has to be issued by competent authority for treating the suspension period appropriately. Therefore provisions available under CDA Rule 32 are similar to those under CCS (CCA) Rules. No extra benefit or relief is conferred on an official under CCS (CCA) Rules which in any case are not applicable in BSNL. As such the Rule 32 provides for taking right action for safeguarding interest of an affected employee.

As regards an official being compelled to attend office during suspension, any such deviation will be examined for taking corrective action in future.

Item no. 18 Restoration of LTC facility.

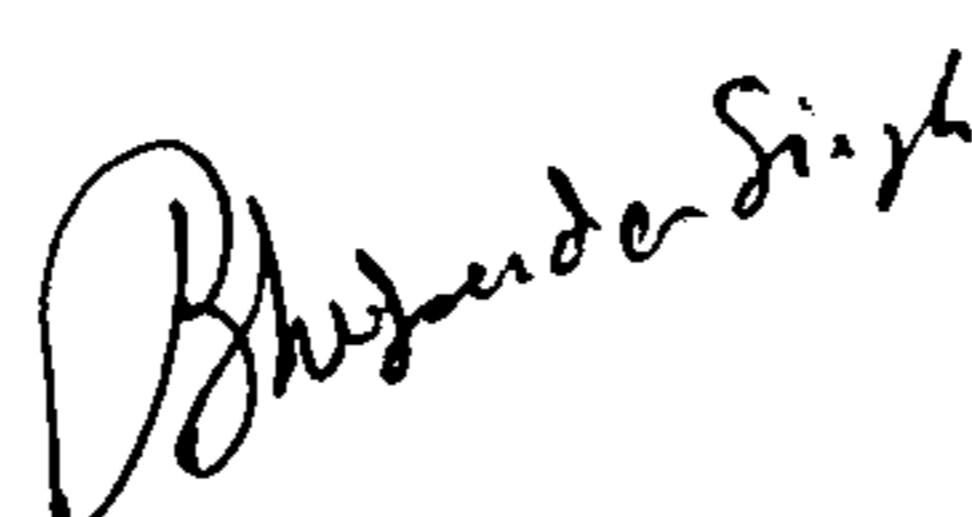
Staff side requested that the LTC facility may be restored. This will help in motivation of the employees to perform better.

Management side replied that it will be examined in due course when the financial position the financial condition of the company improves.

Item no. 19 Pension.

Staff side rose following three points under this item

- (a) Updating of Pension of absorbees: - The orders contained in Para 7 (a) of DoP & PW OM No. 38/37/2016-P&PW (A) (II) dated 04.08.2016 endorsed under DoT's Letter dated 22.08.2016 and BSNL No. 48-11/2016-Pen(B) dated 21.12.2016 be applied in respect of employees who are covered under Rule 37A of CCS/Pension Rules. The matter be taken up with the DoT.
- (b) Revision of disability Pension etc: - BSNL vide No. 40-22/2011-Pen(B) dated 20.11.2017 has endorsed DoP and DoT's letter on the issue of special benefits in cases of death and disability in service. The issue be also taken up with the DoT so that it is made applicable in respect of absorbed employees in BSNL for revision of pension.



- (c) Pension eligibility to divorced daughters: - Kind reference is invited to DoP's and Pension No. 1/13/09-P&PW(E) dated 19.07.2017 under which divorced daughters have been made eligible for family pension. The matter be taken up with the appropriate authority so that the same is applicable to BSNL absorbed employees also.
- (d) Handing over PPO before retirement:- It is prescribed that retiring employee be handed over the PPO on the retirement date along with other dues in accordance with DoP & Pension Department letter No. 1/27/2011-P and PW(E) dated 01.08.2017. The orders be given effect in BSNL and PPO be handed on the retirement date.

