

DETAILS OF THE AGENDA MEETING HELD ON 22nd FEB 2023

[AGENDA POINTS STATUS - FORMAL MEETING BETWEEN RECOGNISED REPRESENTATIVE ASSOCIATION (AIGETOA) & BSNL MANAGEMENT]

HR issues

I. Promotion and Restructuring Related Issues

1. The notified BSNL MS RR – 2023 must be held in abeyance and fresh discussion should be initiated with the recognised representative association of executives in the best interest of organization as well as a healthy employee-employer relationship:

AIGETOA was requested to submit their inputs once again on which management will take its call for reviewing the clauses on which association has objected. A separate and exclusive meeting of AIGETOA with Director HR shall be held and thereafter, if the need is felt, a committee can be constituted to examine the inputs of the association. Issue of MT Recruitment shall also be discussed separately.

2. Immediate issuance of AGM promotions of all eligible SDEs who have completed their residency period and formation of a committee to examine AIGETOA submissions with regard to Constitution of Seniority List 9 onwards on vacancy year basis and ensure that List is revised on the basis of Rota and Quota.:

AIGETOA presented its calculation on how the all eligible SDEs can be considered for AGM Promotions which was patiently heard and understood by Director HR and his team.

It was decided that all efforts shall be taken by management to execute next lot of promotions by considering the suggestions and inputs of AIGETOA for executing the AGM promotions. The tentative date of executing these promotions were informed by management as 31st March 2023. The preparatory exercise for both AGM and DGM promotions shall be initiated in parallel.

Further management also agreed to increase the number of posts in view of the new government projects like 4G saturation and Merger of BBNL Operations. PGM Restructuring was asked to initiate the exercise in this regard. AIGETOA was asked to submit its input to Restructuring Cell which we have already submitted. However we shall be submitting fresh inputs once again.

03. Issuance of AO to CAO promotions:

The next date of hearing at Hon'ble CAT Chandigarh is on 28th February 2023. We requested for deputing the Senior Counsel from Hon'ble Supreme Court to handle the issue on which management gave its concurrence. Personnel Section was directed to meet with Senior Counsel and arrange for the same. Further we also requested for diverting the MT quota vacancies to DPC Quota so that all the eligible AOs can be considered for CAO promotions which was agreed to be examined by Management. It was also decided that Personnel section will issue reminder to complete the APAR capturing and certification exercise without any further delay so that things should remain in ready mode and promotions can immediately be issued on clearance of legal hurdles.

04. Resolve the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by your good self in various meetings and at various platforms.

It was agreed to settle the issue immediately. The issue shall be settled maximum by 15th March 2023 as agreed by Director HR. Association side requested for completing the same by 28th February 2023.

05. Immediate discussion on Restructuring and increase in number of posts in various grades in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc:

PGM Restructuring was directed to initiate the review exercise for cadre strength by director HR. Management agreed that more manpower needs to put in place for the new government projects like 4G saturation and Merger of BBNL Operations. AIGETOA was asked to submit its input to Restructuring Cell. Association side informed that they have already submitted the inputs and agreed to submit fresh inputs if needed.

06. Notification of amended SDE RRs to ensure that promotion of the left out JTOs to SDE cadre occurs immediately:

The Promotion for the left out JTOs shall be executed by 15th March 2023 as agreed by Director HR. AIGETOA requested to initiate the exercise for further batches also and complete the promotions for all the vacancies which shall be arising out by virtue of AGM promotions of next Lot.

07. Issuance of Promotion under PWD Quota:

Management side informed that matter is subjudice and BSNL will abide by the directions of the court. We requested for executing promotions with subject to court order clause.

08. Issuance of JAO to AO Promotions:

Vacancies created by promotions from AO to CAO shall be filled up by promoting JAOs to AOs.

09. Issuance of DGM (Adhoc) to DGM Regular (T) and AGM (T) to DGM (T) Promotions:

Management expects that legal complexity shall be cleared in next date. Promotions from DGM (Adhoc) to DGM Regular shall be held immediately thereafter. Further promotions from AGM to DGM shall also be started and held thereafter. AIGETOA presented the possible legal solution to the stalemate held in view of the Hon'ble Chandigarh CAT directions. The solution offered was appreciated by management side and they agreed to explore the option for executing promotions from AGM to DGM.

