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No. BSNL/31-1/SR/2023

Dated: 12.03.2025

**DIR HR MEETING WITH RECOGNISED ASSOCIATION, SNEA.**

**Date and Time: 04.12.2024 at 1500 Hrs**

**Venue: 9<sup>th</sup> Floor, Conference Hall, Bharat Sanchar Bhavan, New Delhi**

A formal agenda meeting of SNEA was held at the 9<sup>th</sup> floor, Conference Hall, Bharat Sanchar Bhavan, New Delhi. The meeting was held under the chairmanship of Director (HR), along with participants as per the list enclosed.

PGM (SR) welcomed Director (HR), BSNL Board, officers from HR wing along with representatives of SNEA. It was informed that agenda meetings facilitate the management side and executive side to carry out peaceful dialogues on various issues raised by the association and make every possible effort to resolve them. It is an opportunity for both sides to work together in a very positive and constructive manner in the interest of the company and the employees.

**Director (HR)** in his opening remarks welcomed all the participants. He stressed the importance of compassion and positive attitude in HR. A number of quick wins had been achieved by the HR team which included:

1. Path-breaking resolution of SDE reversal case,
2. Decision taken to implement reservation for PwBD as per latest DoPT instructions.
3. Long pending issue of formation of Local bodies (OA level) of Association.
4. Revision of immunity guidelines.
5. Designing and development of BSNL Samvad App in consultation with associations.
6. Online portal for transfer under rule 9 in ERP system.
7. Promotion exam (LICE) held.
8. Promotion Orders for EE/AGM to SE/DGM (Elect.) through seniority quota and LICE quota have been issued.

Many quick wins will be further achieved when the financial situation improves. He assured that many more wins were in the pipeline and could be resolved soon with a positive mind-set. He also informed that there was no plan for VRS for BSNL in the near future.

**President SNEA** welcomed and thanked Dir HR and all senior officers on behalf of the CHQ team members for the opportunity to discuss the various issues that were concerning a large number of executives. He spoke at length about the following issues:

- Promotions of JTOs and SDEs - management should consider restructuring the cadres to increase the promotional avenues and the morale of the executives.

- Promotions of AGMs and DGMs - BSNL has witnessed a lot of changes and 4G installation was in progress. All the new projects should be factored in while doing the review of posts.
- Time bound Promotion and Standard Pay Scales
- Revision of TA/DA and opening of deputation.

A lot of HR issues are pending and he was hopeful for some positive outcome from this meeting.

**GS, SNEA** in his opening remarks welcomed the Dir (HR) and the Management side. At the outset, SNEA CHQ conveys Sincere Thanks and Gratitude to Director HR BSNL Board and his entire HR team for timely initiatives and actions for settlement of following HR issues:

1. Implementation of PwBD reservations in Promotions with retrospective date.
2. Delinking of Daily Diary Writing from the Salary and its overall review.
3. Issuing Orders for AGM Telecom PwBD Promotions.
4. Issuing Orders for AGM Telecom Promotions.
5. Issuing EE to SE promotions in Civil wing.
6. Issuing SDE to EE promotions in Civil wing.
7. Issuing EE to SE promotions in Electrical wing.
8. Issuing SDE to SE promotions in Electrical wing.
9. Restoration of OA functioning of Recognised Associations.
10. Granting Immunity till Period of Association Body.
11. Constitution of the Committee for Review of Transfer Policy.
12. Constitution of the Committee for Degree/Diploma dispute in CE wing.
13. Giving justice for genuine request in long stay Transfer cases.
14. Initiatives on Important HR issues for minimum level of motivation.
15. Considering Request of CSS/PA/PS cadre Executives to Home Circle. Considering Genuine Requests of Executives under long stay.
17. First Phase Settlement of Long pending SDE Reversal Case.
18. Deploying senior advocates for early hearing and timely outcome in different court cases.
19. Action on preparation and publication of Seniority Lists/ AIELs.
20. Granting Minimum Required facilities for SNEA CHQ Office.
21. Maintaining Industrial Peace and Hormonal Staff Relations with Recognized majority Associations.

He further stated that more issues are pending than resolved and he was hopeful that management will resolve all issues. He emphasised that REA rules 2014 should be followed in spirit and all facilities given to the Main representative association should be provided with no dilution.

He expressed gratitude for the positive attitude for the Management. He further suggested for delegation of powers to Vertical Heads/Branch Heads for quick disposal of cases. He assured of cooperative attitude to the Management and appealed for resolution of the issues listed.

**At this juncture, CMD, BSNL** specially graced and addressed the meeting and had direct interaction with participants. He mentioned about the government support, revival packages and recently launched service viz., BSNL national WiFi roaming, Direct to Device (D to D) services, BSNL IFTV services, first private 5G in Mines etc. He emphasised to work hard to increase revenue and decrease employees cost which is approximately 39% of total revenue at present, increase ARPU, so that Government can be approached for 3<sup>rd</sup> PRC. He further mentioned about litigation issues which are unnecessary draining manpower and money. He encouraged the association and BSNL staff with his pristine advice to prioritize and aim for the betterment of BSNL. BSNL team is trying to identify top 100 cities to ensure 100% 4G viability. CMD was concerned about decreasing trend in customers and request to work for QoS, FTTH and EB. Management has a positive attitude and HR issues can be settled through dialogues well within the rules and framework.

**CMD BSNL appealed to the leaders for keeping focus on growth of BSNL and mainly on adding more and more customers in FTTH and firmly assured resolution of all HR issues with positive feedback from Association.**

Thereafter, the revised agenda points submitted by association were discussed.

## **A. Important Points for minimum Level of Motivation of BSNL Executives**

### **1. Implementation of board Approved Time Bound Promotion Policy in BSNL and ensure the fulfilment of 5 functional promotion commitment.**

**Association submitted** that in 2007 BSNL implemented EPP-2007 with only time bound financial up gradation without functional promotions. In 2018 BSNL full board approved BEPPARR provisions to promote up to AGM level for every 5 years. Association submitted that the issue of Time Bound Promotions has been deliberately kept on hold on flimsy grounds of reservations due to dispute between the associations on its implementation. There are ample clarifications issued by DoT on reservations and BSNL has issued promotions in many cadres on the basis of these guidelines, but is silent on implementation of Time Bound Promotions even after clear directions from DoT. Association submitted that BSNL is already paying salaries at higher pay scales with EPP 2007 and about all JTOs/JAOs are already upgraded to E2 to E5 scales and hence there are no financial implications on implementation of BEPPARR 2018.