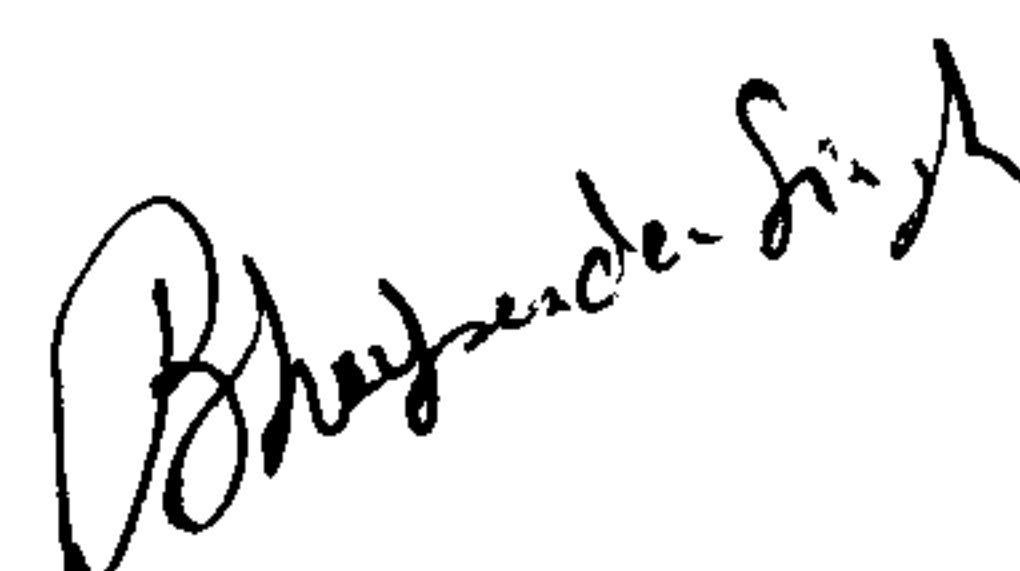
On the above issues management side replied:

- (a) The D.O.P & Trg. O.M. dated 4.8.2016 pertain to CDA Pensioners. As regards BSNL, the matter relating to revision of pension in respect of its absorbed employees pursuant to 3rd PRC recommendations has already been taken up with the Administrative Ministry.
- (b) The DoP&PW OM dated 12.10.2017 is about revision of disability pension/family pension under CCS(EOP) Rules as per the 7th CPC. However, the pension revision in case of IDA pensioners is yet to be decided by the Govt. Therefore, the issue of revision of disability pension/family pension can be taken up after the decision of IDA pension revision.
- (c) In view of Rule 37-A, the provisions of CCS (Pension) Rules, 1972 or any modification thereof may be applicable for IDA pensioners. However, specific cases where CCA/ DOT has been denying application of the provision of OM dated 19.7.2017 may be brought to the notice for taking up with DOT HQ.
- (d) The issue of PPO is the subject matter of DOT. In the process of finalization of pension, all queries raised by DOT/CCA are promptly replied by BSNL. However, in case of any in-ordinate delay, the case may be sent to Establishment Branch for taking up with DOT/CCA for remedial action.

Item no. 20 Creation of Multi Tasking staff.

Staff side mentioned that Govt. departments have upgraded Group 'D' / RMs etc. to group 'C' by creating Multi Tasking Staff posts. BSNL should similarly form a cadre akin to MTS in NE-5 scale which may solve many issues affecting the said category of staff. They suggested that suitable training may be given before absorption to such cadre, if necessary.

Management side replied that in order to consider recruitment of employees on MTS pattern as being done in various govt. department we may first collect the information from such organization and examine it in context of BSNL.



Item no. 21 Dispensing with the Negative Marking System in departmental examinations of Telecom Technicians etc.

Staff side mentioned that the results of last departmental examinations for promotion to the cadre of Telecom Technicians have been very poor in Tamil Nadu, East U.P. Circles etc. due to Negative Marking. They requested that this system be dispensed with.

Management side explained that negative Marking System is part of objective type exams and it had been introduced as a policy in all the LICEs conducted by BSNL. So far TT LICE is concerned, negative marking has been introduced in 2011, and several exams have been conducted successfully therefore there is no need to dispense with this system

Item no. 22 LICE for promotion to Sr.TOA(G) Cadre.

Staff side mentioned that exam/screening test for TOA(G) to the Cadre of Sr.TOA(G) Cadre has not taken place for last 5 years.

Management side replied that TOA(G) are promoted to the cadre of Sr. TOA(G) on the basis of screening test which is conducted by the respective circles as per availability of vacancies. Circles are competent to issue these orders and there is no need of approval from BSNL CO. On the request of staff side it was agreed to issue general guidelines to field units on this issue

Item no. 23 Confirmation examination.

Staff side stated that there are TOAs (G) who could not pass the prescribed examination due to which they do not earn increments. It is urged that either a special confirmation test be afforded to such officials or they be exempted from the test. Presently confirmation examination has been dispensed with.

Management side replied that Information about number of such officials who have not qualified the confirmation examination has already been called from the circle by 31.03.2018 and a reminder has been issued on 04.04.2018

Item no. 24 Pay parity with MTNL from 1st January 2007.

Staff side members stated that the MTNL non-executive employees are now getting pension under Rule 37A similar to the BSNL staff. Disparity in Pension is settled. But there is disparity in pay between MTNL and BSNL staff. Therefore, it is requested that the BSNL employees be granted pay parity with MTNL staff.