10. Irregularities noticed in the issuance of promotions in DGM grade and AGM grade in CSS cadre:

The details were discussed and the same was agreed to be discussed in a separate meeting with GM (Pers). Management side emphasised that they have not done anything contrary to the rules while association side requested for extending similar consideration to other cadres including the core cadre of Telecom and Finance.

II. Pay, Pension, Perks, Allowances related issues

1. Intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received from DoT at the earliest. Current discussions on MTNL workforce merger with BSNL cannot be completed without getting these scales approved by DoT:

BSNL Side informed that issue lies in DoT and DoT is not in favour of extending the E2 scales. Association side requested for management's urgent intervention and informed that they are pursuing with DOT on the matter but aggressive pursuance from management is also required. Management side suggested that this is an issue which requires persuasion at all levels and for that role of association is important. AIGETOA assured for its full support and cooperation on resolution of the issue. On MTNL Workforce merger, it was informed that discussions are on with MTNL unions and Associations. To discuss the issue of MTNL BSNL Merger, AIGETOA is being invited on 28th February 2023 by CMD BSNL.

2. Immediate start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in pre-revised E1A scales post 01.01.2007:

It was agreed for entering into deliberation with AIGETOA on the issue and accordingly association was informed that establishment section shall inform about the probable meeting date within a week after consulting the committee members.

3. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL

Management side informed that DoT has already informed about the applicability of the E1 plus 5 increments and extending the same to other batches is not possible. Board has already approved E2 proposal and if the E2 scales are approved, the issue will automatically be resolved. Association strongly objected to this and stated that both issues cannot be interlinked. We vociferously demanded that such statements will not be accepted by association at all and it will knock all the doors to settle this issue.

4. Implementation of 3rd PRC in BSNL:

Management Side agreed with association view and a fresh reference shall be sent to DoT for implementation of 3rd PRC in BSNL.

5. Increase in Quantum of SAB to make it 30% and creation of PRMB fund:

Director HR said that issue lies within the power of BSNL Board. However, he endorsed the AIGETOA's demand for increasing the SAB quantum further and agreed to explore the possibility of increasing the quantum by another 2%. He assured for taking up the matter. Further on PRMB, management appreciated the concern of AIGETOA and agreed to explore the possibility creating the fund at least for BSNL Recruited employees if not for all.

6. Initiation of Proactive steps by BSNL to ensure that option higher pension contribution is collected well within stipulated time to make it ready to be sent to EPFO:

Management assured for taking up all necessary actions for ensuring that no delay takes place in this regard. Management also requested association to remain proactive and inform management in advance with respect to the actions being taken.

EPF induction period should be counted from date of joining of training and contribution should ensure from Circles. Instead of waiting inputs from Circles as seek earlier, corporate office proactively issue the direction to resolve the issue on contribution and service length.

7. Facility of Cashless Indoor Treatment to the employees of BSNL:

AIGETOA side emphasised upon the need for providing cashless indoor treatment to the employees of BSNL. Director HR agreed with AIGETOA view and directed GM (Admin) to take necessary action and direct all the CGMs to ensure cashless tie up with top 5 hospitals at Corporate and Circle Level and at least one hospital at BA Level. He further directed to ensure that payments to all the hospitals is made within three months so that hospitals do not refuse cashless treatment to any employee of BSNL.

8. Enhancement/restoration of outdoor limit of Medical reimbursement and also fixing of medical outdoor limit w.r.t year 2022 instead of 2020

On extending the limit of number of days, Director HR was non-committal however on pursuance of Association, he agreed to explore the possibilities on what best can be done.

9. Implementation of Sabbatical Leave in BSNL:

The same was agreed to be implemented in BSNL also in line with that of MTNL Sabbatical leave policy.

10. Revision in TA/DA and other allowances at par with current market conditions, restoration of LTC and provisioning of Laptops to the executives across all the cadres and not to restrict the benefits to the select set of higher officers of organization. Increase in Mobile Set Reimbursement at par with market cost and the need of the organisation

There was no firm commitment on revision of allowances however he said that association demands are genuine and directed us to submit fresh representation with regard to the need of revision of allowances which will be examined with full compassionate view and holistic consideration.