**It was intimated** that a proposal namely 'BSNL Executive Promotion Policy Amendment and Recruitment Rules-2017' (BEPPARR-2017) was conditionally approved by Board in its meeting held on 28.05.2018, subject to the compliance of reservation policy requirement of GoI and related Court orders. The matter was referred to DOT. In view of the advice of Administrative Ministry (DOT) received, BSNL Board had re-examined the proposal in post-VRS scenario and after detailed deliberations of the proposal, the Board directed that in view of the advice of Administrative Ministry, the matter may be remitted back to the management for examining the case in supersession of earlier approval. As per the decision of BSNL Board, the earlier approval stands superseded and a detailed proposal considering all pros and cons in post VRS scenario and suggest the way forward to meet the organizational needs and career progression aspiration of the executives was to be submitted. Thereafter, there has been an extensive review undertaken on all the HR policies and Recruitment Rules of all the executive grades / Streams (from JTO level to PGM/CGM level) have been reviewed and revised Stream wise Recruitment Rules of all BSNL executive hierarchy have been notified with the approval of BSNL Board and the same are being implemented w.e.f. 31.12.2022 / 01.01.2023.

**Association countered** this stating that whatever is replied is about the revision of RRs for Functional Promotions through vacancy based quota and it has no direct relation with Time Bound Functional Promotions. DoT vide letter dated 10/02/2023 to BSNL has clearly conveyed that Revision of RRs should not violate promotion policy BEPPARR 2017 and requested for giving factual and correct information. Association also requested that due to pending court cases and due to non-availability of sufficient vacancies, the thousands of executives are waiting for promotions and some of JTOs are waiting for their first promotion even after 25 years of service as JTO and stressed for implementation of assured five Time Bound Functional Promotions in service span of executive as assured by DoT at the time of absorption which has been base for BEPPARR 2017. Association also stated that it is not rigid on implementation of BEPPARR 2017 as it is, but is ready for changes required in it or for any new Time Bound Functional Promotion Policy with new name, and firmly demanded for implementation of Time Bound Functional Promotion Policy for all executives in BSNL.

**After elaborate discussions,** it was stated that although, many issues had reached finality/closure, management was always open to new suggestions. BEPPARR 2017 was one such issue and any suggestions given by Majority Representative Association shall be considered, in line with extant

rules and guidelines. Association was requested to give their suggestions/view point on the subject, holistically.

## **2.Change of designation of Executives in BSNL with EPP 2007**

**Association submitted** that if there are any serious issues in implementation of Board approved or suitably revised Time Bound Promotions policy for any reason, and then change of designations on implementation EPP 2007 should be given consideration. Association stated that BSNL Management has already implemented this change of designations in lower level for Gr C& D employees and also for DGM and above level officers whose designations are changed after fixed years of services and same also is implemented at higher level.

**It was intimated that** the comprehensive provisions of Executive Promotion Policy dated 18.01.2007 which has been in force for over 17 years are very clear. This policy prescribes Time Bound Up-gradation up to E6 IDA pay scale uniformly to all the absorbed as well directly recruited executives, after defined length of service without any linkage to vacancies. However, under the same policy, the post based promotions are to be granted as per applicable Recruitment Rules only. There is no scope under EPP to treat Time Bound Up-gradation as post based promotion by granting designation corresponding to Time Bound Up-gradation granted.

**After elaborate discussions,** it was stated that management was always open to discussions and new suggestions. Any suggestions given by Majority Representative Association shall be considered, in line with extant rules and guidelines. Association was requested to give their suggestions/viewpoint on the subject, afresh.

## **3.Stopping Long Stay Rotational inter circle transfers**

**Association submitted** that BSNL has started wrong policy of mass transfers on the name of long stay thereby rotating officers from one Circle to another Circle. This process of long stay transfers has continued for the last one year and it has affected hundreds of families. It has not benefitted BSNL in any way, rather it has created a negative impact on the workforce of BSNL.

**Association elaborated** the hardship faced by the executives transferred under long stay transfers. The Executives on completion of two years are eagerly waiting for consideration of their OTP request to parent/ Choice Circle and demanded for consideration of all such requests. Association narrated that long stay transfers are issued from and to all Circles and hence there should not be any such issue as equal number of chain transfers/mutual transfers are quite possible.

**It was informed that** mass long stay transfers are not under consideration as of now. On consideration of OTP Requests, it was intimated that the requests of executives transferred under long stay and requested to home Circle after completion of two years will be given consideration by end of March 2025 with its implementation from April 2025.

## **4.Consideration of Own Cost Request Transfers of CSS Cadre executives to Home Circles.**

**It was informed** that based on the report of the committee, the case is under process and the consent has been called from the concerned Circles and on receipt of the consent from Circles, the willing executives will be relieved one by one with priority to medical ground cases, spouse working ground cases and all requests will be given consideration as early as possible.

Association conveyed thanks for giving consideration to request of SNEA for repatriation of CSS Cadre executives to the parent Circle and further requested for issuing early transfer of all CCS Cadre willing executives.

## **5. Approval of Upgraded Standard Pay scales for JTO/JAOs**

**The association** brought to notice of management about 14000 Executives of BSNL who are facing loss of about 10 to 15 thousands per month as no action has been taken either by BSNL or DoT. It has submitted details to concerned officers in DoT elaborating facts.

**It was informed that** after incorporation of BSNL w.e.f. 01.10.2000, E1A (Rs. 9850-250-14600) and E2A(Rs. 11875-300-17275) IDA scales were introduced in BSNL as per DOT letter dated 28.07.2003 for JTO and SDE equivalent level executives. These scales were higher than the standard E1 and E2 pay scales. Under 2nd PRC w.e.f. 01.01.2007, DPE did not provide replacement of E1A and E2A. Therefore, BSNL sent a proposal to DOT for approval of new E1A (Rs. 18850- 40500) and E2A (Rs. 22800- 46500) scales. These proposed scales were higher than the revised standard scales of E1 (Rs. 16400-40500) and E2 (Rs. 20600-46500). However, revised E1 and E2 scales were allowed to these executives as per Office Order dated 05.03.2009 provisionally. DOT rejected the proposal for revision of E1A and E2A scales vide letter dated 24.01.2011 and again vide letter dated 18.07.2014 in consultation with DPE.

