



**BHARAT SANCHAR NIGAM LTD.**

**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/2011

Dated, the 16<sup>th</sup> Aug., 2011

**Record of the discussions of the meeting held on 15<sup>th</sup> July, 2011 with the representatives of All India Graduate Engineer Telecom Officers' Association under the chairmanship of CMD, BSNL**


The following points were discussed:-

- 1. Standardization of executive pay scale i.e. E-2 for JTO/JAO and E-3 for SDE/AO and so on** - With regard to the issue of long pending case of Executives' pay scale, i.e. JTO/JAO, the management side informed that the Committee constituted in this regard has suggested pursuing the matter with DOT for approval of E-1A, E-2A and E-9A pay scales and a proposal has been referred to DOT for seeking their approval. To conclude, the CMD mentioned that in case DOT does not agree to the proposal, the issue has to be re-examined to find an alternative solution. Thereafter, the association demanded to fix some time-frame, which was not agreed to on the premise that it is not possible to fix any time frame for DOT reply.
- 2. Implementation of DOPT guidelines for fixation of inter-se seniority between the direct recruits and promotee executives** - The association representatives mentioned that in the previous agenda meeting, the issue was resolved but the management has not issued any instructions so far. Moreover, ignoring all their objections, BSNL C.O. is going ahead with DPCs and promotion though reply to their objections and issues raised is still pending. In response to the demand of the association, the official side clarified that in the meeting held on 25.2.2010 with the AIGETOA, it was agreed that the principle of seniority as clarified in DOPT OM dated 3.3.2008 would be followed. Accordingly, a letter was circulated to all the Telecom Circles for information and necessary action in the cadre of JTO (T) vide letter dated 25.5.2010. Further, OM dated 3.3.2008 is a clarification on the DOPT OM dated 3.7.1986, providing that the Recruitment year will be year in which a person is appointed on substantive basis and not the year to which vacancy belongs; previously the vacancy year was considered to be the Recruitment year. But, as per the provision contained in Para 4 of OM dated 3.3.2008, the OM is applicable prospectively because it is provided clearly that "cases of seniority already decided with reference to any other interpretation of the term 'available' as contained in DOPT OM dated 3.7.1986 need not be opened." Accordingly, the seniority of JTOs decided based on the vacancy year will remain the same and will not be disturbed. However, the case with the comments of Estt. branch has been sent to DOT for perusal and their comments, and the same is awaited. It was further mentioned that some DR JTOs of Chennai Telephones have challenged the seniority fixation in JTO cadre before the Hon'ble CAT, Madras bench and at present the matter is sub-judice.

- 3. First Time bound upgradation in 4 years in respect of executives without any discrimination** - The association representatives appreciated that though the management has implemented the promotion policy whereby many of the new recruitee batches will get first time bound upgradation in four years, but the only one batch of the year 2001 is not getting the desired benefit. As such, the association demanded uniform period of four years for first time bound upgradation for all batches. In response, the management side informed that the time bound promotion policy has been devised in consultation with recognised executives' associations taking into consideration all aspects of the cadres and with the approval of BSNL Board as well as DOT. As such, any change in attendant conditions of this policy is not feasible.
- 4. Implementation of 30% superannuation benefit to executives as per the 2<sup>nd</sup> PRC recommendation** - In response to the demand of the association for immediate implementation of 30% superannuation benefit to executives as per the 2<sup>nd</sup> PRC recommendation, the management side informed that a Committee has already been constituted to examine the issue and recommend further action to be taken. Moreover, first meeting of the Committee has already taken place. The CMD desired that the committee give its recommendations within the stipulated time frame.
- 5. Separate recognition and equal privilege to AIGETOA as of SNEA and AIBSNLEA** - In response to the demand of the association for separate recognition and equal privileges, it was pointed out that the Association has raised the issue in the past meetings too and it was agreed to work out a suitable mechanism. Thereafter, the CMD BSNL desired that the issue for grant of the facility of "informal meetings with the management" may be examined along with attendant conditions, if any.
- 6. EPF anomalies** - The association representatives pointed out that whenever a direct recruit is transferred from one SSA to another, he has to open a new EPF account and unfortunately his balance in the previous account is transferred with great difficulty or in some cases the amount is not at all transferred to the new place of work. In a number of cases, the employees lose interest on the amount deposited in their accounts, which become inoperative after some time. With a view to ensure protection of employees' money, the association demanded opening of centralized accounts with the EPFO organisation. In response, the management side informed that efforts are being made to centralize their accounts at Circle level and some of the Circles have already taken up this matter with the EPF organisation in their jurisdiction. The CMD, BSNL desired that matter be taken up with the EPF authorities for opening of their centralized accounts.
- 7. Enhancement of quantum of maternity leave and introduction of child care leave in BSNL** - The association demanded implementation of social benefit schemes, i.e. Child care leave for BSNL female employees and argued that this has been adopted by a number of PSUs. In response to the demand of the association, it was informed that orders for enhancement of quantum of maternity leave have been issued for both Executive and non-executive women employees of BSNL on 5.1.2010 and 1.2.2010. As regards, issue of introduction of Child Care leave, the Management

Committee has decided for the time being to follow the policy of NTPC on the subject and the same will be reviewed after one year. However, prior to issue of orders on this decision of Management Committee, this issue was raised in the 25<sup>th</sup> meeting of National Council held on 24<sup>th</sup> June, 2011 for implementation of GoI orders on Child Care leave. Accordingly, this issue is again under submission to the Management Committee.

8. The meeting ended with a vote of thanks to the Chair.

  
(N. K. Narang)  
PGM (SR), BSNL C.O.

**Copy to :**

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

**Copy for info to :**

1. ES to CMD, BSNL
2. Sr. PPS to Director (HR)