On the issue of extending laptops to all executives, our suggestions were welcomed and Director HR informed that Corporate IT cell of BSNL CO shall be working on the methodology to extend the same. Association firmly said that the laptop should be extended to all the working executives and no discrimination should be done on the basis of grade or stream. We said that extending such laptop facility will not only save the expenditure on desktops and recurring expenditure like AMC's and Consumables but will also enhance the efficiency of the executives further. Director HR appreciated our view and acknowledged that those working on ground must be extended with at Par facility and assured that policy shall be uniformly implemented for all executives and there will a difference only in quantum of amount being reimbursed. Our submission with regard to increasing the limit for reimbursement of mobile set shall also be examined.

11. Immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer.

Management side agreed for incorporating the same and assured that necessary action shall be taken for making it in place at the earliest. Association side insisted that amount should be at par with at least 5 years average salary of the executive who met untimely demise. Director HR assured that management fully appreciates the need for extending such Death Relief and all necessary action shall be taken to ensure that a handsome amount is extended as a part of death relief fund.

III. Other HR issues of importance:

1. Status and information on the number of cancellations made after issuance of long stay transfers:

Management side presented the facts on record. Association side said that numerous cancellations and retentions lowers the sanctity of the transfer policy and the same should be avoided. Further we requested to extend equitable treatment for all the executives in this regard.

2. Streamlining the attendance management system and incorporating the changes to take care of the problems associated with field units:

It was informed that all the necessary action to streamline the process has already been taken and various apprehensions shown by association has now been taken care of. It was told to association side that still if any lacunae is found, the same shall also be taken care of. It was decided to hold a separate meeting with GM admin on further refinements which can be taken care of. Further AIGETOA requested for extending the facility of quarter leave also as being done in the case of some other PSUs. The same was agreed to be examined.

3. Streamlining the IPMS system and incorporating the changes to take care of the problems associated with field units:

Management Side appreciated our concerns and stated that IPMS is not intended towards harming the career aspects and management is open to all suggestions and improvement in the system. To discuss the association's suggestions and apprehensions in detail, it was agreed to have a meeting separately on the issue with an assurance that all the genuine feedbacks shall definitely be taken care of.

4. Implementation of Changed Immunity Guidelines midway through the recognition period must be stopped and allotment of quarter to majority recognised association:

AIGETOA strongly rejected the management move of changing the immunity guidelines midway through the recognition period. Management Side informed that many a suggestions of association in this regard are being considered. It was agreed that PGM SR will have a separate discussion to conclude on the revised immunity guidelines. Allotment of Quarters shall be expedited. AIGETOA requested for allotment of Type V quarters. Further AIGETOA request for crediting the Special CL at all levels for the OBs at CHQ, Circle and SSA level has also been agreed upon.

5. Ignorance of welfare board and sports board members from recognised association side:

It was informed by GM admin that they have not modified any guidelines and only have made a compendium as ready reckoner for existing order. However, he assured that any changes/aberrations due to unintended typo mistakes shall be corrected. The meeting of Welfare and Sports Board shall be convened very soon.

6. Removal of freeze on deputation to outside organizations:

Management side informed that ban has been lifted partially and any further consideration will take some time.

7. Processing of OTP cases in time, maintenance of waiting list, declaration of few areas of Uttarakhand as Hard Tenure and few areas of Karnataka Circle as Soft tenure and calling for volunteers from the executives for posting at circles facing acute shortage of staff:

Association's suggestions with regard to OTP Process shall be considered and options for modifying of OTP application etc shall be extended. It was assured that orders for new tenure Stations shall be issued in next few days. Association's suggestions with respect to calling of volunteers shall also be considered. Director HR also directed GM Pers to fix a time window for processing the OTP cases for BA, Circle and BSNL CO level. A brief window shall also be opened for the executives in the long stay transfer list so that they can apply afresh. Further cases of Karnataka shall also be considered with provisioning of suitable substitutes together so that circle can relieve the candidates without any hardships. Association also requested for extending a provision in the system wherein an executive select the station/territory also while applying for posting in Non Territorial and Specialised Circles which was agreed upon by the management.