On 06.06.2016, BSNL sent a revised proposal to DOT for –

- i. Replacement of E-1A and E-2A scales with standard revised E2 and E3 pay scales w.e.f. 01.01.2007.
- ii. It was also proposed that E3 to E6 pay scales may be upgraded to E4 to E7, respectively.

However, after some time, DOT was requested to approve first (i) only.

Response from DOT

A Presidential Order (PO) was issued by DOT vide letter No. 61-2/2016-SU dated 28.03.2017, wherein the approval of settlement of pre-revised E1A and E2A pay scales in BSNL has been conveyed. It provides that–

- i. “The pay scales of employees who were absorbed in BSNL and those who have been appointed by direct recruitment or by promotion in pay scale of Rs. 9850-250-14600 (E1A) and Rs. 11875-300-17275(E2A) may be revised to Rs. 18850-40500/- and Rs. 22800-46500 respectively, as personal to the incumbents to continue the benefit granted to them in the pre-revised scales”: and
- ii. “With immediate effect, the new appointments to cadres of JTOs and SDEs by direct recruitment or promotion shall be in the E1 - Rs.16400-40500 and E2 - Rs.20600-46500/- pay scales respectively.”

DoT vide letter dated 29.04.2022 has reiterated that PO dated 28.03.2017 is final. DOT also stated that PO was issued with the approval of Hon'ble MoC. DPE had also endorsed the PO & had not suggested any changes. The proposal of BSNL for up-gradation of E1 and E2 scales will invariably have a cascading effect on all scales. In view of the decision of DoT, the matter has attained finality.

**The Association informed** that the case is being considered in DOT seriously as per persuasion and needs support from BSNL Management on this genuine issue. Association also conveyed thanks for taking up matter with DoT each time justifying demand of upgraded Standard pay scales for JTOs/JAOs in BSNL.

**It was stated that** BSNL will support it, in case the issue is reviewed by DoT.

## **6.Enhancement in SAB Contribution**

**Association submitted that** issue of enhancement in the 30% **Superannuation Benefits (SAB)** fund is impacting the serving and retired BSNL Executives and special efforts are required from Management to meet this long pending demand at least by enhancement of SAB Contribution.

**It was informed** that under 2nd PRC w.e.f. 01.01.2007, Department of Public Enterprises vide OM dated 26.11.2008 (read with 02.04.2009) provided that - CPSEs employees are allowed upto 30% of Basic Pay plus DA as Superannuation benefits, which include: i. Contributory Provident Fund (CPF), ii. Gratuity, iii. Pension and iv. Post-Superannuation Medical Benefits. And any superannuation benefit will be under a “defined contribution scheme” and not under a “defined benefit scheme”. At present, the following monthly contributions are being made towards Superannuation benefits: (i) EPF = 12% (ii) Gratuity = 4.8% (iii) Post-retirement Medical benefit = 3.3% (actuarial valuation by LIC) (iv) Pension (SPS) = 5% per month. Total monthly employer’s contribution is around 25.1% within the ceiling of 30% of Basic pay plus DA. DPE guidelines dated 21.05.2014 provides that Pension and post-retirement medical benefits are subject to affordability, capacity to pay and sustainability of the CPSEs. The present financial position of BSNL does not seem to be conducive for revision of existing contributions.

**Association argued that** it involves a meagre amount and thus management may kindly peruse it. It further requested to display SAB contribution of the executives in salary slip as no records are available with individual and LIC is not updating details on website regularly

**It was agreed to** look into the demand of the association and forward to the concerned section for feasibility and necessary action.

#### **7. Enhancement of TA DA Rates for AGM & Below level Officers.**

Association demanded for enhancement of TA/DA Rates for AGM and below level officers as per the detailed request submitted by the SNEA. SNEA elaborated hardship faced by the executives during official tours and how they are compelled to pay from pocket.

**It is informed that** the TA/DA Rules for BSNL employees was revised vide EF Branch OM dated 08.09.2010. The entitlement in respect of DGM and above level executives was subsequently amended by EF Branch vide OM dated 15.02.2017. As per discussion in meetings with Unions and Associations, revision of TA/DA entitlement for remaining employees is being processed.

**It was informed that** the case is under active consideration.

#### **8. Extension of Laptop reimbursement policy to field units with required changes.**

Association demanded to have a uniform policy of Rs 70000/- to all Officers. Association submitted the disparities between two existing Laptop policies available in BSNL separately for GM and above level and DGM and below level and demanded that policy for DGM and below level may be abolished.

**It is informed that** as informed by IT cell, letter to the circles had been sent on 20.03.2024 for Desktop/laptop data entry in SAP/ERP as decided earlier. Reminders have also been sent on 05.09.2024 and 20.09.2024. As on date seven circles have submitted the required certificate and Extension of Laptop reimbursement Policy to field units is under process.

**It was agreed that** IT cell will be requested to examine the demand of the association regarding the laptop reimbursement amount in light of the market price of good configuration laptop.

#### **9. Restoration of Medical Reimbursement Ceiling Amount.**

The association demanded for restoration of medical bill reimbursement limit to the original limit of 23 days from presently reduced 13 days. Association also demanded for restoration of Basic plus DA limit for counting eligibility amount as on 01/01/2020 to Basic of the current financial year.

**It was informed** that revision of outdoor medical ceiling is a policy matter and implemented on recommendation of nominated committee for revision of allowances for BSNL staff in wake of

financial health of BSNL. However, suggestion for review of this has been noted for consideration at appropriate time.

The Management further informed that this issue has been reviewed as per the request of association and it has been found that as on today about 98% employees who are claiming the medical bills are not crossing even reduced limits.

**Association elaborated that** procedural inefficiencies and time constraints were preventing employees from submitting medical reimbursement claims on time. The association also emphasized the urgent need to restore the DA rates, which were frozen at April 2020 levels due to COVID-19, and to reinstate the 25 days of entitlement that employees previously enjoyed.

**It was agreed to** consider and examine the matter for de- freezing the DA.

#### **10. Stand of BSNL management on implementation of 3<sup>rd</sup> PRC**

**Association submitted that** BSNL executives are eagerly waiting for the implementation of the 3rd Pay Revision. The increase in revenue is a clear indicator of the company's growth and success, and the employees may be duly rewarded for their sincere and devoted efforts. Implementation of 3rd PRC is an important step towards ensuring that the wages of BSNL employees remain competitive and in line with industry standards. It will not only enhance the morale and motivation of the workforce but also attract and retain skilled professionals, enabling BSNL to continue its upward trajectory as aimed by BSNL Management and GoI.

