



**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR CELL, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/31-4/SR/2010

Dated, the 22<sup>nd</sup> April, 2010

**Revised Record of the discussions of the meeting held on 25.2.2010 with the representatives of All India Graduate Engineer Telecom Officers' Association under the chairmanship of CMD, BSNL**

**List of Participants**

**Officers of BSNL Management**

1. Shri Gopal Das, Director(HR)
2. Shri D.P.De, GM (Estt)
3. Shri R.K.Mishra, GM (Pers)
4. Shri Shakeel Ahmad, GM (SR)
5. Shri R.K. Goyal, GM (Rectt.)
6. Shri P.K. Purwar, GM (CA)

**Representatives of AIGETOA**

1. Shri R.P. Shahu, GS
2. Shri N.J.P. Shilohu Rao, President
3. Shri Surinder Kumar, AGS, and
4. Shri Amit Roy, AGS


After formally welcoming the office bearers of All India Graduate Engineer Telecom Officers' Association, the following agenda items were discussed in the meeting -

1. **Pay anomaly in respect of GE JTO 2005 batch** - The Association representatives explained in detail the disparity in emoluments of direct recruit JTOs of the same recruitment year, between those recruited before 1.1.07 and those after 1.1.07. They also pointed out that similar problem in TN state government and ONGC has since been resolved. It was explained that in case of BSNL, JTOs are circle cadre employees and as per their RRs, their service starts from the date of their regular appointment after successful completion of training and seniority is fixed on post training marks. As such, principle adopted in ONGC etc can not be applied here. The Association representatives requested CMD to resolve this issue as a one time measure since their demand for 30% fitment benefit is not for JTOs of subsequent recruitment years. CMD agreed to discuss this issue in BSNL board.
2. **Standardization of executive pay scales i.e. E2 for JTO/JAO and E3 for SDE/AO and so on** - The Association representatives stated that they have come to know that DPE is not going to agree for intermediate pay scales, as they have already rejected similar case for other CPSEs. It was explained that intermediate pay scales operative in BSNL were worked out keeping in view specific needs and status of BSNL and were approved by Government. As such, there is a very strong case to get the proposed scales approved and the queries raised by DoT in this regard have already been replied. The Association representatives requested that as done in some other PSEs, SDE and Sr.SDE levels in BSNL may be merged with E3 pay scale. It was explained that it will not only disturb the already existing personnel hierarchy including the operation of Executive Promotion Policy, but will also affect other section of employees. Finally it was agreed that decision on getting standard pay scales for JTOs, will be taken after DPE conveys its views on the proposal of BSNL regarding E1A & E2A pay scales.

3. **Implementation of 30% Superannuation Benefit to executives as per 2<sup>nd</sup> PRC recommendation** - It was explained that in respect of direct recruit employees, BSNL is already paying about 39% superannuation benefit including gratuity-5%, EPF-13.61%, Leave encashment 11% and post retirement medical benefits-10%. The Association representatives stated that Leave encashment is not a superannuation benefit and the calculation in respect of gratuity and post retirement medical benefits also comes out to less than 1%. It was agreed to re-check on this point. However it was explained that the components of superannuation benefits can be less than 30% also as 30% is the ceiling and not the minimum limit. The Association representatives insisted that it is mandatory for CPSEs to pay 30% superannuation benefits. It was finally agreed that the issue will be examined by Sr. GM (Legal) within one month and decision will be taken based upon his findings thereafter.
4. **EPF Anomalies** - The Association representatives explained the issue of recovery of employees' past EPF contribution. They further explained the difficulties faced by them for transfer of EPF balance in case of transfer of employees. It was agreed that Sr.GM (Legal) will examine the legal provisions related to recovery of employees' past EPF contribution and thereafter a liberal view will be taken. Further, the Association will submit a brief on steps involved in transferring all EPF accounts to a centralized account and appropriate decision on centralization of EPF account will be taken thereafter, keeping in view the complexities and practicalities of the steps involved.
5. **Discrimination in First Time Bound upgradation in respect of Executives** - It was explained that the promoted employees are able to get first time bound upgradation in four years because of their past length of service and not because of a discrimination against direct recruits, who get the same in five or six years. On the suggestion of the association representatives for changing the residency period for first time bound upgradation from 4-6 years to 4 or 5 years uniformly, it was explained that such a proposal will not only affect other section of employees, but will also have an adverse impact on the finances of the company, which BSNL can not afford at this stage. At this stage, CMD requested the association representatives to make their best efforts in improving the company's performance. The Association representatives highlighted that with the existing policy in place and after implementation of 2<sup>nd</sup> PRC, some batches may get their first time bound upgradation in five years while some may get it in four years and some may get it in six years, so there will be a disparity amongst BSNL recruitee batches also and hence there should be uniform residency period of four years. CMD assured to look into the matter after analysing other facts also. The association representatives also pointed out that the first time bound upgradation has been kept in abeyance and they are unable to get their first time bound upgradation even after 6 years. After discussions on the issue, it was agreed that orders permitting first time bound upgradation after six years will be issued without waiting for notification of revised pay scales.
6. **Anomalies in LDCE 2007 for TES Gr. B** - It was explained that this discrepancy has already been noticed and corrective action in respect of about 25% of the answer books have already been taken. It was agreed to complete the balance work by end of June 2010.
7. **Consideration of request Transfer cases in JTO & SDO cadre as per Transfer policy** While expressing satisfaction over the progress made in accepting request transfer of JTOs, the association representatives stated that requests are still pending in respect of SDEs. It was agreed that pending requests for transfers would be considered in accordance with transfer policy.