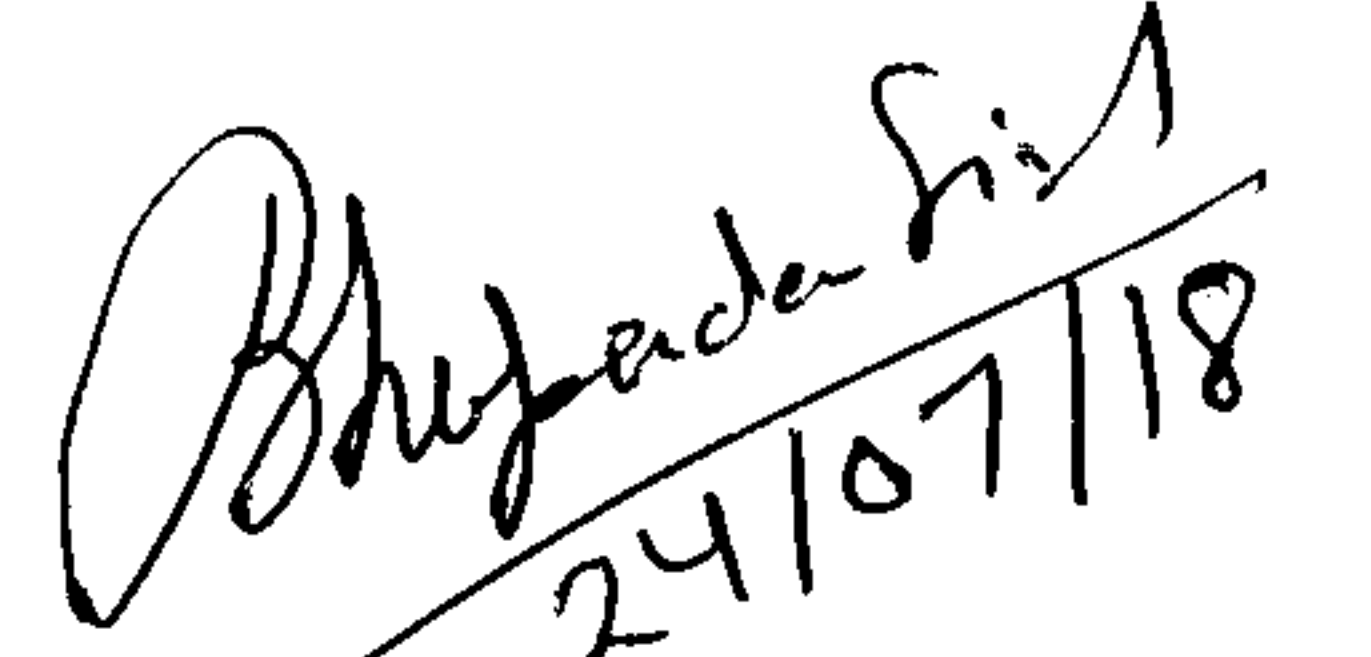
Management side suggested tht this issue may be referred by staff side to the Jt. Committee for wage negotiations.

Bhupendra Singh

Item no. 25 Facility of GSM Mobile Service Connection to the office bearers of the recognised union.

Staff side requested that the facility of GSM Mobile Service connection may be extended to the office bearers of CHQ, circle and SSA of the recognized non-executive union in the analogy of executive association as contained in letter No.-21-01/1-PHA, dt. 04.10.2017. Management side replied the demand of the staff side will be looked into.

8. The meeting ended with a vote of thanks to the Chair.


24/07/18
(Bhupender Singh)
AGM (SR), BSNL C.O.

To

All Members of the National Council (By Name)

Copy for information to:

1. ES to CMD, BSNL.
2. PPSs to All Directors, BSNL Board.
3. OL Section - For Hindi translation.
4. Guard file.



**List of Members who participated in the 36th meeting of National Council held on
12th June, 2018**

Management Side:

1. Director (HR) - Chairperson
2. JGM(NWO-CM-i)
3. Sr.GM (Estt.)
4. Sr. GM(FP)
5. GM (Pers.)
6. CLO(SCT)
7. GM(Rectt.)
8. GM (SR)
9. DGM(Admn.)
10. DGM(WS&I)
11. DGM(Estt-I)
12. DGM(Estt.-II)
13. DGM (SR)

Staff Side:

1. Shri Chandeshwar Singh - Leader, Staff Side
 2. Shri P. Abhimanyu - Secretary, Staff Side
 3. Shri Islam Ahmad
 4. Shri Balbir Singh
 5. Shri Animesh Chandra Mitra
 6. Shri Swapan Chakraborty
 7. Shri P. Asokababu
 8. Shri Prakash Sharma
 9. Shri D.K. Bakutra
 10. Shri Upendra Singh Teotia
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