**It was informed that** guidelines for implementation of 3rd PRC w.e.f. 01.01.2017 in respect of Board level and Below Board level Executives of CPSEs have been issued by DPE vide OM dated 03.08.2017. DPE has provided replacement IDA pay scales of E0 to E9 existing grades and also for Board of Directors and CMD. Fitment formula with benefit upto 15% fitment based on the affordability of the respective CPSEs have been prescribed by DPE. BSNL Board has recommended the implementation of the DPE guidelines on 3rd revision of pay w.e.f. 01.01.2017 in respect of Board level & below Board level executives with 15% fitment and sent a proposal on 14.11.2017 to DOT i.e. the Administrative Ministry of BSNL for approval and issue of Presidential Directives. The approval of DOT is still awaited.

**The Association submitted that** 3rd PRC has been a longstanding demand of the employees, and it is a matter of great concern that the decision has not been finalized yet. Though various factors including the financial health of the company need to be taken into consideration for implementation of 3<sup>rd</sup> PRC.

Further BSNL is working on all projects by GoI as its strategic partner. It has been cleared by different authorities of GoI, including a recent address by Hon'ble MoC in SNEA CWC Meeting Delhi, that BSNL is in losses due to policies of then Government and its employees are not directly responsible for it. It has been stated by Hon'ble MoC that GoI expects quality services to esteemed customers and profit is not only the agenda but services with losses also need to be provided. Association submitted that many officers and employees of BSNL are facing stagnation and their increments are freezed for years together and implementation of 3<sup>rd</sup> PRC with suitable fitment formula is only solution for minimum level of motivation among the BSNL workforce to implement all the projects being given by DoT/GOI under revival packages and mainly the 4G saturation project with Indigenous Mobile equipments as dream project of GoI. Association stated that by fulfilling this rightful demand, BSNL Management will not only recognize the hard work of the employees but also inspire them to continue delivering their best for the betterment of the company.

The Association conveyed thanks to Management for conveying DoT that BSNL will manage its operations within its own funds but DoT is showing the clause of affordability and pointing out the financial condition of BSNL.

It was informed that as that as stated by CMD sir, it was emphasised to work hard to increase revenue and decrease employees cost which is approximately 39% of total revenue at present, increase ARPU, so that Government can be approached for 3<sup>rd</sup> PRC.

#### **11. Clearing issues created by MSRR 2023 in violation of DoPT guidelines.**

**The association submitted that** while framing MSRR 2023, BSNL Management has added some clauses which are against DoPT/DoT guidelines. Specially, introduction of LICE at the level of AGM and above has created mass disputes and instead of clearing litigation as proposed while framing MSRR 2023, it has created more disputes and LICE has been taken to the court. It was also submitted that in many cases eligible Executives are less than the total vacancies, still BSNL management is wasting its time and energy in conduction of LICE. In SE Elect Promotions, total vacancies were 30 and eligible candidates were 28, but still LICE was conducted and 7 posts are vacant as matter has been dragged to court. Same is the case with AGM Telecom LICE conducted thereof. The vacancies existing as on date of modification of RRs are to be filled as per the earlier RRs and same procedure was followed in Promotions of Civil /Elect wing but not followed in Account and Telecom wing due to pending litigation. If the LICE vacancies are restored then all eligible AOs in Account wing can be promoted on clearance of the court case at HC PB/HR. Same is the case with Telecom and 33% vacancies are diverted to LICE which will be automatically enhanced from 33% to 50% after 2025 and it is against DoPT guidelines. Also nowhere in any Govt Dept or PSU, the LICE is introduced above SDE or equivalent level as DoPT guidelines do not permit it. On 01/01/2023, about 1400 AGMs in Telecom wing and about 800 AO in the Account wing become eligible respectively for DGM and CAO promotions against all existing vacancies, but 33% vacancies are diverted to LICE quota on the same date and hence disputes are created. The Association added that Management has already modified the Competitive selection process introduced in CGM level promotions and restored to earlier seniority cum fitness quota and demanded that in similar lines, the LICE at level of AGM and above introduced by MSRR 2023 may be modified and restored to 100 % SCF quota.

**It was informed** that consequent upon restructuring and approval of manpower plan in BSNL by BSNL Board and as per the needs and requirement of the Company in post VRS scenario, old Recruitment Rules of Sub Divisional Engineer-2002 and BSNL Management Services Recruitment Rules-2009 of different Streams/Cadres have been revised with the approval of BSNL Board. New Stream wise BSNL Management Services Recruitment Rules-2023 have been notified on 31.12.2022 and already come into force w.e.f. 31.12.2022 (A/N). Also, Recruitment Rules of Sub Divisional Engineer-2023 of different Streams/Cadres have been notified on 11.04.2023 and come into force w.e.f. 01.01.2023. Further, BSNL Board has also decided that the vacancies in the cadres of DGM(T), CAO & EE(C) till 31.12.2022 will be filled up as per old BSNL MSRRs-2009 from amongst the officers, who are eligible as on 28.12.2022 but could not be filled up due to pending Court cases.

**Therefore,** the career progression of all the BSNL Executives from SDE level to up to PGM/CGM is governed as per revised Recruitment Rules. All promotions are being carried out uniformly as per the provisions of these Recruitment Rules, notified with the approval of BSNL Board.

#### **12. Approval of Committee Report on clearing Educational Qualifications dispute in Civil/Electrical wing.**

**The association narrated** the need of clearing disparity on educational qualifications and conveyed thanks to Director (HR) for constitution of Committee for consideration of request of the association for parity among the Telecom and Civil/Electrical wing and requested for early approval of the recommendations of the committee.



**It was informed that** the issue regarding educational qualifications for promotion to AGM/EE grade on Civil, Electrical and Architecture Stream was considered by a high level Committee of senior officers constituted with the approval of competent authority. Their recommendations are under process for consideration and approval.

**13. Early clearance/withdrawal of JTO to SDE Court case.**

**The association elaborated** the unrest among the JTOs in Telecom wing waiting for their first SDE Promotions and casual handling of court case by BSNL advocate at CAT Chandigarh and requested for taking up matter for clearing the court case without further delay.