10. Declaration of Second & 4th Saturday as Holidays to field units:

Issue was agreed to be looked into however management was non-committal on the same.

11. Extending the Facility of Residential Accommodation to employees on the basis of license fee instead of crop policy especially to those posted at nearby areas and commuting up and down on daily basis from their place of work:

The same was agreed to be considered for the quarters which are non-popular.

12. Issues related to Ludhiana SSA of Punjab Circle:

GM Pers was directed to take immediate necessary corrective action. Issue of Solan SSA was also raised which was agreed to be examined.

13. Holding of Formal Agenda Meetings with recognised association in a timely manner and implementation of decisions taken in the meetings in a fair and just manner by management through regular follow up by SR cell with various other nodal cells dealing with the issues.

The next date shall be notified well in advance and while issuing the minutes, the concurrence of association shall be taken. It was assured that decisions shall be taken in fair and just manner.

14. Management agreed for considering the view of the association to clear the Rule 8 Waiting List in lieu of the SDEs OTP waiting list specially for tenure stations like J&K, AN, Assam, NE2 etc. Association also requested for withholding the relieving of Rule 9 executives till their Rule 8 applications are considered.

15. Association Side requested for posting of regular BA heads and Regular Circle heads which was agreed to be considered by Management.

16. Rotation of Executives at Sensitive posts: Association Side highlighted that the sensitive post orders are being misused by rotating the executives within the section which is thus defeating the vary purpose of such orders. Hence there should be a change of section and not the chair to avoid any undue advantage to any executive who is posted for long on sensitive posts.

Development and organisation related issues of BSNL

1. Status of launching of 4G Services in BSNL and plan for 5G Rollout thereafter:

A brief status was presented by CM Section and the developments were really encouraging. We sincerely hope that 4G will soon be rolled out by BSNL. The spectrum in all bands has been made available in abundance and we expect that if the plan really goes through, nobody can stop BSNL in reaching to its prime positions again. It was informed that orders for 1 Lakh BTSs is approved by BSNL Board and the same is under submission to the Group of Ministers. The equipment's for 200 BTs on experimental basis have started arriving. BSNL hopes to commercially rollout the full-fledged 4G services expectedly by the end of this year or maximum by the end of FY 2023-24.

2. Laying of new OFC routes with armoured cable:

The same is under process and enough armoured cables shall be made available to circles.

3. Immediate procurement of CPAN/OTNs/BNGs/Core Network elements:

Already in process and Circles shall not feel any shortage of all such equipment's. Issues if any can be brought to the notice which will be taken care of suitably.

4. Battery Supply to the BTSs & Installations is still very poor: All efforts have been taken to ensure the sufficient supply. These issues will be resolved in totality very soon.

5. Implementation of Crop Policy & renting out of high commercial value buildings of various circles and headquarters:

Management Side informed that they are aggressively following the Monetisation of assets and renting of high commercial buildings. However Director HR said that management is not in favour of renting out the landmark buildings which may lower the image of BSNL. Association side emphasised that all efforts must be taken to ensure that the renting out of high commercial value buildings are taken at priority.

6. Review of the revenue spent on VAS and other Projects of BSNL and audit of all projects initiated by BSNL vis-à-vis the CAPEX incurred, OPEX Spent, Associated Revenue and the Profit earned

BSNL CO has made efforts to streamline the same. Association was requested to present the facts to PGM VAS for further necessary and suitable corrective action. For Decision on audit of the projects, management was non-committal as of now however association will take all efforts to ensure that such performance and Project Audit does takes place for each and every Project of BSNL which involves CAPEX.

7. Problems Related to Cluster Policy: Issues have been addressed. Association was asked to further submit their feedback which will be duly examined for suitable corrective action.

8. Issues related to maintenance of outsourced network maintained by M/s Fastway in various circles

Management Side agreed for taking necessary corrective action as per tender terms.

9. Issues related to C Top up Audit in circles :

Corrective Action has been taken. Association side highlighted that the whistle blowers have been penalised instead of rewarding them. The same was agreed to be examined. The suggestion for doing audit of the CTOP account shall also be explored.

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