


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-110001

No. BSNL/7-2/SR/2023

Date: 16.02.2024

Minutes of the Formal Agenda Meeting of SNEA with
Director (HR) BSNL Board held on 11.01.2024

A formal meeting of SNEA was held on 11.1.2024 at the 9th Floor, Conference Hall, Bharat Sanchar Bhawan, New Delhi. The meeting was held under the chairmanship of Director (HR) along with the participants as per the list enclosed.

PGM (SR) welcomed Director (HR), BSNL Board, officers from HR wing along with the Representatives of SNEA. The meeting was stated to be eventful as it was the first one after the 3rd MV in which SNEA became the majority association and also after Shri/Dr. Kalyan Sagar N. joined as Director HR, BSNL Board. Quarterly meetings facilitated the management side and the executive side to carry out peaceful dialogue on the various issues raised by the executive side 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 inaugural speech welcomed everyone and expressed his commitment to examining all the issues on the agenda with an open mind. He praised SNEA for conducting themselves in a very responsible way and requested the Association to restrain from being agitational so that BSNL can perform and flourish. He concluded the welcome address with words that though he is new to HR issues from the corporate office, his approach will be very positive in dealing pending HR issues and assured to work for overall growth and development of BSNL.

GS, SNEA in his opening remarks welcomed the new Director HR and expressed hope that long-pending HR issues of executives will be resolved after discussions in this meeting. The unrest in the organisation was growing as even small issues are pending for solutions. From the association side, he assured of a cooperative attitude to the management.

SNEA appreciated efforts of CMD BSNL for his exceptional leadership and efforts in arranging revival packages for BSNL. The challenges faced by BSNL in recent years were significant, but under guidance of CMD BSNL, the company has witnessed a remarkable turnaround. SNEA also appreciated the efforts of BSNL Management in building and strengthening strong Infrastructure for BSNL by procurement of different equipments and store materials. Association also appreciated very humble but firm approach of Director HR and initiatives for resolution of issues by understanding it to its root cause.

President SNEA also supported the views of GS and stressed the need for giving functional promotions to all eligible executives. He stressed the need for special efforts on part of BSNL Management for motivation of Executives in BSNL. He added that executives in BSNL are facing huge pay loss and hence there is need of action from BSNL management for resolution of issues related to Pay of the executives viz. 3rd PRC, Standard pay scales and Promotions. He added that during 2023, no promotions could take place as expected while modifying RRs for all wings and

cadres. He appealed Director HR as head of BSNL Family to resolve all the long pending issues and bring minimum level of motivation required for positive growth of BSNL.

The meeting began with discussions on the agenda points.

1. Issues decided in earlier meeting/s but not implemented:

It was intimated that the relevant issues raised in past are being addressed as per administrative feasibilities.

Due to time-constraint and long list of agenda items.

It was agreed to discuss these issues in a separate meeting with Association.

2. Increase in SAB Contribution

The Association submitted that the increase in SAB contribution is pending for years together although the 2nd PRC recommended 30% SAB contribution from 01.01.2007. The last increase was in 2017 and thereafter the SAB contribution was not increased although it was committed to us in the last meeting that 2% would be increased. . Formation & start of contribution in PRMBF has not taken place.

It was intimated that as per DPE guidelines, the payment of contributions towards Superannuation benefits is subject to conditions like affordability and capacity to pay by the CPSE. Due to present financial conditions, increase of monthly rate of contribution towards Superannuation benefits (which is presently around 25.1% of Basic pay + DA per month) cannot be considered at this stage.

3. Reminder for 3rd PRC Implementation for Executives

The association submitted that BSNL employees have been carrying the load of all the social and national obligations pertaining to Government of India w.r.t. Telecom Sector. BSNL is also instrumental in development of home-grown 4G/5G Technology which is one of the most critical initiatives of GOI under AtmaNirbhar Bharat in Telecom. BSNL has to bear the cost of these responsibilities given by GoI even in terms of loss of revenue and business and also loss of customers due to non-availability of 4G. It's high time that management should come forward for implementation of 3rd PRC in BSNL to the Government of India.

