

## Important pending HR issues with “NO” financial Impact 7<sup>th</sup> Apr 26

Sr	Issue	Financial Implications
1.	Clearing disparity of educational Qualifications in Civil /Electrical wing by parity with Telecom wing.	Savings on expenditure
2.	Approval of Benevolent Fund for BSNL Executives	Savings on expenditure
3.	Approval of Sabbatical Leave for BSNL Executives	Savings on expenditure
4.	Conversion of SPS to NPS	Savings on expenditure
5.	Allotment of Residential accommodation to SNEA CHQ	Nil
6.	Change of designation of Executives with EPP 2007 or Change of designation of JTO/JAO	Nil

### General HR issues

Sr	Issue
1.	Settlement of issues at CHTD and TN Circle
2.	Review of SET Recruitment process
3.	JTO to SDE Civil/Electrical promotions
4.	DPC for JTO to SDE PwBD category
5.	Avoiding Mass Rotational Transfers and limiting it to the need basis administrative Requirement of BSNL
6.	Consideration of OTP Requests from Tenure and Non-tenure stations

## Important pending HR issues with financial Impact 7<sup>th</sup> Apr 26

<b>Sr</b>	<b>Issue</b>	<b>Financial Implications</b>
1.	Restoration of LTC Facility for BSNL recruited and absorbed Officers	Small Expenditure to clear Disparity
2.	Clearing disparity in TA/DA rates of AGM and below level officers with DGM and above level officers	Small and minimum required Expenditure
3.	Enhancement of Transport allowance for BSNL Executives	Small and minimum required Expenditure
4.	Restoration of days and DA limit for Medical O/D claims	Small and minimum required Expenditure
5.	Enhancement of SAB Contribution of BSNL Recruited executives	1% Rs 33 Cr, 2% Rs 66 Cr 3% Rs 99 Cr, 4% Rs 132 Cr 5% Rs 165 Cr,