**It was informed that** Management is also pursuing early clearance of the case, but issues are to be decided by the Court. It was assured to engage the senior lawyer as per the requirement. Director HR advised association to guide all the executives to respond positively to the appeal made by the CMD BSNL to reduce the court cases and assured of clearing all such issues by dialogue.

**B. Transfer policy Related Issues**

1. **Stopping Long Stay Rotational Transfers and limit it to need base transfers with maximum 10% per years to meet shortage.**
2. **Excluding Female Executives from Inter Circle Transfers.**
3. **Issues faced by Executives at All India Hard Tenure stations due to letter issued by Pers. Cell in rearranging long stayed officers.**
4. **Fixed Time Frame for relieving of Executives under OTP Request Transfers.**
5. **Fixed Time Frame for relieving of Executives on Completion of All India Hard/Semi Hard/Soft Tenure stations.**
6. **Redefining the clauses of Transfer Policy for Exclusion of medical ground cases of critical illness medical cases viz. Parkinson, Paralysis, Glaucoma etc.**
7. **Review of financial dependent condition for retention on parent medical ground.**
8. **Action plan for consideration of request to circles having excess Executives.**
9. **Conclusion of OTP Requests process before opening next window with maintaining Waiting list for non-considered cases.**
10. **Timely handling over of OTP Request data to other Verticals by Pers. Section.**
11. **Posting orders of Executives selected for different Training Centres**

**For B 1-11: It was informed that** a High Level Committee comprising of senior officers has been constituted with the approval of competent authority to comprehensively review and revise the BSNL Employees Transfer Policy dated 07.05.2008 and its subsequent amendments issued from time to time. The transfer & Posting from & to surplus circles are being done as per administrative feasibility. All OTP requests are processed in timely manner and OTP request data is shared with all verticals of Pers. Section. The transfer & Posting from & to All India hard Tenure stations are being done as per administrative feasibility.

**The association elaborated** hard ship faced by the executives and requested for restoration of the Tenure period of All India Hard Tenure stations as per DoPT guidelines. It was informed by management that association may submit its view in detail and same will be given consideration

after the review of Non Tenure Transfer policy. Association requested for referring it to Transfer Policy committee.

**It was intimated that** all OTP requests are processed in timely manner, but relieving will be as per administrative feasibility by March 2025 and fresh window will be opened as per schedule.

**It was agreed** to share the draft of transfer policy with association for their suggestions.

### **C. Issues related to Promotions**

#### **1. Over delay in consideration of JTO to SDE DPC for Civil/Elect wing.**

**The Association submitted** about the hardship faced by the executives in Civil and Electrical wing. They are deprived of their first promotion as SDE for last 25 years and requested for early action from Management in clearing ongoing unwanted hurdles and issue JTO to SDE promotions for Civil as well as Electrical wing.

**It was informed that** JTO to SDE seniority quota/LICE promotions in Civil and Electrical wing are held up due to pending Court case, CWP No. 6894/2019 before the Hon'ble High Court of Punjab and Haryana, Chandigarh. Its next date of hearing is 01.05.2025. The CWP has been filed by BSNL against the Hon'ble CAT judgement dated 25.07.2017 in OA No.60/107/2017 filed by Shri Sandeep Sharma, JTO(C). The Hon'ble CAT had held that BSNL has no power to apply reservation policy for promotion to the post of SDE(C) and the notification dated 02.01.2017 for conduction of LICE relatable to reservation in promotion is set aside. The notification dated 2.01.2017 was a common notification for conduction of LICE on 05.3.2017 for promotion to grade of SDE(C), SDE(E) and SDE(TF).

However process of promotion from JTO(C) to SDE (C) has been initiated in consultation with PERS (Legal). After obtaining legal opinion, BW branch has called for screening committee report and VC from circles.

The process from JTO (E) to SDE (E) is under examination and EW cell has been requested to submit a proposal.

#### **2. Over delay in consideration of SDE to EE DPC for Civil / Elect wing.**

**It was informed that** DPC for promotion from SDE to AGM/EE in Civil stream has been conducted and the promotion order issued on dated 14.10.2024. The promotions from SDE to AGM/EE in Electrical stream are held-up due to Court cases against MSRR-2023.

#### **3. Early action for AO to CAO promotion orders by expediting Court case.**

**It was informed that** In view of the direction of CAT Chandigarh in case of Anupam Yadav, BSNL has challenged in Hon'ble High Court Chandigarh by filing W.P. No. 12795/2024 and other two W.P. and further course of action will be decided as per the outcome of next hearing.

**It was informed that** Pers cell is making a special effort by constant pursuance with Sr. Advocate and submitting a very convincing synopsis to the Hon'ble High Court Chandigarh.

#### **4. Stopping recruitment of External SET/MTs.**

**Association submitted that** there is mass unrest among the young executives in BSNL about External MT/SET by neglecting highly qualified young executives in BSNL and we strongly oppose any such External recruitment in BSNL.

**It was informed that** In order to infuse young blood in the Company, direct recruitment to the post of SET(DR) in major Telecom/Finance/Civil/ Electrical Streams has been approved by BSNL Board in consideration of needs and requirements of the Company as per provisions of Recruitment Rules Senior Executive Trainee (DR)-2024.

**However, no recruitment of SET (DR) has been done so far in BSNL.**

## **D. General Issues of Pers. Section**

### **1. Allowing deputation of BSNL Executives to other Govt. Organisations/PSUs.**

**Association demanded** to re-open deputation to BSNL executives for betterment.

**It was informed that** as per policy decision dated 12.01.2023, post VRS, BSNL executives are allowed to seek deputation under DoT and its Units and TRAI. Deputation to organizations other than DoT and TRAI are temporarily banned up to 31.12.2024. This position will be reviewed after 31.12.2024 considering the business interests of the organization.

**It was intimated that** case is under active consideration of the management.

### **2. Stopping DGM level Deputation from DoT to BSNL.**

**Association demanded** stopping of deputation of DGM Level officers from DOT to BSNL due to unrest among BSNL executives and effecting DGM promotion of BSNL absorbed and recruited executives.