It was intimated that BSNL Board has recommended the implementation of revision of pay under 3rd PRC 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. However, so far the proposal has not been approved by DOT.

4. Response to DoT on Upgraded Standard Pay Scales for Executives

The association demanded that despite assurance by BSNL for reminder and a follow up thereof, the issue is still pending at DoT. The Association demanded to send a reply letter to DOT for the clarification send by DOT on 28.04.2023 where it is state that Standard pay scale cannot be granted due to cascading effect whereas BSNL already send a revised proposal via letter no 1-13/2015-PAT(BSNL) DATED 12.06.2017 stating all the justification and delinking EPP from stand pay scale of E2 /E3 which will result only a simple replacement of non-standard pay scales to standard pay scale E2 and E3 and will not be any cascading if DOT approves revised proposal.

It was intimated that BSNL has taken up the issue for grant of E2 and E3 scale to JTO/JAO and SDE/AO level executives. In response to the BSNL's proposal, DoT vide Presidential Order

Handwritten signature
26/04/24

dated 28.03.2017 had conveyed that JTO equivalent level executives are to be placed in revised E1 scale and SDE equivalent executives are to be placed in E2 scale. DoT has again reiterated its decision vide letter dated 29.04.2022 and has stated that the PO dated 28.03.2017 was issued with the approval of Hon'ble MOC after extensive examination and elaborate consultations / discussions at higher levels as well as DPE. DoT has further held that proposal for up-gradation of E1 and E2 scales will invariably have a cascading effect on all scales. As such, the BSNL's proposal for Grant of E2 & E3 Pay scales for JTO and SDE equivalent Grades has not been agreed by DoT. In view of the decision of DoT vide PO dated 28.03.2017 and again reaffirmed vide letter dated 29.04.2022, the issue has attained finality.

It was agreed that if the association submits a reasoned representation, forwarding of the same to DOT shall be considered.

5. Response to DoT on Time Bound Functional promotions

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 BSNL Executive Promotion Policy Amendment and Recruitment Rules-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 and the matter was also referred to DOT. In view of the advice of Administrative Ministry (DOT), BSNL Board had re-examined the proposal post-VRS scenario and after detailed deliberations of the proposal, the Board directed that in view of the advice of Administrative Ministry, the matter was 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 organisational needs and career progression aspiration of the executives shall 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 level) have been reviewed and with the approval of BSNL Board revised Stream wise Recruitment Rules of all BSNL executive hierarchy have been notified.

Pers. section to brief this issue to Director (HR) and the association will submit fresh representation along with all supporting documents.

6. Change of designation on implementation of 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, 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 whose designations are changes after fixed years of services and same also is implemented at higher level.

It was intimated that the issue is not clear.

sig
26/02/24

Management responded that the matter is related to time bound Promotions as mentioned in point no.5 above and will be dealt accordingly in consultation with Restructuring Branch.

7. Revision of laptop policy and its extension to DGM and below level executives all over India @ uniform rate of Rs. 70000.00

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. The main issue with the existing policy is the disparity..

It was intimated that the Reimbursement policy for Laptop in Circles for DM/SDE & above upto Addl .GM level officers was discussed in the Head of Circles Conference held on 21st and 22nd November, 2023. It was desired by CMD, BSNL that 100% data of desktops/ laptops of the circles should be captured in ERP-SAP and a certificate to this effect should be submitted to corporate office and then the case shall be considered circle wise.

It was responded that the proposal will be studied and the eligible reimbursement amount available to AGM/DM level officers is Rs. 35000+ GST i.e. Rs. 41,300/- and for Addl.GM /Jt.GM/DGM level officers it is Rs. 40000+GsT i.e. Rs. 47,200/-. It was also agreed to examine the request of the association and review the laptop reimbursement amount by analysing the market price of good configuration laptop in the market.

8. Enhancement of Mobile reimbursement amount @ Rs 20000 per executives:

The association demanded revision in Mobile reimbursement rates and stated that demand is intensified with implementation of online attendance and many other BSNL Apps are used by employees in the field which necessitate them to buy smartphones.

