

		from 09 th to 12 th February 2017.	
2.	Ms. Sumitra Pujari	(i) 3rd place (Women Double) in All India Inter Institutional Badminton Tournament-2015 held at Deharadun from 28th to 31st July 2015. (ii) 3rd place (Women Double) in All India Inter Institutional Badminton Tournament - 2016 held at Mumbai from 28th to 31st August 2016. (iii) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2016 held at Bhopal from 12th to 16th June 2016. (iv) 3rd place (Women Double) in All India Public Sector Sports Promotion Board Badminton Tournament - 2017 held at Punchkula, Haryana from 09th to 12th February 2017	Eligible Condition 3, in team events two Silver medals are required in National level tournaments. She got 4 Bronze medals, but no silver medals.
3.	Shri Ravi Kumar	1 st place in Federation cup Volley ball Championship for Men & Women at Chittorgarh, Rajasthan.	Participation permission not attached with the application. Without permission performance will not be counted.

Management agreed to review all the cases. Staff side handed over two more cases from Assam Circle for necessary action.

-Action by Admn. Cell

2) Problems/Grievances of TSMs/Casual Labours.

Staff side requested to redress following grievances:

a) Wage of TSMs/Casual labours have not been revised based on 7th CPC and they are paid wages on the basis of revised wages based on 6th CPC only from 01-01-2010. It is requested that needful action may kindly be initiated in respect of revision of wages of TSMs / Casual Labours.

Management informed that due to BSNL's difficult financial condition, the company does not qualify to undergo pay revision of its employees as per DPE norms. Accordingly, pay revision of executives and non-executives under 3rd PRC is still not done. Similarly, casual labours/TSMs are being paid wages as per VIth CPC minimum Gr. "D" pay scale with appropriate DA revisions regularly.

A committee constituted to examine the issue of wages revision for TSMs/Casual Labours has recommended that considering the present financial position, the proposal for revision of the wages of casual labours may be taken up for examination once the Company's financial health improves.

Management agreed to look into the matter.

b) The wages of TSMs Casual Labours are being paid as per CDA pay scale but the DA has not been paid since 01-01-2024. The enhanced dearness allowances may kindly be paid to TSMs and Casual Mazdoors w.e.f. 01-01-2024. The dues may kindly be paid without further delay.

Management submitted that DA revision file is under process.

c) Since the TSMs/Casual Labours are getting wages based on CDA scales, hence the GPF contribution may kindly be allowed to continue.

Management informed that presently, there is no ruling for GPF of TSMs/Casual Labours in BSNL. BSNL Board has approved the social security measures such as EPF/ ESI facility for existing TSMs/Casual Labours vide letter 10.01.2011 and 18.05.2015

-Action by Estt. Cell

3) Non-settlement of Presidential orders cases.

The Staff Side stated that though issue of Presidential Order is pending for submission to DOT. Circle offices are not submitting the necessary information to BSNL HQR. The cases are related to Bihar, Jharkhand, UP (E), Maharashtra etc.

Management informed that all Circles were asked to furnish the left-out cases of Presidential Orders (PO) as per DoT's latest guidelines dated 04.08.2023. In this regard, a letter dated 21.08.2023 was issued to all circles to bring up the left out cases as per DOT's fresh guidelines dated 04.08.2023. Further, a reminder dated 08.04.2024 and a D.O. letter from PGM (Estt) were issued to all concerned circles to furnish required documents.

However, there are still some cases pending with circles. Accordingly, a letter dated 17.10.2024 has again been issued to Circles to provide the required documents. Further, a D.O. letter dated 05.11.2024 from Director (HR) was issued to CGMs of MH, WB, Jharkhand, Bihar and UP (E) Circles for furnishing the necessary documents as per the revised DOT guidelines.

Management side stated the matter will be looked into as per extant rules.

-Action by Estt. Cell

4) Promotion through LICES -

The Staff Side stated that in post VRS period vacancies In the Cadres of JTO/JE/TT have been reduced due to restructuring. This has resulted in "NIL" vacancy in IT Cadre in earlier SSAs (now OAs) due to which Assistant Telecom Technicians has no opportunity for promotion to T.T. Cadre. Staff Side demanded to consider following suggestions:

a) The LICE be held to the Cadre of T.T. on the basis of total vacancies of the BAs. The successful candidates be sent for training on the basis of merit and option. Posting be done after training as per their options and position in the list.

b) There are vacancies in Sr. TOA Cadre which can be filled up by such candidates who possess Intermediate/Graduate degree after a test.

c) Similarly, the Telecom Technicians be also considered for promotion to Sr. TOA Cadre.

d) Most of the circles have been declared as surplus circle for the Cadre of JTO, JE & T.T, hence the employees working in those circles will never get chance to get promotion through LICE. It is requested to search and apply some mechanism to save the carrier of such employees. Suggestions have already been submitted to Corporate Office.

