



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

Letter No. SNEA CHQ/2022-2025/SR

Dated 20th February 2024.

Sub: Request for grant of time formal meeting to discuss different pending HR issues of Executives wherein discussions could not be held in last meeting held on 11/01/2024. .

Respected Sir,

SNEA CHQ conveys sincere thanks and gratitude for the initiatives taken by your good office for conduction of very impressive and successful first part of agenda meeting and settlement of some HR issues as discussed in the meeting. We specially convey thanks to your honour along with your Team for settlement of additional special CL for PwBD category employees, promotions of SE Civil as assured in last agenda meeting. We are hopeful for similar action on all the points discussed and decided by your honour in the Formal agenda Meeting and hence already discussed points are not included now.

This shows your concern and approach towards the weaker sections and we highly appreciate it. We are hopeful that the minutes of this formal meeting will be issued in this week.

Due to shortage of time with your honour, the agenda meeting was curtailed only for 25 important points and some other points also covered. We have reconciled the agenda points discussed and consolidated the agenda points on which discussions could not happen in last meeting. The following agenda points submitted by us were not discussed and hence needs fresh time as assured by your honour.

A. Issues decided in Earlier meeting/s but not implemented:

1. Letter with assurance for the executives to join back to or opt to choose Circle on completion of two years period on long stay transfers.
2. Policy for Consideration of request to Circles having excess Executives

3. Nomination of Nodal Officer at BSNL CO to deal with the Critical medical issues of the executives being transferred under long stay.
4. Video Conferencing for personal hearing by PGM Pers or specially designated/ nominated officers to address individual grievances at Pers Cell BSNL CO on fixed day of week with online registration facility so that Executives all Over India need not to visit to BSNL Corporate Office at Delhi.
5. Implementation Changes required in ERP on Membership Change over procedure.
6. Implementation of suggestions for modification of OTP
7. Maintaining and updating waiting list of pending Request transfers
8. Visibility of Waiting list to particular BA/Circle while applying transfer in OTP.
9. Facility of opting particular BA in case of Non-tenure Circles
10. Restoration of Quarterly OTP Transfers or strict adherence to OTP Transfers schedule.
11. Timely/advance Transfer of OTP Request data to other Vertical by Pers Section
12. Conclusion of OTP Requests process before opening next window with Waiting list
13. Timely Consideration of Request from All India hard Tenure stations.
14. Policy for considering request transfers to Circles having excess Executives
15. Review of Transfer policy by addition of Critical medical cases viz. Parkinson, Paralysis, Glaucoma etc
16. Review of transfer policy in case of counting
17. Consideration of OTP requests to ITPC/BBNW/NCNGN/INSP at least in Phase manner with certain fixed percentage
18. Posting orders of Executives selected for different Training Centers

B. Transfer Policy Related Issues:

1. Excluding Female Executives from Inter Circle Transfers
2. Redefining the clauses of Transfer Policy for Exclusion of medical ground cases
3. Issues faced by Executives at All India Hard Tenure stations due to letter issued by Pers Cell in rearranging long stayed officers.
4. Review of financial dependent condition on Transfers
5. Review of Restoration of Circle Break facility for all India Soft Tenure stations
6. Fixed Time Frame for relieving of Executives under OTP Request Transfers.
7. Fixed Time Frame for relieving of executives on Completion of All India Hard/Semi Hard/Soft Tenure stations.
8. Posting orders of JTOs/SDEs selected for Training Centres.