8. **HRMS deletion and not allowing previous service benefit to newly recruited GE JTOs from internal TTAs** - It was explained that even though the rules allowing benefit of past service in respect of government employees appearing as outsider candidates in respect of examination for another government post already exist, the competent authority to permit the same in respect of BSNL absorbed government employees rests with DoT. Since some of these benefits are applicable differently in BSNL (e.g. EPF instead of GPF), a proposal as to how this can be extended to absorbed employees in BSNL has already been sent to DoT. The case for extending similar benefit in respect of BSNL recruited employees is under examination in consultation with EF branch. CMD opined that on the same logic as applicable in case of government employees, such benefit should be extended to BSNL recruited employees also. It was agreed that Director (HR) will review the case which is presently under examination in EF section. The association representatives were also informed that instructions have already been issued for liquidating the existing bond after submission of fresh bond for the new post.
9. **Refund of security deposit with interest** - It was explained that as per bond signed by the employee, the security amount is interest free. However, it was agreed that the association representatives will discuss this case with GM (Legal).
10. **Enhancement of quantum of maternity leave and introduction of Child Care Leave in BSNL** - It was explained that the matters regarding enhancing of maternity leave and introduction of child care allowance and leave was examined by BSNL Management and after taking a considered view, the Management approved enhancement of maternity leave and introduction of Child Care Allowance for handicapped employees. The Association representatives stated that recommendations of Sixth Central Pay Commission were binding on PSUs and it was obligatory on part of BSNL to introduce Child Care Leave also. They were requested to produce any document in support of their statement. BSNL will also check up if this has been implemented in other PSUs.
11. **Separate Recognition and equal privileges to AIGETOA** - It was explained that the Recognition of BSNL Association policy will be put up for consideration of management by middle of March and process of membership verification / recognition will start soon after notification of policy. The Association representatives requested for granting them limited facility of meeting the management so that they can put forth their views related to the growth and development of BSNL. It was agreed to work out a suitable mechanism for this purpose.
12. **Illegal relaxation given in the year 2003 for failed departmental candidates in LDCE for JTO, held in year 1990 and 2000 awarding them retrospective seniority and hence placing BSNL recruited at most disadvantageous position** - During discussions on this issue, the Association representatives stated that even now the seniority was not being fixed based upon year of recruitment as per latest DoP&T orders. It was agreed that the principle of seniority as clarified in DoP&T letter under reference will be followed.
13. **Refund of salary deducted for the period of agitation** - The Association representatives pointed out that there has been discrimination in applying the 'no work no pay' principle. They requested for refund of salary deducted for the period of agitation. CMD stated that demand for refund of deducted salary can not be accepted. However, the principle of 'no work no pay' will be uniformly applied to all sections of employees, whenever they participate in strike.

14. The discussions were held in a cordial atmosphere. At the end, CMD requested the representatives of AIGETOA that since most of these issues were considered, AIGETOA should give positive message to its members for hard work and well being of BSNL. The association representatives assured of their best effort for development and growth of BSNL.

  
(Shakcel Ahmad) 27.4.10  
GM (SR), BSNL C.O.

**Copy to :**

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

**Copy for info to :**

1. PPS to CMD, BSNL
2. Dir (HR), BSNL Board