

Staff side appreciated the positive approach of Management and informed that Maharashtra Circle has written a letter to CCA for settlement of these cases.

-Action by Estt. Cell

5) Removal of the discrepancies between the NEPP of the Non-Executives and EPP of the Executives.

The Staff side submitted that for the Executives, time bound upgradation of pay scale is being given on completion of every 5 years as per the Executive Promotion Policy (EPP). Whereas, for the Non-Executives, time bound up-gradation of pay scale is being given, as per the Non-Executive Promotion Policy (NEPP), only on completion of every 8 years. This is a very big discrimination in the matter of promotions, between the Executives and the Non-Executives working in the same company. In the last National Council meeting held on 07.08.2023, it was assured by the Chairman of the National Council that the aforementioned discrimination would be looked into. Hence, it is requested that early step may be taken by the Management for the removal of the discrepancies between the EPP of the Executives and NEPP of the Non-Executives.

Management Side stated that the NEPP was approved by the BSNL Board after due consultation/ negotiations with the concerned employee unions and it was notified on 23.03.2010 (the EPP was already notified in 2007). It provides four time bound promotions to the non-executives of the Company for services in BSNL, along with the post-based promotions, which are decided as per available vacancies. This policy has also co-opted the erstwhile promotion policies of DOT. This policy is well designed & running smoothly. It is admitted position that NEPP has benefited lakhs of Non-executives so far. The Non-executive employees have several options to enter the executive hierarchy through post based promotions of different RRs. This time bound promotions in every 8 years under NEPP are better than the promotion policy available to Group C & D employees in the earlier regime. Executive promotion policy and Non-Executive promotion policy are meant for Executives and Non-Executives cadre respectively which cannot be compared.

Staff side stated that considerable times of 14 years have been passed. To address stagnation, to maintain parity with executives and as there is a sizeable retirement, NEPP may be reviewed for betterment of employees. Management side agreed to set up a committee to look into the matter.

-Action by Estt Cell.

6) Granting of Festival Advance.

The Staff Side stated that Earlier, the Non-Executive employees working in BSNL were getting Festival Advance from the Company. However, this system of sanctioning Festival Advance to the Non-Executives has been somehow stopped by the Management. Frequent demands are being raised by the employees for the payment of Festival Advance. It is to be mentioned that, the amount sanctioned by the Management in the form of Festival Advance, will be deducted from the salary of the employees. Hence, it will not create any financial burden to the Company. Keeping this into account staff side demanded that the Management should pay Rs. 20,000/- as Festival Advance to the Non-executive employees.

Management informed that the issue has been examined in consultation with Finance wing of BSNL Corporate office and due to financial condition of the BSNL it is not possible to consider the request at this stage.

Management agreed to consider the matter after March 2025.

-Action by Estt Cell

7) Non-implementation of the DoP&T order in the case of requests for transfer under Rule-8 to join the spouse.

The Staff Side submitted that DoP&T, vide letter No.DOPT-1669289899529 ESTT.(Estt. A-IV) dated 24.11.2022 has issued detailed guidelines directing the Central Government Departments as well as the Central PSU Managements to make it mandatory to post the husband and wife in the same station. The BSNL Management vide letter No. 5-2112009-Pers.IV dated 13.02.2009 has also issued direction to the Heads of the Telecom Circles, stating that, as far as possible and within the constraints of administrative feasibility, request for posting of husband and wife at the same station shall be considered, if the employee's spouse is serving in Central/State Government or a Public Sector Undertaking (PSU). However, despite issuing of clear cut directions by the DoP&T and also by the BSNL Management, the Directly Recruited JEs are not getting transfers under Rule-8, despite their spouses working in the Central Government Department/State Government Department/ Public Sector Undertaking. Importantly, the request for transfer under Rule-8 are being rejected in case where the applicants are seeking transfer to the circles categorized by the Management as 'Surplus Circles'. This practice of the BSNL Management is a violation of the DoP&T instructions and it causes extreme difficulties to the young employees who are unable to join their spouse. Hence, it is requested that, as a onetime measure, all the pending requests for transfer under Rule 8, to join the spouse, may be approved.

Management informed that the Circle/BA/OA cadre employees (JTO/JE/other Non-executives) are appointed to serve their parent/ territorial Circle / BA / OA only. However, the transfer of these cadres outside their parent Circle /BA/OA unit are considered under Rule -8 of BSNL transfer policy as per the administrative feasibility except transfer to surplus circle(s) where no further accommodation of the excess cadre is allowed to maintain the sanctity of Sanctioned Strength.

It was informed that the transfer policy was being reviewed and that the matter will be looked into with an open mind. Recognized unions will be invited to submit their views to the committee.

-Action by Estt. Cell

8) Requesting to grant relaxation grace marks for the TT and JE LICES.

The Staff Side stated that TT and JE LICES were conducted on 08.09.2024. Complaints are received from the field units stating that, the questions asked were of very high standard. As all are aware, it is the employees at the lowest rung of our Company, viz., the ATTs, who appear in the TT LICE. As per the reports received the standard of the questions is very high. Even to us the questions set for the TT LICE appear to be the questions set for the JE LICE. Many candidates have expressed the view that the questions have been set with the view to ensure that no employee qualifies in the TT LICE. There is all round disappointment and frustration among the candidates who have appeared in the TT LICE. Same report has been received in respect of the JE LICE also. The questions are of very high standard and there are also numerous questions which are out of syllabus, etc. In view of this, it is demanded that management may kindly consider granting relaxation / grace marks for the TT LICE and the JE LICE.