Management informed that the promotions are to be made as per the provisions of Recruitment Rules of the cadre and the same is being followed. Recruitment Branch conducts various LICE as per Recruitment Rules, Scheme & Syllabus, and category wise vacancy position and eligibility criteria including qualifying marks prescribed for each category framed /formulated by the respective cadre controlling

authorities (CCA). Based on the requisitions received from CCA, Recruitment Section plans to conduct LICEs accordingly.

It was informed that Restructuring review was ongoing and that a committee is formed to look into the issues raised. Recognised unions will be invited to submit their views to the committee.

-Action by Restg. cell.

5) Coverage of DOT recruits transferred to BSNL under pension rule 1972 as per article 37 A.

The Staff Side stated that a sizeable number of officials were recruited by DOT as per GOI orders. These were imparted Training by DOT and as such entitled for all benefits available to Central Govt. employees. However sequel to completion of training of such officials they were transferred to BSNL without option. Factually, these were entitled to NPS as per GOI orders enforced during the period. This is denied by DOT wrongly. Due to erroneous orders of DOT they are now deprived from presidential orders.

Therefore, it is urged that matter be taken up with the DoT to take option from this category of staff for absorption in BSNL be considered in Rule 37A. The status of employees recruited by DOT cannot be changed arbitrarily.

Management stated that earlier several unions and associations of BSNL had taken up the issue for extending the benefits of old pension scheme to the BSNL employees recruited against the vacancies notified by DOT/DTS. In this regard, DOT vide letter dated 14.07.2023 has clarified as under:

i. That the policy/stand of DoT with regard to the status of all such employees is quite clear and has been clarified vide this office letter No. 27-01/2001- SNG (Vol.III)/Chennai T.C(Pt.) dated 27.02.2020 read with corrigendum dated 23.02.2021, that "any employee who has been formally appointed by BSNL on or after 01.10.2000 and joined BSNL, is BSNL appointee." Therefore, issuance of Presidential Order or the applicability of CCS (Pension) Rules, 2021 does not arise for a BSNL employee.

ii. That Rules 37 of CCS(Pension) Rules, 2021 [Rule 37A of CCS (Pension) Rules, 1972] states that Pension is paid to combined service employees only, who were on the rolls of DoT before corporatization of DTS/DOT and were *en-masse* transferred to BSNL/MTNL and were absorbed therein as per the option exercised by them. Since, employees referred in the representations had not rendered services in DoT, they were not entitled for the absorption process as CCS (Pension) Rules, 2021 are not applicable to them.

DoT has taken a decision in the matter and no further action is necessitated on the part of BSNL in this regard.

After deliberation on the issue management agreed to take up the case with DoT.

-Action by Estt. Cell

6) Hardships in transfers under Rule

The Staff Side stated that due to revision in transfer policy considerable hardships are being faced by employees. The following points are submitted to obviate the same:

- i) The employees seeking Rule 8 transfer to join their spouses who are serving in Govt. PSU and bodies be considered even for circles where surplus situation exists. Necessary relaxation be accorded in this respect and service period be also relaxed if required. Everyone will agree that couples should live together.
- ii) Mutual exchanges be sanctioned and stay period of 2 years should not be imposed. Necessary relaxation be made in this regard also.

- iii) Rule 9 transfers be acceded to for prescribed period as per existing orders for surplus circles also. Stay period be restored to 5 years as before.
- iv) The officials seeking transfer to deficit circles be acceded to expeditiously.

Same as 7 & 9 above.

7) Cash payment in lieu of uniforms and liveries items to the eligible field staff.

The Staff Side intimated that the Circles are initiating payment in lieu of above items but it is denied by the BSNL Corporate Office on pick and choose basis. The cash in lieu of uniforms have been paid in Corporate Office but it is denied for the field units. Staff side demanded similar order may kindly be issued to maintain uniformity throughout the BSNL.

Management informed that no circles have contacted Admn Section of BSNLCO for incorporation of provision in ERP for payment of staff items (uniforms, shoes, chappals etc.) along with the salary. ERP cell of BSNL CO has asked admin cell to issue a uniform policy for payment of staff items which presently not possible as BSNLCO issues the payment of uniforms only (along with the salary) when it is due and no other staff items is paid by BSNL CO. As all other items are not feasible as BSNLCO has no field staff. No policy is available at BSNLCO for the staff items applicable in field.

It was informed that necessary action will be taken by the concerned cell.

-Action by Admn. Cell

The meeting ended with vote of thanks by PGM (Estt).

This is issued with approval of the competent authority.


21/03/2025
(Vipul Shrivastava)
AGM (SR)

To,

All members of the National Council (by name) & participants in the meeting

Copy for information to:

1. PPS to CMD, BSNL
2. PS to All Directors, BSNL Board
3. OL Section-For Hindi translation

