

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/ 211 (Formal Meeting)

09.07.2018

To,

Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Non-settlement of some genuine grievances of the Non-Executives – making fervent appeal for the settlement of the same - req.**

We wish to bring the following to your kind notice, for favour of your kind intervention and for appropriate action.

BSNLEU heartily welcomes the decision of the BSNL Board for implementing the CPSU hierarchy to the Executives of BSNL. BSNLEU also heartily welcomes the recent orders of the BSNL Corporate Office, giving promotion to thousands of Executives. While appreciating the fact that, these decisions are being taken by the BSNL Management in accordance with the Government Rules, and also in accordance with the existing Recruitment Rules for the Executives, we wish to draw your kind attention to the raw deal being given to the Non-Executives, so far as the settlement of their genuine issues are concerned.

While we don't have any grudge in the decisions being taken by the Corporate Office to give promotions to thousands of Executives in one go, we wish inform that there is a strong feeling in the minds of the Non-Executives that, the Management is giving more importance to the issues of the Executives, while the issues of the Non-Executives are being kept in the back burner. Such a thinking among the Non-Executives does not augur well for the future of the Company.

It is a fact that our Union keeps on banging the doors of the Corporate Management, seeking settlement of certain genuine issues of the Non-Executives. ***Some of these issues do not have any financial implication for the Company, while others will have only very negligible impact.*** Despite the fact that, the Company is in the midst of a financial crisis, we feel that these issues can be sorted out by the Management immediately. Hence, we request you to kindly look into these issues and to do the needful for their early settlement.

Issues with nil financial implication.

(a) Settlement of the down-gradation of the Sr.TOAs from 7100-200-10100 to 6550-185-9325.

After implementation of the Non-Executives Promotion Policy, the Sr.TOAs who had already been promoted under OTBP, and who opted for NEPP, were downgraded from the pay scale of 7100-200-10100 to 6550-185-9325. BSNLEU strongly demanded that the Sr.TOAs in the pay scale of Rs.7100-200-10100 should not be downgraded to Rs.6550-185-9325, on giving option to switch over to NEPP. The Union categorically pointed out to the Management that, it is not going to incur any extra expenditure, if it were to retain such of those Sr.TOAs in the Rs.7100-200-10100 pay scale itself. However, our demand was not paid heed to by the Management, as a result of which a good number of Sr.TOAs are suffering. Hence, we fervently appeal to the Management to revisit this issue and to solve the same by restoring 7100-200-10100 pay scale to the affected officials.

(b) Relaxing the 10th standard qualification condition, for candidates appearing in the Telecom Technician (erstwhile Telecom Mechanic) LDCE.

Our Union has long been demanding that, a one time relaxation should be given, in respect of the officials who are not possessing 10th Std., for appearing in the Telecom Technician LDCE. It is pertinent to mention that, the Assistant Telecom Technicians (ATTs) are performing all the duties of the Telecom Technician. However, they are not in a position to appear in the TT LDCE, since they do not possess 10th Std. qualification. Due to the massive surrendering of landlines, vacancies in the cadre of Telecom Technicians are there only in a few backward circles like Assam, NE-I, NE-II and J&K. Unfortunately, qualified candidates are not there. Our union is demanding only a one time relaxation for the ATTs to appear in the Telecom Technician LDCE. However, the Corporate Office is not accepting the demand, on the plea that, giving such relaxations would compromise the quality.

This apprehension is a totally unfounded, since only a minuscule number of ATTs are going to be benefitted through this relaxation.

(c) Relaxation for the JE LICE conducted on 28.01.2018.

The JE LICE, for 50% quota, for the year 2016 -17, was conducted on 28.01.2018. Despite severe protest from BSNLEU, Management conducted this exam as an online exam. Since, most of the candidates belong to the Telecom Technician cadre, and they do not have any working knowledge in computer, our Union demanded that the exam should be conducted as an offline exam. But our demand was not accepted. Further, the quality of questions were also very high. As a result of which, out of the 1,800 candidates who appeared in the exam throughout the country, only 111 candidates got qualified. It is very important to note that the exam was conducted to fill 9,185 JE vacancies.

When such poor results were there in the case of the DR TTA exam held in 2008, the corporate office, vide its letter No. 250-11/2008-Pers-III dated 10.11.2009, has called for the information from all the circles about the total number of vacancies notified, total number of vacancies filled up in the circles against these vacancies, and the number of vacancies remaining unfilled. Based on the reports received, the Corporate Office has issued orders vide No.250-2/2009-Pers.III dated 1.6.2009, for granting relaxation so that the minimum qualifying marks, after allowing relaxation would be 20% for OC and 15% for OBC, SC and ST.

It is painful to note that, the Management is not prepared to understand the difficulties faced by the candidates, as a result of which only 111 candidates got qualified, out of the 1,800 candidates who appeared in the exam. The issue has been discussed a number of times, but the Management is not taking a positive decision. We request that needful action may be taken in this issue.

Issues with minimal financial implication.

a) Promotion of the Non-Executives to E1 pay scale.

According to the Non-Executive Promotion Policy (NEPP), which was implemented on 23.03.2010, the Non-Executives are eligible for promotion in E1 pay scale, on completion of one year of service in NE12 pay scale, and subject to the availability of posts. According to our estimation only a few Non-Executives will now get this promotion, due to the condition that one Non-Executive will get promotion in the E1 pay scale, if 10 NE12 promoted officials are working in an SSA. Due to the fast phase of retirement among Non-Executives, no one will get promotion to E1 pay scale, if the proposal of the Management Committee is further delayed.

b) Granting of one extra increment to the left out Non-Executives, appointed between 01.01.2007 and 06.05.2010, who are suffering wage loss.

BSNL Corporate Office has already issued letter, granting one extra increment to the TTAs, who are appointed between 01.01.2007 and 07.05.2010, and who are suffering wage loss. This extra increment was granted to make good the wage loss being suffered by those TTAs. However, it is unfortunate that this extra increment is not granted to the other Non-Executives, who are appointed on compassionate ground, as well as under sports quota, and who are suffering wage loss. The number of such left out Non-Executives is very small.

I fervently appeal to you sir that, the above cases may kindly be revisited and action may be taken for their expeditious settlement.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to: (1) Ms. Sujata T. Ray, Director (HR), BSNL, Janpath, New Delhi.
(2) Shri Sourabh Tyagi, Sr.GM(Estt.), BSNL CO., Janpath, New Delhi.
(3) Ms. Samita Luthra, GM (Rectt.), BSNL CO., Janpath, New Delhi.