**It was informed** that DGM level deputations from DoT to BSNL are being done as per the Cabinet approval.

## **E. Facilities to SNEA as Recognised representative Association**

### **1. Mobile Connection facility for OBs of Recognized Majority Association.**

**The association demanded that** the facility of mobile connection to the Office Bearers of Recognised Majority Association needs to be provided as per REA Rules, but same are not provided even after one year of completion of MV Process even though orders for same are issued by SR Cell.

**It was informed that** the facility of service mobile connection is available to all executives in BSNL. Association was demanding mobile handset for office-bearers and there was neither the provision nor past practice of giving handsets to office bearers. It was a fresh demand with financial implication and a proposal may be forwarded to SR cell.

### **2. Disparity in Allotment residential accommodations to SNEA CHQ**

**The association raised** the issue of disparity and biased approach in grant of Residential accommodation to Recognised Majority Association and requested for allotment of Residential Staff Quarter nearby Bharat Sanchar Bhavan. Association categorically submitted that separate residential staff quarter may be allotted to SNEA and not in colonies of staff quarters as members from all India will be visiting to this residential quarter and we do not want to disturb the other residents in staff colonies. Association requested to review this matter and if required the changes in Type of Staff quarters may be made in Accommodation Policy but Recognised Majority Association should be allotted separate Staff quarter nearby Bharat Sanchar Bhawan and preferably at Atul Grove Road.

**It was informed** that as per the extant Guidelines/Policy, the necessary approval has already been conveyed vide letter dated 14.12.2023 for allotment of one residential quarter (up to Type-IV) on rent (equal to License fee) to CHQ body of SNEA from BSNL in Delhi.

## **F. Review of REA Rules**

### **1. Applicability of Change of periodicity of MV from Current Tenure.**

**The association pleaded that** SR cell has proposed enhancement of MV tenure from three years to Four years during MV period and once SNEA has become Recognised Majority Association, the same

has not been implemented. If it was to be implemented from next tenure, why it was discussed and added during the ongoing process of MV needs to be clarified.

**It was informed that** the matter is approved by MC for change of tenure from next MV.

## **2. Adopting Concept of One Association in BSNL**

**Association demanded** that in BSNL as multi associations is the prime reason for non-settlement of pending issues and effecting performance of BSNL and is affecting industrial peace and harmony among executives. It will substantially reduce manpower and financial expenditures. Association requested for early consideration of this proposal submitted by all three major associations covering about 99% of paid membership.

**It was intimated** that the proposal of association is under consideration and a committee will be constituted to examine it holistically as it will affect REA rules 2014.

## **3. Violation of REA rules and its direct/indirect support by BSNL Management.**

**The Association narrated** the incidents of violation of REA Rules and reminded that SNEA has submitted the complaints in writing , but till no action has been taken by SR Cell.

**It was assured** that Management follows REA rules in word and spirit.

## **4. Completion of Wage Negotiations of Non-Executives in BSNL.**

**The Association expressed that** the wage negotiation of non executives with Unions is not being finalised for last seven years and its finalisation is required for early implementation of third PRC. SNEA requested Director HR for early and agreed settlement of wage negotiations so that matter of implementation of 3<sup>rd</sup> PRC can be decided at the earliest.

**It was informed that** after VRS 2019, the Joint Committee was reconstituted on 10.11.2021 and several rounds of meetings have been held till now to negotiate the revised wages of Non executives. The Management side has proposed new pay scales taking into consideration stagnation, pension contribution and in line with DPE guidelines of affordability and financial sustainability. The same has not been accepted by the union. DOT has been apprised with the status vide letter No. BSNLCO/12-1/SR/2022 dated 02.08.2023. Meetings for negotiation are still going on and stagnation cases are being examined.

## **G. Restructuring Review**

- In reference to Restructuring exercise carried out during 2020 post VRS, association listed following shortcomings:
- The sanctioned strength in various cadres were reduced drastically without any provision to accommodate the working strength in those cadres and without any evaluation of the field requirements.
- Sanctioned posts of JTO(T) as on 01.02.2020 was 11756 whereas working JTOs were 15070. (i.e 3314 JTO(T) in addition to the 11756 JTO(T), who were actually working in the cadre, could not be accommodated against the sanctioned strength.
- Sanctioned posts of SDE(T) as on 01.02.2020 was 10641 whereas working SDE(T) as on 31.03.2022 were 12543 (i.e. 12543-10641=1902 SDE(T) in addition to the sanctioned strength who were actually working in the cadre could not be accommodated against the sanctioned strength.
- 3500 SDE(T) LDCE vacancies from 2011-2020 pertaining to 33% LDCE quota were not filled while corresponding 67% SCF Quota has been filled in excess of the available sanctioned strength. The 33% LDCE notified for the VY 2022 were only for 203 vacancies (82 UR + 0 SC +

201 ST). The 3500 SDE(T) vacancies of 33% LDCE quota from VY 2011 to 2021 were not filled while equivalent 67% SCF Quota has been filled in excess of the available sanctioned strength depriving the eligible JTO(T) of an opportunity for promotion for the VY 2011 to 2021.

- The Association requested to give justice to its executives waiting for due promotion for 4 to 11 years as JTO/SDE in Telecom wing by:
- Sanctioned posts of Internal DGM(T) should be corrected as 2471 instead of 1116 to make provision for the promotion of internal talent in the senior Administration.
- Sanctioned posts of AGM should be corrected to  $(JTO+SDE)/4.5$ ,  $(11756 +16043)/4.5$ ,  $27799/4.5$  i.e. 6178 instead of 4500.
- We request to ensure JTO (T) to SDE (T) and SDE (T) to AGM (T) promotions without vacancy considerations up to the level of AGM as per M/S Deloitte Consultants recommendations to “provide career progression without vacancy consideration up to the level of AGM.”
- Sanctioned posts of SDE(T) should be corrected as  $10641+1902+3500= 16043$  instead of 10641.
- The above corrections are in respect of the shortcomings in the earlier Restructuring done in the year 2020 post VRS. After the correction in the sanctioned strength of various Cadres, as above, consideration may be given to create sufficient posts to fulfil the various prestigious projects of the Govt of India such as 4G Saturation, Bharatnet, Bharat Udyami, Mumbai & Delhi Area Operations etc.

**Association also demanded** Restructuring Review Norms as per infrastructure added in BSNL network as per practical requirement. Restoration of posts of AGM L&B at each Circle for land monetization works. One time action for Justification of post of SDEs in ACE wing for promotion of JTOs with more than 23 years of Service. HR teams lack co-ordination.