It was intimated that it is a policy matter.

It was agreed to consider the request subject to financial viability.

9. Modification in policy for CSS Cadre transfer to other Circles

Association submitted that the PA/PS of CSS Cadre are facing a lot of family issues due to their repatriation back to Delhi in Year 2021. There are only Nine PA/PS who are badly in need of transfer back to the Circles they have opted for. Many of them are having critical family issues and staying away from the family.

It was intimate that no such policy is existing and however, CSS cadre is for HQ only.

After deliberation in the matter it was agreed that Pers cell will brief the management in details and take necessary action as allowed under existing rules and orders.

10. Urgent Issues related to Promotions

The Association submitted that there is mass unrest among the executives in BSNL as about each and every executive in BSNL on completion of minimum eligibility services required for promotions is waiting for his/her promotion and whatever may be reasons BSNL could not issue single promotion order during Year 2023, due to stand to conduct DPC and SCF together. But as no LICE was conducted during Year 2023, no SCF promotions are issued and this has created mass unrest among the executives. The association stated that the issue of AGM Regular/DGM (Adhoc) to DGM (Regular) has been unnecessarily dragged citing court orders. There was no court case and stay were granted at one of the initial hearings but since last six

years, this court case could not be cleared causing adverse impact on DGM, AGM, SDE and JTO Promotions in Telecom wing. JAOs are victims of pending AO to CAO court case.

It was intimated that SCF promotions in all cadres and streams of BSNL executives have already been done wherever feasible. However, in some cases, such as AO to CAO and AGM (T) to DGM (T) the promotion activities could not be completed due to the issues being sub-judice. All efforts which could be made by the management, are being made for early resolution of the court cases. For LICE quota promotions the notifications have been issued by Recruitment Branch and efforts will be made for promotions due in 2024 under SCF quota of vacancy year 2023.

Summarizing the issue, the Management informed that it is ready for promotions for all wings and cadres and the court cases are the main hurdles in it. It was appealed all to have discussions before approaching the court and not to drag issues in courts, before getting resolved by discussions. The prolonged stay on some promotions has adversely affected promotions in BSNL. It was assured that as new Director HR he has a mission to give one due promotion to all eligible executives and the association should come forward with such a proposal. He added that he wants the BSNL workforce to be highly motivated by their timely promotions.

11. Promotions of JTOs in ACE wing

Association submitted the hardship faced by JTOs in Arch, Civil, Elect and TF wing due to not getting their first promotion as SDE even after completing service of more than 23 years. The JTOs (Arch) of 1995 batch, JTOs (Elect) of 1996 batch and JTOs (Civil) of 1999 are waiting for their first promotions as SDE for quite a long time only due to lack of sanctioned posts and non-implementation of board approved Time Bound Promotion policy. Association stated that about all of them are being paid E5 scales and under-utilized as JTOs who have no statutory/financial power as per CPWD work pattern in which they are working. These highly qualified Engineers are under sheer frustration as their colleagues in BSNL and outside are occupying the positions of AGM/DGM in Telecom/Account wing of BSNL and other organizations. TF wing is having issue of educational qualification even for SDE Promotions and promotions of chemists as SDE TF and requested Management to take review so that all JTOs in TF/Chemist wing who are waiting their first promotion for more than 24 years get their first promotions as SDE at least in Year 2024. The post of SDEs in Arch wing may be reviewed to accommodate all the eligible JTOs who are waiting for their promotions by reviewing SDE Vacancies by upgradation of JTO post as SDE.

The matter is sub-judice, therefore, it was agreed to take action accordingly.

It was intimated that the Promotions of JTO to SDE in Architect under seniority quota up to VY 2022 has been issued on 30.08.2023 and the Limited Internal competitive exams (LICE) for SDE promotions are scheduled on 04.02.2024. In Civil and Electrical, previously Notification for the Limited Internal competitive exams (LICE) on Pre-VRS CQ vacancies (issued on 2.1.17 for Civil/Elect. & TF) quashed by CAT Chandigarh, BSNL field WP in High Court Chandigarh. Process for withdrawal of WP by filing of MA has been initiated. After getting clearance, the process may be started. BSNL is making efforts to get the case settled at the earliest wherein promotions against existing vacancies will be issued. The matter is sub-judice, therefore, it was agreed to take action accordingly.

