



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
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No. BSNL/31-4/SR/2010

Dated, the 21st September, 2010

Record of the discussions of the meeting held on 3rd September, 2010 with the representatives of All India Graduate Engineer Telecom Officers' Association under the chairmanship of CMD, BSNL

The following points were discussed:-

- 1. Seniority fixation of JTO as per the DoP&T Guideline:** The association representatives were informed that DoP&T clarification dated 3.3.08 on seniority has already been circulated to field units. The association representatives pointed out that some field units are not implementing the same and are giving different interpretation to the circular. It was agreed that association representatives may discuss this issue with Sr.GM (Estt) and Sr.GM(SR) separately for implementation in circles.
- 2. Standard Pay Scale to JTO/JAO and SDE/AO:** The association representatives were informed that the proposal for E1A and E2A pay scales has been sent to DoT and approval is awaited. They were further explained that as per decision taken in the previous meeting, decision on getting standard pay scales will be taken after receipt of views of DoT/DPE on BSNL's proposal regarding E1A and E2A pay scales. The association representatives requested that JTOs facing loss of emoluments because of pay revision may be allowed to continue in pre-revised pay scales till receipt of approval of proposed pay scales, since some of the circles were already doing the same. After discussion it was agreed that Sr.GM (Estt) will try to resolve this issue within two months time.
- 3. 30% superannuation benefit :** The association representatives were informed that as per decision taken in previous meeting, the issue was examined by Sr. GM(Legal) in consultation with Sr. GM(CA). It was observed that Leave encashment is treated as superannuation benefit under accounting standard [AS-15] though it is not particularly listed in para (v) of DPE OM. Further, DPE OM refers to 'defined contribution scheme' while BSNL pays gratuity under 'defined benefit scheme'. As such the two issues have been referred to DPE for clarification. The association representatives requested that since the superannuation benefit in respect of absorbed officers has been implemented in totality as per sixth pay commission's recommendations, superannuation benefit for direct recruits also should be implemented as per 2nd PRC recommendations, in totality. After discussion on this issue, CMD desired that reply from DPE may be expedited and in addition Sr. GM(CA) will take up the issue with DPE to seek clarification whether the 30% superannuation benefit is mandatory, or is the upper limit.

4. First Time bound upgradation in 4 years: The association representatives were reminded that in the previous meeting it has already been explained that the promoted employees are able to get first time bound promotion in four years because of their past service, and not because of any discrimination against directly recruited employees. They were further explained that the executive promotion policy has been worked out on the basis of terms and conditions of absorption of group 'B' employees, with the approval of DoT, and it would not be possible to unilaterally modify it without considering its impact on other issues, and that too before approval of revised pay scales. Association requested that till the pay scales are finalized and policies are modified, the existing policy may be implemented on current provisional scales by giving time bound upgradation on the date of crossing over of the executive to the next upper scale. In this connection they were informed that as per decision taken in previous meeting, orders permitting first upgradation after six years have already been issued.

5. EPF Issue : The association representatives were informed that since BSNL has gone beyond its legal obligation to pay EPF employers contribution on the total salary without restriction of Rs. 6500/- p.m., it was not fair on the part of the association to make this demand. As far as their legal right is concerned, matter is already in court. The association representatives explained the difficulties faced by them because of EPF accounts being maintained by EPFO authorities separately at different stations, and demanded a centralized PF arrangement for which they have already submitted a brief on steps involved in transferring all EPF accounts to a centralized account. CMD desired that Sr. GM (CA) will study the write up and will further examine with reference to infrastructure and other requirements and put up to management for decision.


6. Interest on Security Deposit : CMD said that as per decision taken in previous meeting, the issue was examined by Sr. GM (Legal) who has observed that as per the bond agreement, security deposit was interest free. He has also informed that he has discussed the issue with the association representatives and they were convinced with the BSNL's view on the issue. Association representatives said that they were not convinced with the view taken by BSNL, as BSNL had taken security deposit in cash and used for the purpose of business of company. CMD said that view taken by BSNL is in accordance with rules and legal advice and as such this matter stands closed.

7. Transfer cases in JTO/JAO/SDE cadre: It was informed that instruction have been issued to field units to consider transfer of JTOs who have completed 5 years of services to the extent administratively feasible. Transfer of SDEs will also be done as per provisions of transfer policy. As such the matter stands resolved. Association informed that few circles were not considering the Rule 8 transfer even after joining of new JTOs. CMD instructed Sr. GM (Estt) to instruct the concerned circles to resolve the issue.

8. LDCE 2007 Anomalies: It was informed that the committee formed by the management to look into the representation regarding various anomalies has re-affirmed the position taken by Rectt section. Further, since a number of court cases have been filed in various courts, no further action is possible without getting the matter settled in courts.

9. **HRMS Deletion and Benefit of Past Service:** With issue of orders dated 23.6.10 and 19.7.10 regarding extension of past service benefits in specified cases, this issue stands resolved.

10. **Refund of salary deducted during period of agitation :** CMD informed that the principle of 'No work no pay' is a well established principle and is being uniformly applied in all cases. The association representatives informed that this principle was not applied in the recent strike on 20th April 2010 in field units. CMD replied that clear instructions have been issued to ensure its compliance by field units. The matter stands closed.


(Shakeel Ahmad)^{21.9.10}
Sr. GM (SR), BSNL C.O.

Copy to :

1. Sr. GMs - (Legal) / (Pers.) / (Estt.) / (CA), BSNL C.O.
2. GM- (Rectt) / (EF), BSNL C.O.
3. GS, AIGETOA.

Copy for info to :

PPS to CMD, BSNL