**It was intimated that** Organizational Restructuring has been approved by BSNL Board based on the current business requirement & BSNL Telecom setup. Sanctioned strength post VRS in various streams and grades was conveyed to the field units in Nov-2021. Further, it is also submitted that review of Manpower Norms is under active consideration of BSNL Management. For review of sanction post, this office has called the asset information as on 31.03.23 along with new business area/ Projects etc. The data received from circles is being analysed and verified as required for ongoing review of Org restructuring. The BSNL board approved that the posts held by the VRS taken employees as well as the posts as on 01.02.2020, held by employees in the age bracket of 58-60 years for such employees retiring during the period from 01.02.2020 to 31.01.2022 were considered to be abolished.

**It was informed that** a committee of CGMs has already been framed to review the organisational restructuring both cadre wise and stream wise. The association was further directed to submit their views in details and it was firmly assured to give due consideration to all the suggestions given by the association.

## **H. Administration**

### **1. Old Pension Scheme implementation for BSNL Executives.**

The association demanded for consideration of requests from more than 2.5 K Executives in BSNL for applicability of old pension. This is very important issues for the executives for their future prospects and needs to be given special consideration by BSNL.

**It was informed that** as per the decision of DoT, the employees appointed by BSNL on or after 01.10.2000 are the employees of the Company. The employees appointed by BSNL are covered under EPF Scheme and OPS/NPS is not applicable to employees appointed by BSNL. Further, employees recruited by BSNL are not eligible for the benefits under Rule 37A of CCS (Pension) Rules, 1972. The said Rule is applicable only in respect of erstwhile DoT employees absorbed in BSNL w.e.f. 01.10.2000.

**Association narrated** the partial applicability of old pension by DoT to certain group of executives who approach the court and recent judgement of Honourable Supreme Court of India for applicability of any judgement for all the similarly affected persons without approaching courts and requested Management for granting old pension to all the executives at par with others who are granted old pension as per court directives.

**The Management asked** the association to submit the proposal for taking up the issue with DoT.

## **2. Constitution of Benevolent Fund at all India level.**

The association narrated the hardship faced by the family members of BSNL recruited executives, in case of untimely death of executives. The left out family members are not being extended any direct support from BSNL. It proposed for approval of benevolent fund wherein certain fixed contribution from willing executives will be deducted from Monthly salary of the executives in case of death of any employee. This Benevolent Fund will be handed over to nominees of the deceased executive. It will be an occasional contribution on need basis and will be deducted only in case of death of any employee and the amount deducted will be handed over to nominated family member of deceased executives. Management has to take initiatives for willingness for deduction.

**The idea was appreciated** and Association was asked to submit a holistic proposal to Admin cell.

## **1. Establishment Related**

### **1. Issues related to merger of MTNL with BSNL.**

**It was informed** that a service agreement has been signed whereby BSNL will take over the running of operations of MTNL Delhi and Mumbai w.e.f. 1.12.2025. No proposal for merger was being considered at present.

### **2. Change in Policy for requests to Circles having excess JTOs/JAOs.**

The Association requested for consideration of genuine requests on medical and spouse grounds and it was demanded that all such requests under Rule 9 should be given consideration for surplus circles also.

**It was informed that** the transfer of Circle, JTO level executives are considered as per the administrative feasibility under the existing rules except in case of surplus circle where no further accommodation of excess cadre is allowed so that sanctity of sanctioned strength is maintained.

### **3. Review of deficit and excess Circle wise strength of JTOs.**

**It was informed** that the sanctioned strength of the cadre is fixed; however, the working strength of employees are dynamic due to promotion & Rule 8 transfer. The current status of the circle i.r.o. deficit /surplus in a cadre is best known to the circle office. All circles may be requested to publish the same. Further, the current the status (surplus/ deficit) of JTO(T) is same as issued vide letter dated 04.03.2024.

### **4. Regularization of rule 9 transfer by Rule 8 transfer of JTOs/JAOs.**

**It was informed** that all circle cadre employees can initiate their transfer through proper channel under Rule-8 from the deputation circle while working under Rule 9. The Rule -8 and Rule -9 transfer of BSNL transfer policy are independent of each other, except excluding of service period of Rule -9 at deputation circle in the period of stay parent circle.

#### **5. Payment of Hard Tenure allowance to JTOS deputed to All India Hard station.**

**The association intimated** that JTOs in Civil wing who were deputed to 4G saturation projects in Challenging All India hard tenure stations have raised claims for allowances as per the deputation order, but same has not been settled for long time and requested for early settlement.

**It was informed that** proposal is being submitted for approval of competent authority.

#### **6. Grant of Holiday/C-Off on Second Saturday to officers in field units.**

**Association demanded** for granting Second Saturday equally for all units as it is applicable to all Offices in Government and PSUs.

**It was informed that** till date, the working pattern in field units has been guided by BSNL CO's order No.14-1/2011-TE dated 22.09.2011. On the question of 2nd Saturday as a closed Holiday for the field units including the field DEs this order has clarified: (1) Territorial Circles & SSAs - All Circles Offices and SSAs -TDE/TDM/GM/PGM Office (TRA, Commercial, Admn, Fig.) (2) Non-functional Circles - All CGM Office of T&D (Inspn. Circle), Q/A, Data net, NCES, Mtce. Region, Project Circles, Task Force etc., and Training Centres (All including those controlled by Circles & SSAs). At present only above mentioned offices are eligible for Second Saturday as closed holiday. For other offices, the request of Association cannot be considered due to operational requirements.

**The Association countered that** the guidelines framed in 2011 are old. Working pattern in BSNL has drastically changed in field units and the works like EB, CM, FTTHetc have been added. In BSNL when the main offices at Corporate Office, Circle Office and BA Heads are closed, no response is received from these offices and hence the left out executives also needs to be given Second Saturday off by maintaining equally weekly/monthly working hours for all. Association submitted fresh copy of its detailed representation on subject and supporting documents thereof.

**It was informed that** till date, the working pattern in field units has been guided by BSNL CO's order No.14-1/2011-TE dated 22.09.2011. On the question of 2nd Saturday as a closed Holiday for the field units including the field DEs this order has clarified: (1) Territorial Circles & SSAs - All Circles Offices and SSAs -TDE/TDM/GM/PGM Office (TRA, Commercial, Admn,. Fig.) (2) Non-functional Circles - All CGM Office of T&D (Inspn. Circle), Q/A, Data net, NCES, Mtce. Region, Project Circles, Task Force etc., and Training Centres (All including those controlled by Circles & SSAs). At present only above mentioned offices are eligible for Second Saturday as closed holiday.