On restructuring review, Management informed that the process of restructuring review has been initiated for all wings and by now data is being scrutinized. Inputs by association are welcome.

12. Issues on Educational Qualifications in Promotions in Arch Civil Elect wings

Association submitted that there is injustice to a group of JTOs/SDEs in Civil/Electrical/Arch wing due to modified MSRR 2023. Association has submitted its views in writing along with all supporting documents and BW wing has submitted proposal for the same and action is required on part of Pers

section. With these RR 2023 modifications, once again the restrictions are put on AGM /EE and above level promotions of Non-Engineering Graduates executives. This has caused mass unrest among Executives in BSNL and hence needs revisit to the case. The issues created due to modifications in Recruiting Rules of Civil/Electrical/Arch wing in year 1993, 1997 were cleared by the clarification issued by BSNL in 2015. But unfortunately this issue is reopened in MSRRs 2023, by restoration of this clarification on MSRRs from retrospective date 15/07/1994 i.e. 29 years before, which not correct

It was intimated that this is under examination, however, matter is sub-judice.

It was intimated that Pers. Branch is in receipt of proposal from BW Unit, by e file but the file was returned to BW Section calling for additional information. Very shortly a meeting of CGM(EW), GM(BW) will be arranged by the Pers section with Director HR and accordingly matter will be reviewed for clearing this disparity about the educational qualification for EE/AGM Promotions.

13. Issues related to Long Stay 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. Association requested management to have white paper on the long stay transfers and how it has benefitted to BSNL. Association submitted that long stay transfer has not benefitted BSNL in any way, rather it has created a negative impact on the workforce of BSNL.

It was intimated that long stay transfers are being carried out as per the transfer policy. While effecting the long stay transfer, due weightage to medical / immunity to office bearers are given as per transfer policy. Keeping in view of the issues raised by various stake holders from time to time, the transfer policy related to tenure areas have also been amended vide this office order dated 19.09.2023.

It was further intimated that the suggestions given by SNEA are always welcome and will be examined suitably. The transfers to meet acute shortages is need of the time and hence some long stay transfers are always expected and required for effective functioning of organizations. Director (HR) directed the association to submit its comments on long stay transfers for examination.

14. Holding LICEs of Year 2023 and 2024 for all wings and all cadres during April to Sept 2024

Association submitted that though all RRs were modified overnight on 31/12/2022 projecting hurry and urgency, but no single promotion could happen during Year 2023 as LICE could not be conducted for any cadre and wing. Association has demanded for conduction of diversion of LICE quota to SCF quota as one time measure and fill up all post of Year 2023 under SCF quota, but neither LICE was held nor the LICE posts are diverted to SCF quota and result is even single promotion could not happen in Year 2023. It requested to fill up all available vacancies of Year 2023 and 2024 for all wings and all cadres during April to Sept 2024.

It was intimated that Rectt. Branch has already issued the dates for LICEs for various exams.

It was intimated that Rectt. Branch has already issued the dates for LICEs for various exams for which requisitions have been received from the cadre controlling authority.

[Handwritten signature]
26/02/24

15. DGM Telecom Adhoc/Regular Promotions

The association submitted that the issue of DGM (Adhoc) to DGM (Regular) has been unnecessarily dragged out citing court orders when there was no stay. As per court orders in 2017, at the initial hearing the court stayed the DPC till next hearing and thereafter stay was never extended. But officers in BSNL wrongly pleaded for stay on DGM Regular Promotions and DGM Regular promotions are not issued. When BSNL has submitted an application for permission for going ahead with DPC for regular promotions, the court has given stay for the regular promotions and allowed to go ahead with Adhoc promotions. But since then no efforts have been made by BSNL for vacating stay or clearing the court case. Total 1116 posts of DGM Regular promotions are vacant and non-filling of these posts has caused adverse impact on the below level AGM, SDE and JTO promotions as vacancies are not created from AGM level.