Management intimated that it is wrongly perceived that the examination papers are set with any intent to disadvantage candidates. The Post-Exam Grievance Redressal mechanism is in place to address candidates' concerns and to ensure fairness in the evaluation process. In general, the results indicate a favorable percentage of candidates qualifying in the Limited Internal Competitive Examinations (LICES), showing that the exams are in line with the prescribed syllabus and are not designed to be unduly challenging.

It was agreed that in view of the submission by the unions, the matter will be reviewed.

-Action by Rectt &Trg. Cell

9) Relaxing the stringent conditions inserted in Rule 9 of BSNL Transfer Policy requesting to include the representatives of Unions /Associations in the Committee.

The Staff Side stated that the Management has constituted a Committee for reviewing the BSNL Transfer Policy. It is the long pending demand of the Union that the stringent conditions inserted through amendments to Rule 9 of the BSNL Transfer policy should be removed.

In the meeting held between the CMD BSNL and the unions and associations on 27.10.2021, the CMD BSNL has assured that a Joint Committee, consisting of the Management Side and 4 members from the Unions / Associations, would be formed to review the amendments done to the BSNL Transfer Policy. Minutes for this meeting was issued wide BSNL F.No. BSNL/7-31/SR/2018 dated 29.10.2021. The relevant portion of the minutes issued for the meeting held on 27.10.2021, reads as follows:-

"6. Removal of stringent conditions Incorporated in Para 9 of BSNL Transfer Policy:

It was Informed that a committee comprising PGM (Pers.), Sr.GM (Estt.), Sr.GM (SR) and four members from Unions/Associations shall be formed to include other genuine/emergency conditions requiring Rule-9 transfer."

The CMD BSNL had categorically assured that, four members of the unions and associations would be included in the committee to be formed for reviewing the BSNL transfer policy. However, the Management has now formed a committee without including any member from the unions and associations, which is a violation of the agreement reached between the CMD BSNL and the unions and associations. Hence, it is requested that four members of the unions and associations may be co-opted in the committee. It is also demanded that, the following amendments may be considered to the BSNL transfer policy.

Clause 9 (a) I

As per this new clause, temporary transfer will be considered only in the case of medical emergency, having cancer, renal failure, poliomyelitis (for children), and Cerebral palsy spastics, TB, Thalassemia Major.

Staff side requested that these stringent conditions should be removed. Employees with other ailments should also be considered for temporary transfer.

Clause 9 (a) II

Till recently, employees who met with accidents and who sustained serious injuries / fractures were getting temporary transfer. But the above clause says that, the employee becomes eligible for temporary transfer, only if he / she sustains permanent disability. As per this clause, even an employee who sustains serious injuries in accidents, will not get temporary transfer, if he does not sustain permanent disability.

Staff Side requested that the stringent condition should be removed. Employees who sustain injuries in accidents should be considered for temporary transfer.

Clause 9 (a) (IV)

As per this amended clause, an employee will become eligible for temporary transfer only on completion of 3 years of service. Earlier, officials who have completed 2 years of service were getting temporary transfers.

Staff Side requested that the above amendment should be removed and the employees who have completed 2 years of service should be considered for temporary transfers.

Clause 9 (b)

Earlier, the temporary transfer of an official could be extended upto 5 years. However, as per the amendment incorporated. The temporary transfer of an official will not be extended beyond 2 years.

Staff Side requested that the temporary transfer should be extended upto 5 years in genuine cases, as was the practice earlier.

Staff Side also submitted that, earlier, the power for sanctioning Temporary Transfers was vested in the Director (HR). Depending upon the genuineness of the problem faced by the employees. The Director (HR) would use his discretion for approving the Temporary Transfer. Staff Side requested that, the 'discretionary power' of the Director (HR), for approving the Temporary Transfer, should be restored.

Management informed that presently, the existing BSNL Employees Transfer Policy is under review and a draft of revised BSNL Employees Transfer Policy recommended by the Committee of senior officers have already been shared with recognized Unions/Association & Support Association for their valuable inputs/comments. The issues raised as well as the comments received from recognized Unions/Association & Support Association shall be placed before Committee for due consideration before finalization of the revised policy."

Management stated that the draft of the transfer policy has already been shared with recognized unions and associations for comments. Staff side to provide its comments shortly.

-Action by Pers. cell

Additional points

1) Denial of Justice to outstanding sports personals

The Staff Side submitted that BSNL has implemented Career Progression Policy for the sports personnel, in a haphazard manner. Prior to the implementation of this new policy, certain cases of outstanding sports personnel have been recommended by their respective Chief General Managers, based on the erstwhile Career Progression Policy and were sent to the Corporate Office.

The Main Recognised Union has written repeated letters to the Admin. Branch, requesting them to settle the old cases, already recommended based on the earlier policy. But these repeated requests have fallen in deaf ears. The cases of Ms. Nandita Dutta of West Bengal Circle, Ms. Sumitra Pujari of Assam Circle and Shri Ravi Kumar of Karnataka Circle are lying pending with the Admin. Branch of the Corporate Office. All these cases have been duly recommended by their respective CGMs as per the previous career progression policy. It is requested that the cases of the aforementioned 3 sports personnel and also other cases duly recommended by their CGMs, as per the erstwhile career progression policy, may be settled immediately.

Management informed that GS, BSNLEU has been replied vide letter No. BSNLCO-ADMN/74(17)/1/2021-Sports dated 24.12.2024. Details are as under:

No.	Name	Sports events and performance	Performance required for promotion
1.	Ms. Nandita Dutta	(i) 3rd place (Women Single) in All India Inter Institutional Badminton Tournament - 2016 held at Mumbai from 28th to 31st August 2016. (ii) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2017 held at Punchkula, Haryana	Eligible Condition ³ , in individual two Bronze or team event two silver medals are required in National level tournaments. She got only one Bronze medal in single.