#### **7. Sabbatical leave**

The association requested for introduction of Sabbatical leave for executives in BSNL as it is available in MTNL and other PSUs. Sabbatical leave provides executives with the flexibility to take extended leave for personal reasons, study, or other career-related opportunities without losing their position in the organization. It emphasized that adding sabbatical leave will smooth the process of availing the leave upgrade themselves. The policy will allow executives to rejuvenate, gain new skills, or pursue personal growth opportunities, which in turn will enhance their contributions to BSNL. Sabbatical leave can also be used for educational purposes, helping executives upgrade their

qualifications and skills. This policy is particularly beneficial for employees who might want to take time off for research, writing, or attending long-duration training programs.

**It was agreed** to look into the matter and Association was asked to submit a holistic proposal.

#### **8. Resolution of Fake Caste complaints well within the guidelines on the subject.**

**The Association submitted** that these cases are mishandled at Maharashtra Circle and there is need of corrective action. Association also submitted the guidelines issued by the State Government in dealing such Fake caste complaints and on the basis of these guidelines, many cases are settled in other Government Departments/PSUs, but not in BSNL. SNEA requested for intervention from the corporate office for looking into these cases as per the latest guidelines issued by the State Government.

**It was informed that** BSNL has not initiated/carried out suo-moto verification of social status of SC/ST employees at its own but on basis of representations /complaints only. Complaints of false caste certificate, mostly from MP/MLA/VIPs and Tribal Associations of respective States, were received in BSNL against ST employees, who have availed ST facility by producing fake caste certificate. Subsequently, these representations in most of the cases were forwarded to CMD, BSNL by NCST and Lok Sabha Secretariat for taking appropriate action on priority.

The general procedure with regard to verification of caste certificate is that the appointing authority places its request directly for verification of genuineness of caste certificates with State Authorities. However, in the case of Maharashtra all the concerned employees are required to apply directly online before Scrutiny Committee for verification of their caste certificate in accordance with section 6(3) of Maharashtra Act No. XXIII of 2001 and subsequent G.R. on it dated 30.04.2016.

Pursuant to the above-mentioned complaints vis-à-vis the procedure of verification prevalent in Maharashtra, instructions were issued directing all the employees (comprising Halba/HalbaKoshti/Koshti caste/tribe) against whom complaint was received, for getting their caste certificate verified by following due procedure laid down by the Govt. of Maharashtra. However, some employees are reluctant to apply for caste validation. The disciplinary proceeding has been initiated as per BSNLCDA Rule 2006 against the working/retired employees who have not applied for verification of caste certificate.

### **Training and Recruitment**

#### **1. Restoration Full fledged functioning with Hostel facilities of ALTTC Ghaziabad.**

**The Association submitted** about hardship faced by the executives for hostel at ALTTC and also requested for efforts in getting allotment of the Staff quarters laying vacant for use of BSNL as Hostel and for continuing the ALTTC campus in ERP building as per the proposal submitted by CS SNEA ALTTC. Association handed over the copy of the proposal and requested for initiatives for smooth functioning of BSNL trainings from ALTTC Ghaziabad.

**It was informed** presently no hostel facility provided by NCA to the BSNL trainees at ALTTC Ghaziabad.

**It was intimated** that it is a policy matter and needs attention from DOT.

Due to time constraint certain agenda points submitted by SNEA were not discussed and association demanded for settlement of these issues also with priority discussions with association apart from



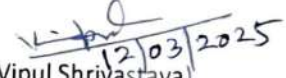
this agenda meeting and Director HR responded that Management is always open for discussions and assured for consideration of all such issues to maximum possible extent.

**Director (HR) noted that** discussions had been held in a peaceful and amicable environment. He firmly assured for positive steps on all feedback given by SNEA.

**GS SNEA also conveyed** thanks to Director HR and all officers from BSNL Management for giving patience hearing and firm assurances to look into issues.

**Vote of thanks was given by PGM (Admn)** wherein he expressed happiness about very fruitful discussions on different HR issues. He conveyed special thanks to Director HR BSNL Board for sparing his valuable time and deep involvement in discussions held on each point. he also conveyed thanks to all PGMs and officers from the management side. PGM (Admn.) appreciated the overall response from SNEA leadership in this formal meeting and conveyed thanks for making this meeting successful with valuable feedback.

This is issued with the approval of the competent authority.

  
(Vipul Shrivastava)  
Assistant General Manger (SR)

**Copy to :**

1. PPS to CMD BSNL
2. PPS to Director HR BSNL
3. PGM PERS/SR/Estt./Admn/Rectt &Trg BSNL CO
4. GS SNEA CHQ
5. All other Participants in the Meeting

### List of Participants

#### Member from Management

SN	Name	Designation
1	Sh. Rajiv Soni	CGM (Electrical)
2	Smt. Anita Johri	PGM (Restg/WS&I/SR and Pers.)
3	Sh. Suarabh Tyagi	PGM (Rectt&Training)
4	Sh. S.P.Singh	PGM (Esstt)
5	Sh. Sanjeev Tyagi	PGM (Admin)

#### Members from Association (SNEA)

SN	Designation	Name	Mobile
1	President	Shri. Manish Samadhiya	9425003669
2	Vice President	Shri. Rajesh P V Manchan	9446027759
3	General Secretary	Shri. M. S. Adasul	9423082352
4	Treasurer	Shri. Tata Babu Karanam	9449854737
5	Asst General Secretary HQ	Shri. Pavitra Singh	9415046646
6	Asst General Secretary	Shri. Brelin Issac B.	9486684866
7	Asst General Secretary	Shri. Rajdeep	9868169655
8	Asst General Secretary	Shri. Vimal Raghunath	9446577400
9	Asst General Secretary	Shri. Niranjana Sahu	9439519116
10	Asst General Secretary	Shri. Srinivas Samala	9440000166
11	Joint Secretary Central	Shri. Sumit Saxena	9425039501
12	Joint Secretary West	Shri. Rajender Kumar Khanna	9414001664
13	Joint Secretary North	Shri. Jagtar Singh	9463400010