C. Promotions:

1. Issues related Educational Qualifications in Promotions in Arch Civil Elect wings
2. Stopping LICEs at Level of AGM/DGM as one time relaxation for vacancies up to Year 2023
3. Calendar for DPCs and LICEs during Year 2024 with all DPCs proposed before Oct of that particular year
4. Conduction of LICEs of 2023 and LICE of vacancies of 2024 before Jul 2024.
5. Finalisation of seniority list of AGM in Telecom wings.
6. Action for removal of Provisional Tag on AGM Telecom
7. Review of order for limit on AGMs/DGMs in Looking After arrangements
8. Action for AGM to DGM Adhoc promotions till BSNL gets clearance from Hon CAT Chandigarh for DGM Regular Promotions
9. Early action for AO to CAO promotion orders by expediting Court case
10. Additional promotions for SDE to AGM Telecom wing.
11. Sympathetic and due consideration to SDE /AGM Reversal Case
12. Restoration of SDE LICE vacancies abolished in restructuring review.
13. Promotion in PA, PS, PPS Promotions
14. Issues with MSRRs 2023.
15. Modification required in revised SDE RRs and other RRs.
16. Framing RRs for Internal SET/MTs
17. Upgradation of E5 to E7 Pay Scales as per DoPT Guidelines
18. Filling backlog vacancies in all cadres and wings
19. Provision for AGM promotions in ADOL cadre
20. Making arrangement like OTP for timely consideration of requests and grievances on Promotions in time bound manner.
21. First Time Bound Promotions equally in Four Years

D. General Issues-Pers Section:

1. Stopping DGM level deputation from DoT to BSNL.
2. Provision for online applications and maintain waiting list for deputation to other organisations.
3. Timely disposal of Disciplinary Cases
4. Timely disposal of appeals received at BSNL CO and its update on portal
5. Review of different court cases on HR issues.

E. Facilities to SNEA as Recognized Majority Representative Association:

1. Orders for Mobile facility for OBs of Recognized Majority Association
2. Marking important Circulars to Recognized Majority Association.

3. Involving SNEA Majority Association in framing/reviewing different policies/guidelines before issuing policy /guidelines and making it public.
4. Separate email id and e file access for GS and CS of SNEA as recognized majority Association for official correspondence with management.
5. Disparity in Allotment residential accommodations to SNEA
6. Extension of facility of Residential accommodation at Circle/BA/OA Level.
7. Allotment of furniture required for SNEA CHQ Office Eastern Court
8. Allotment of Computer, Printer for SNEA CHQ Office Eastern Court
9. Sanction of Internet /FTTH Connections SNEA CHQ Office Eastern court
10. Invitation to recognized association to special official functions arranged by BSNL at all levels.

F. Organizational Structure of Recognized Association:

1. Delay in issuing orders for grant of facilities to SNEA Corporate Office Body.
2. Deciding guidelines for District Branches at Either all BAs defined in restructuring norms
3. Restoration of District Branches/Bodies at all Circle Office.
4. Restoration of District Branches/Bodies at all BA in Telecom Districts.
5. Restoration of District Branches/Bodies at office headed by CGMs.
6. Restoration of Association Branches/Bodies at OA level.
7. Restoration of Association Branches at BAs of Non-Recruiting Circle.
8. Difficulties faced by SNEA in conduction of Elections at BA/OA Level
9. Entry of Immunity cases by Non-Recruiting Units.

G. Review of REA Rules:

1. Change of periodicity of MV proposed by SR Cell and its applicability from Current Tenure
2. Review of grant of facility for deduction of association subscription from Salary and limiting it to applicant association securing certain percentage of Votes in MV process
3. Changes in eligibility criteria for participating in Membership Verification process
4. Condition of Existence of association at least in certain minimum number of Circles/BAs.
5. Adopting Concept of One Association in BSNL.
6. Redefining the recognition process from OA/BA to Circle CHQ level.
7. Clear and firm stand in defining the Names of Recognized Majority Association and Support Association

H. Issues related to Membership and subscription:

1. Monthly Online Options for Membership subscription for non-Members.

2. Restoration of membership change over window twice a years
3. Showing name of Association in Salary Slip
4. Centralized data of collection of Membership data and amount
5. Data of Changes in Association membership since closure of July 23 window.
6. Check on changes made in membership after closure of official window.
7. Report on withdrawal or addition of membership and action thereof.
8. ESS/SAP Password and login ID for checking association membership
9. Review of acceptance of Membership subscription to multi association.
10. Data of all Executives in BSNL and their association membership
11. Action against erring officers who are deducting multi association membership
12. Facility for collections of one time deduction of certain fixed amount from members as per the resolutions of CWC/AIC of Recognized Association
13. Decision on issues of contradiction of REA Rules and Constitution of Associations
14. Guidelines on dealing with conflicts till changes made in REA Rules or Association Constitution

I. General Issues -SR Section:

1. Permission for creation of non-constitutional posts like Chairman or similar posts in association and its recognition by SR cell with allowing participation in meeting.
2. Representatives from BSNL CO for Circle Conferences of Recognised Majority Association.

