

**No: SNEA(I)/CHQ/CMD/2012-14/38      Dated 30.05.2014.**

**To  
Shri R. K. Upadhyay,  
CMD/BSNL, New Delhi.**

**Sub:- Resolutions passed by the Central Working Committee meeting of SNEA(India) held at Jaipur on 26<sup>th</sup> and 27<sup>th</sup> May, 2014 reg:**

Sir,

The Central Working Committee meeting of Sanchar Nigam Executives' Association (India) was held at Jaipur on 26<sup>th</sup> and 27<sup>th</sup> May, 2014. The CWC is a core group consisting of Central office bearers, Circle Secretaries and CWC members, numbering around 120, and involved in framing strategic policies and finalization of strategies to accomplish the decisions taken thereof. CWC had intense, elaborate and mind boggling discussions on varied issues of growth and viability of BSNL and also the career growth of its members. These discussions eventually crystallized in culmination and adoption of resolutions on various issues which are being enclosed herewith for your kind consideration and appropriate and expeditious follow up action.

We are quite confident that given the critical significance of the issues, these resolutions will definitely receive your unqualified and prompt support.

With regards,

**(K. Sebastin)**

Copy to:

1. Sri. A. N. Rai, DIR(HR), BSNL for information and n/a please.
2. Sri. N. K. Gupta, DIR(CFA), BSNL for information and n/a please.
3. Sri. Anupam Srivastava, DIR(CM) for information and n/a please.
4. Sri. Neeraj Verma, GM (SR), for information and n/a please.

# **Resolution on replacing non standard IDA pay scales by standard IDA scales.**

Central working committee in its deliberations on the key issue of replacing non standard IDA pay scales by standard IDA pay scales notes with serious concern and too very strong exception to the dilly dallying tactics of the BSNL management in replacing non standard IDA pay scales by standard IDA pay scales, particularly in the context of clear guidelines issued by DPE to all the CPSUs to switch over to standard pay scales in case non standard IDA scales exist.

CWC also took a very serious view of the fact that BSNL Management has demoted the cadres of JTOs/SDEs by reducing their existing pay scales from E1A and E2A to E1 and E2. This retrograde move of the BSNL Management evoked sharp criticism and condemnation from the entire house for obvious reasons.

CWC finally resolved to urge upon the BSNL Management to take immediate action to replace the existing non standard IDA pay scales by standard IDA pay scales commencing from E2 to E7 for JTOs to SG/JAG as recommended by 2<sup>nd</sup> PRC and approved by the Govt. This decision of the BSNL Management will not only be in tune with the instructions of DPE but will pave the way for growth of Company.

Any further delay in addressing this key issue will inevitably lead to large scale and prolonged industrial strife that will impede growth the growth of the Company. CWC urged upon the Management to see the reason and give up its diffident and irrational stand on the issue and come to terms with hard reality of replacing standard pay scales by standard IDA pay scales. The consequences of further delay in deciding replacement of non standard pay scales by standard pay scales will be quite serious and management will be squarely responsible for creating such a dangerous and counterproductive situation.

# **Resolution on abnormal delay in switching over to mechanism of CPSU cadre hierarchy.**

CWC took a very serious exception to the fact that committee constituted by Dir (HR) in March 2012 and tasked to give its report on the critical issue of introducing CPSU cadre hierarchy mechanism with six months took more than 30 months to finalize draft report on switching over to CPSU cadre hierarchy mechanism which totally lacks basic ingredients of the CPSU cadre hierarchy i.e delinking career growth from seniority and availability of posts. These twin parameters are the pillars of CPSU cadre hierarchy mechanism.

Indifference and total lack of interest and concern and sinister designs of the members of the committee are clearly reflected from the draft report which not only seeks to continue with the existing mechanism of linking career growth with seniority and number of posts but pushes the sinister and long cherished agenda of reducing the existing posts as well as diluting existing EPP.

The draft report came in for strongest condemnation from CWC for very obvious reasons in that the report not only digressed from its basic mandate of finalizing recommendations that facilitate implementation of CPSU cadre hierarchy but also tries to inflict irreparable damage on the existing career growth by recommending reduction in number of existing posts and diluting EPP which was neither the mandate of the committee nor has any relevance to the CPSU cadre hierarchy mechanism whatsoever.

CWC finally resolved and urged upon the management to direct the committee to stick to its well defined terms of reference and give its fresh draft proposal in 30 days that are in tune generally with the mechanism prevailing in most of the CPSUs where career growth is not linked to seniority and availability of posts. Further delay in deciding this vital issue of career growth which is already abnormally delayed will immensely accelerate industrial unrest and contribute in a very big way towards further demoralization of young executives who are already thoroughly demoralized and whose morale and motivational level at the moment is at its lowest ebb because of sheer apathy of the management.

# **Resolution adopted by CWC on 30% superannuation benefits.**

CWC unanimously resolved in no uncertain terms that BSNL Management must immediately comply with the instructions of DPE which have already been implanted by other CPSUs to extend 30% superannuation benefits to employees recruited by BSNL. The order needs to be implemented in totality and there is absolutely no question of diluting the provisions of the order.

CWC urged upon the Management not to drag resolution of this important issue since its satisfactory and expeditious resolution keeping in view the spirit of order issued by DPE will have undoubtedly a very positive impact on the fast sagging morale of BSNL recruits. It is really unfortunate that BSNL Management is dragging its feet on resolution of this issue for quite some time, CWC felt.

# **Resolution adopted by CWC on generalization of FR 22 1 (A) 1 in regard to officiating JTOs.**

CWC took very strong and serious exception to the stand of the BSNL Management in not generalizing judgment delivered by Hon'ble CAT ND regarding grant of fixation to officiating JTOs under the provisions of FR 22 1 (A).

CWC failed to understand as to which mechanism BSNL Management has to ascertain whether one is a member of a particular Association since neither the concerned Association which is an applicant and in whose favour judgment is delivered participated in membership verification of non executives nor does the management possess list of membership of officiating JTOs of the said Association.

This intransigent, irrational and unrealistic stand of the Management is virtually coercing the officiating JTOs to give an affidavit which in most cases is not true that they are the members of the said Association in whose respect judgment is delivered. These are very unhealthy and unfair management practices i.e to force its employees to submit false affidavits.

CWC urged up the management that it would in proper fitness of things to understand and accept the ground reality of generalizing fixation of officiating JTOs under the provisions of FR 22 1 (A) 1. If the Management continues its irrational and unhealthy stand of not generalizing, all officiating JTOs will give an undertaking that they are the bona fide members of the said Association. If that is the way Management feels to generalize the fixation, Management will completely lose its credibility and dignity for obvious reasons.

Thus, without wasting any time, CWC unanimously resolved that BSNL Management must accept the ground reality and act very swiftly in issuing orders to extend the benefit of FR 22 1 (A) 1 to all officiating JTOs.