It was intimated that this point is already under examination and feasibilities are being explored to make progress in this issue which is held up due to court cases.

It was intimated specifically by Pers. Branch that as per concern of SNEA, the management is ascertaining the possibilities of DGM Adhoc promotions.

16. Issues related to court cases and response from BSNL Advocates.

Association submitted that Court cases particularly in Chandigarh are lingering since long as the cases are not properly defended by BSNL advocates in Chandigarh Court. This issue was already brought to the notice of all senior officers in BSNL and BSNL has issued directions to CGM PB Circle for change of advocate in Nov 2023, but till today PB Circle has not acted on it. It is observed that there are many advocates from BSNL Panel and this particular advocate is being engaged by BSNL in all court cases such as the JTO to SDE, DGM (Adhoc) to DGM(Regular), AO to CAO Regular etc are undecided for years together. Pending for long time. Particularly in AO to CAO case, the judgement is reserved since Oct 2023 and BSNL advocate could not get a copy of this court judgement for last three months. Association side demanded to expedite the court cases by changing advocate and issuing pending promotions at the earliest.

It was intimated that review of different court cases on HR issues are already being done on time to time basis.

It was intimated that review of different court cases on HR issues are already being done on a time to time basis. It was informed that matter will be taken fresh with CGM PB Circle for expediting court cases.

17. Status of grant of facilities to Recognised Majority Association

The Association demanded that SNEA being the Majority Association may be involved in framing/reviewing different policies/guidelines before issuing policy /guidelines and making it public. Facilities of Mobile for its OBs. It also requested to mark circulars to SNEA. Further, the association demanded for separate email id and e file access for GS and CS/DS of associations for official correspondence with management. It was also requested to extend facility of the Residential accommodation at Circle/BA/OA Level. Raised the matter of disparity in Allotment residential accommodations to SNEA and further demanded furniture, Computer, Printer and Internet /FTTH Connections required for SNEA CHQ Office Eastern Court.

It was intimated that: 1) the facility of service mobile connection is available to all executives in BSNL. Any new proposal may be forwarded to SR cell and it will be examined as per extant rules. 2) Views of recognized association before framing/reviewing/issuing different policy /guidelines in HR vertical are always taken and the policy will continue. 3) E-office is a portal

run by NIC for processing official files. At present, any DoT/Do PT guidelines on providing an official login/access to service associations is not in the knowledge of SR cell. 4) 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 at Delhi. The facility of Residential accommodation is provided to associations in BSNL HQ at Delhi as per "Policy for allotment of Accommodation to Unions and Associations of BSNL 2022" dated 18.10.2022. As per policy, there is no provision for facility of Residential accommodation at Circle/BA/OA Level

It was agreed that any new proposal may be forwarded to SR cell and it will be examined as per extant rules.

18. Implementation of PwBD Reservation in Promotions

Association submitted that though there are clear guidelines on implementation of PwBD reservation, BSNL Management has not implemented in true spirit and matter is litigated. There is always need to give due consideration to the needs and requirements of the employees recruited under PwBD category but the same is not happening in BSNL. Recently on 20.12.2023, DoPT has issued clear guidelines for implementation of PwBD reservations with retrospective effect from 30.06.2016 subject to the fulfilment of eligibility conditions. Association requested to give the left-over promotions and to fix notionally from 30.06.2016 and requested to issue sealed cover promotions of AGMs without further delay. .

It was intimated that Pers. Branch is already following the guidelines on Pw BD w.e.f. 17.05.2022.

Intervening the discussions, Director HR added that the stand of association is correct and four days special CL needs to be granted to all these employees and firmly assured that the issue of Four days CL will be given consideration as priority item. It was assured that BSNL is duty bound in implementation of Reservations for PwBD Candidates but it is big exercise to review the promotions issued since 2016 and adding reservations in it is tedious process and it will definitely take time. On Sealed cover AGM promotions, Pers branch informed that matter is sub-judice and the sealed cover process has been adopted as per directions of PCAT Delhi and BSNL will take immediate action on outcome of the court case or litigation is over. It was agreed that the matter will be taken up as per the existing guidelines in the matter.

