



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
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No. BSNL/7-9/SR/2016

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GS, SNEA

This is with reference to "Editorial" published in SNEA website on 27.08.2017 wherein HR wing has been criticized alleging (1) delaying attitude in resolving HR issues causing discontentment among employees and (2) HR wing is adopting repressive measures instead of addressing to the long pending HR issues of the employees.

In this regard, following is informed :

1. The contention of SNEA is quite different from the factual position and is vehemently denied. It is intimated that Management particularly HR wing under the dynamic leadership of Director (HR) has always been active as is evident from the following :
 - I. The first (1st) Membership Verification of Executive Association in BSNL – The Membership verification of Executive Association was held for the first time in BSNL in December, 2016 in which SNEA was declared majority and AIBSNLEA support Association. As you are aware that the MV of Executive Associations a long pending and challenging job was conducted by resolving legal matters and also defending successfully many court cases. This could be made possible by extraordinary efforts on the part of HR team.
 - II. Before that the seventh (7th) Membership Verification of Non-Executive Unions was also successfully conducted in May 2016.
 - III. The Productivity Linked Incentive (PLI) scheme, discontinued after 2008-09, was evolved and declared for employees in 2016 after a gap of five (5) years inspite of losses after seeking necessary clarifications from DPE/DoT. This needed a lot of persuasion with DOT/DOE.
 - IV. Promotions have been carried out in all cadres/ streams and all grades from time to time as per vacancies and under the respective RRs. The details are as below:-

Grade	Period- April 2015 to Aug 2017				
	No of executives promoted				
	Electrical	Civil	Architect	Telecom	TF
EE to SE(AGM to DGM)	32	27	5	1202	12
SDE to EE (DM to AGM)	114(adhoc)	Nil	9	115	20
JTO to SDE/AE	38	110	6+9=15	Nil	Nil
	184	137	29	1317	32

Total =1699

- V. Besides, the Group 'B' executives have been getting timely time bound pay upgradations as per their residencies in different pay scales.
- Promotions in the grades, where reservations are applicable (DE & below), have fallen to legal disputes emanating from the Apex court ruling in M. Nagaraj case, 2006. BSNL, following DOPT prescribed rules on reservation, has been stuck up for want of appropriate guidelines from the Govt. of India (DoPT/DOT). To overcome the present impasse, BSNL has been trying its level best to devise feasible solutions with due persuasion/ defence in the ongoing court cases in the courts of law.
- VI. CPSU Heirarchy:- The scheme once if finalized and approved, will be in replacement of the existing post based promotions and time bound pay upgradations provided by EPP. The proposal shall be submitted shortly for consideration of the Management Committee of BSNL Board.
- VII. First TBP:- The issue is not relevant anymore after the ruling of Madras High Court in favour of EPP provision for first time bound pay up-gradation. Hence the aspirations of the executives have been duly taken in the ongoing CPSU Hierarchy proposals.
- VIII. Online modules of various systems e.g. E-VC, E-APAR, E-legal and E-Library were started in the year 2017-18 by initiative of HR Wing, with a view to achieving higher degree of efficiency and transparency.
- IX. The 2% hike of BSNL contribution in Superannuation Fund for Direct Recruits:-The Management Committee has recommended to increase the contribution from existing 3% to 5% towards Pension Scheme for consideration of Nomination & Remuneration Committee of BSNL Board.
- X. Pay parity of JTO/JAO recruited after 01.01.2007 - The Committee examining the demand related to JTOs of 2007 and 2008 batches being junior to 2005 batch and appointed on post advertised after 01.01.2007 did not favour the claim of comparison/parity with the senior batch. However, Management has desired that the issue may be revisited.
- XI. The replacement of E1A & E2A pay scales by E2 & E3 scale- It has already been sent again to DoT for their reconsideration despite issue of presidential order of rejection by DoT. The DoT has not responded yet to BSNL's request for reconsidering of DoT's Presidential order to replace E1A/E2A by E1 & E2 pay scales. A DO letter has also been written by Dir(HR) on 16.08.2017 in this regard.
- XII. Notional fixation of Pay in upgraded scales w.e.f. 01.10.2000 for JTO/SDE & equivalent cadres of Civil/Electrical/ Architecture/ TF/CSS/PA/PS reg- The matter is to be discussed in the next (177th) Board meeting. However, comments of DoT have been received wherein DoT has advised that the agenda item may be modified to incorporate the directions of DoT as per the Presidential Order dated 28.03.2017.
- XIII. Implementation of pay revision as per 3rd PRC.- A committee has been formed to explore the modalities for implementation of revision of pay under 3rd PRC with reference to DPE OM dated 03.08.2017. The committee is deliberating on the issue.
- XIV. Grant of E1+ five increments to the left out JTOs/JAOs and equivalent executives.- Nomination & Remuneration Committee on 04.03.2016 allowed the proposed benefit only upto 18.07.2014 i.e. date of rejection of revised E1A pay scales by DoT, subject to ratification by DoT. BSNL Board on 29.08.2016 discussed the issue and instructed that it should be deliberated by a separate Committee before consideration

by the Board. The Committee comprising of one Govt. Director, one Joint Secretary from DoT, Director (HR) and one other functional Director from BSNL will examine all pending HR issues and give recommendations for consideration of the Board.

2. From above, it may be seen that HR wing has been actively engaged in its area of work and as a result above outputs have yielded. It is informed that the Unions/Associations have always been heard by Director (HR) by conducting frequent meetings with them. They have been assured to resolve the rest of the issues on priority basis. Follow up action on demands is reviewed weekly by the top Management. Thus, they receive constant attention of HR Unit. For the matter pending before BSNL Board or DoT though beyond the administrative purview of Director (HR) constant persuasion is being made. And, the queries raised by Board/ DOT were replied in a time bound manner by the concerned unit of HR.

Needless to mention that it has been the effort of Management to maintain cordial relation with representatives of Unions or Associations. At the same time the indiscipline or misconduct on part of any employee cannot be overlooked by the Management that too firstly when such unfair practices on the part of employees are clearly illustrated as misconduct in BSNL CDA Rules, 2006 ; Secondly, they are prohibited expressly by the BSNL (REA) Rules, 2014 and more importantly when such activities are carried out repeatedly and willfully inspite of frequent advisories.

In view of the above, the allegations of SNEA on HR wing are unfounded and far from truth. The wild allegations in offensive language leveled against HR wing is highly objectionable and is not expected from any Association particularly the recognized one in view of Rule 13(4)(a) of BSNL (REA) Rules. You have not maintained propriety in publishing such type of misleading and derogatory information on your website causing confusion among the employees.

Therefore, you are advised to restrain yourself from publishing such objectionable material on your website which may create disaffection and dissatisfaction amongst the employees and undermine discipline.


(A K Sinha)

DGM (SR), BSNL C.O.