K. IPMS Related issues:

1. IPMS covering all activities of the Executives.
2. No workload other than mentioned in IPMS.
3. Provision for Confirmation of Targets from the concerned officers
4. Weightage availability of resources while assigning IPMS targets.
5. Provision to show the reasons shortcomings in achieving the target assigned
6. Provision to give additional weightage for achieving over and above the assigned target
7. Weightage for short achievement of Targets due to vendor reasons.
8. Annual Targets for EB units
9. Separate dates for filling achievements and assigning targets of different levels.
10. Cases on non-assigned targets due to system error or Admn reasons.

11. Weightage to past performance in case of any arbitrary reduction in achievements.
12. Review /Continuation of IPMS targets in case of mid quarter Transfers
13. Assessment of the infrastructure and stores needs to be incorporated with IPMS targets.

L. Admn:

1. Review of Medical limits restrictions
2. Review of transport allowance for 6 cities
3. Publication of Winners of Sanchar Award in year 2018-19 and calling nominations onwards years.
4. Restoration of Sanchar Award Process or redefining separate procedure for rewarding/awarding recognition of performer Executives in BSNL
5. Supply of Diary/Calendars by BSNL
6. Timely Endorsement of different DoPT Guidelines
7. Review of guidelines for hired vehicles for field units as per practical requirement
8. Constitution of Benevolent Fund at all India level
9. Restoration of CGA Appointments
10. Review of GTI/GHI/BSNL MRS Policies by BSNL.
11. Reimbursement of GTI/GHI subscription by BSNL
12. Restoration of LTC facility
13. Review of TA/DA rates
14. Reimbursement of Lodging charges at Market rate if BSNL IQ is not available
15. Reimbursement for use of personal car/vehicle for office works
16. Online booking of IQs through ESS and transparent allotment of IQs
17. Improvement of IQs by roper maintenance
18. Exploring opportunities of revenue generation from IQs.
19. Extension of Cashless Hospital available for Corporate office to Executives serving in Delhi and NCR area.

M. Establishment:

1. Old Pension Scheme implementation for BSNL Executives.
2. Change in Policy for requests to Circles having excess JTOs/JAOs
3. Publication of Circle wise updated Excess/shortage data twice in year
4. Issues related to Online Attendance for Executives.
5. Half day CL against three late on online attendance
6. Extra weightage/incentive to Executives working beyond duty hours /holidays.
7. Grant of Holiday/C-Off on Second Saturday to officers in field units.

8. Issues created due to fake caste complaints

N. Finance:

1. Implementation of granting & submission of Temp Advances in digital mode
2. Undue delay in Transfer of GPF amount on Transfer of individuals
3. Preventive action on deduction of dual membership by certain Salary Disbursing officers.

O. Training and Recruitment:

1. Due consideration to Options while Posting of MTs on completion of Training
2. Flexibility to Executives to choose/opt for any training centers for their EPP/Karmayogi and other training.
3. Action plan for utilization of Training Centers all over India.
4. Filling vacant Post of Executives at all Training Centre

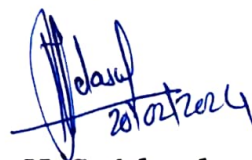
P. Important Issues for minimum level of overall motivation of Executives:

1. Implementation of E1 plus Five increments for left out JTOs.
2. Consideration of Pay loss /22820 issues /One increment Pay loss

These issues needs your kind intervention so that issues can be taken to some conclusion and decided. We request your honour for grating suitable time for formal agenda meeting on above left out points so that the difficulties faced by the executives will be reduced to better extent.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to PGM SR for kind information and n/a please.