19. Allowing Deputation of BSNL Officers out in other Government Organisations /Depts.

The association demanded that the ban on deputation to outside organisation should be lifted immediately. One side management is unable to provide better career opportunities to its executives and on the other side they are stopping them from moving to outside organisations also. During revival package II, it is projected that there are excess executives in the BSNL but for deputation outside BSNL it is projected as shortage. Association submitted that deputation helps in exchange of working culture and building co-ordeal relationship between both the organizations.

It was intimated that deputation out of BSNL Officers to other Govt. Organization Other than DoT/TRAI is not allowed in existing policy due to shortage of staff after VRS.

It was intimated that deputation of BSNL Officers to other Govt. Organization Other than DoT/TRAI is not allowed in existing policy due to shortage of staff after VRS. The management informed that it is policy decision not to allow any deputation other than

DoT/TRAI/CCA, but by understanding concern expressed by SNEA, this proposal will be reexamined with fresh feedback.

20. Organizational Structure of Recognized Association

Association demanded to decide guidelines for District Branches at Either all BAs defined in restructuring norm including that of Telecom Districts and Non-Recruiting Units or allowing District Branches at all OA Level with limiting Immunity facility as defined by SR Cell just before MV. Association also requested for Restoration of District Branches/Bodies at all Circle Office of each Circle including Non-Recruiting Circles wherein more than 10% of executives of that Circle are posted. The Association submitted that SR Cell has to decide working of Association branches' either as per BA concept allowing one branch in each BA including BAs of Telecom Districts or allowing existence of Branches at all OAs of Telecom Circle and District Branches at Non Recruiting Circle offices headed by CGM level officers.

It was intimated that as per REA rules 2014, the organizational structure of the associations in BSNL shall operate at **three tiers – CHQ, circle and district/SSA**. Vide Restg. Letter 4-02/2014 – Restg Vol. V (Pt.) dated 27.08.2020, the SSA concept has been replaced by Business Area (BA) and Operational Area (OA) whereby, Business Area is now the primary unit where HR, Finance, Planning and Procurement related processes are being handled. OA is no longer an administrative unit. Therefore, after the 3rd MV, associations have been recognized at Corporate level, all Circles and BA level vide letter dated 25.09.2023.

21. Review of REA Rules

Association demanded that change of periodicity of MV may be applicable from Current Tenure. Review of grant of facility for deduction of association subscription from Salary twice in year and limiting it to applicant association securing certain percentage of Votes in MV process or allowing it to each and every association registered under society act even though it may not be applicant association like CBOWA. There should be single association which will represent the issues and concept of Support association should be abolished in all further election process. Association also demanded changes in eligibility criteria for participating in the Membership Verification process viz. Condition of Existence of association at least in a certain minimum number of Circles/BAs. Redefining the recognition process from OA/BA to Circle CHQ level with Clear and firm stand in defining the Names of Recognized Majority Association and Support Association.

It was intimated that the necessary instructions regarding Change of periodicity of MV have already been issued vide letter dated 26.12.2023 and will be applicable from date of next MV. Subscription from Salary is extended to all Applicant Associations to ensure a level playing field. Associations are governed by REA Rules 2014. On the basis of secured votes through membership verification, the status of "Recognized Representative Association" and "Support Association" is given to the associations.

22. Clearance of disparity in Salary cut during agitations held in the past

Association demanded that there should be no salary cut during agitations by any association. The agitation against any issue is democratic right of associations and Management has to come forward with proper solutions on the issues raised. It is good that in many cases Management has come forward and taken efforts to settle the issues by listening to grievances.

It was intimated that the action regarding salary cut during Strike is being taken in BSNL, as per DOP&T guidelines issued from time to time with no disparity.

Specific cases, if any may be submitted by the association and Management will look into them surely.

23. Review of TA/DA rates

Association demanded for revision in TA/DA and other allowances at par with the current market conditions and the need of the organization. All the executives in field are facing hardship in meeting office requirements from the present TA/DA applicable and everybody has to put a major amount from their pocket. This action on part of management will definitely motivate the concerned executives and they will definitely feel that Management is standing behind them in execution of projects.

The issue of TA/DA is in the domain of EF Branch.

24. Issues related to Rule 8/9 Transfers all over India

Association submitted that hundreds of JTOs are waiting for consideration of their Rule 8 and Rule 9 request transfers. There is no uniformity/transparency in issuing Rule 8/9 transfers and one has to run from pillar to post with hard copies and its recommendations at different levels in. JTOs working at All India Hard Tenure Stations like J&K, NE-I, NE-II and Assam are most sufferers as even request for Circles having shortage of JTOs is not given consideration and there is huge waiting list.

It was intimated that ERP Branch has already been requested by Estt. Branch vide letter dated 01.11.2023 for making provision for Rule-9 transfer/extension requests through ESS portal for the cadres JE and JTO level employees on similar lines of OTP already prevalent and the development is under process.

25. Safeguarding interest of BSNL in ALTTC along with and its Executives.

Association submitted that the issues created due to take over of ALTTC Campus by DoT needs to be taken care. there is fear in minds of the executives at ALTTC about continuation of trainings at ALTTC. It is unfortunate that the trainings at ALTTC are postponed or kept on hold or being conducted without hostel facility. There is a lack of co-ordination between ALTTC and NTIPRIT Management when DoT has already conveyed for co-existence of ALTTC and NTIPRIT.

It was intimated that it is a policy matter.

It was informed that BSNL is working towards renovation of ERP Center within ALTTC as well as RTTC Jaipur so that the trainings are not affected in the long run.


Worthy Director (HR) thanked all the members for maintaining a peaceful and amicable environment during the meeting. In conclusion, 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 were conveyed by GM (Rectt & Trg) wherein she expressed happiness about very fruitful discussions on different HR issues. She conveyed special thanks to Director HR BSNL Board for sparing his valuable time and deep involvement in discussions held on each point. She also conveyed thanks to all PGMs and officers from the management side. GM Trg

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.


26/02/2024
(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 BSNL CO
4. GS SNEA CHQ
5. All other Participants in the Meeting

List of Participants -Management Side

Sr	Name	Designation
1.	Sh, Kalyan Sagar Nippani	Chairman and Director HR
2.	Sh. Adhir Kumar Singhal	PGM (Pers)
3.	Sh. S.P.Singh	PGM (Estt)
4.	Smt. Anita Johri	PGM (SR)
5.	Smt. Samita Luthra	GM (Rectt)

List of Participants – Association side

Sr	Name	Designation
1	Sh. Manish Samadhiya	President
2	Sh. Rajesh P V Manchan	Vice President
3	Sh. M. S. Adasul	General Secretary
4	Sh. Tatababu Karanam	Treasurer
5	Sh. Brelin Issac B.	Asst General Secretary
6	Sh. Rajdeep	Asst General Secretary
7	Sh. Vimal Raghunath	Asst General Secretary
8	Sh. Niranjan Sahu	Asst General Secretary
9	Sh. Srinivas Samala	Asst General Secretary
10	Sh. Jagtar Singh	Joint Secretary North
11	Sh. Malla Satya Prasad	Joint Secretary South
12	Sh. Pintoo Kumar	Joint Secretary East
13	Sh. Rajender Kumar Khanna	Joint Secretary West
14	Sh. Satish Kumar	CS NTR Delhi
15	Sh. Arvind Pal Dahiya	CS BSNL CO
16	Sh. Jagdish Rout	CS Odisha
17	Sh. Arvind Kumar	CS Bihar
18	Sh. Suresh Kumar	CS Telangana
19	Sh. Anil Koul	CS J&K
20	Sh. KKS Yadav	CS ALTTC
21	Mrs. Anu Agarwal	CP BSNL CO
22	Sh. Ramesh Jain	CT BSNL CO
23	Sh. Garun Vivek	ACS NTR Delhi
24	Mrs. Vaini Dutta	ACT NTR Delhi
25	Sh. Pravin Kateria	ACS BSNL CO
26	Sh. Debashish Choudhary	DS Berhampur