

SR Unit

BSNL Co-SR/14(13)/16/2020-SR

Minutes

A meeting of the Management with AIGETOA was held on 15.09.2020 under the Chairmanship of Director(HR) at Conference Hall, Corporate Office, New Delhi. The list of participants is at Annexure.

At the outset Sr. GM(SR) welcomed all the participants and requested Director(HR) to address the meeting.

Director(HR) congratulated the Association for getting the recognition of Majority Association in recently held 2nd. Membership Verification in BSNL. Thereafter, he explained, in brief, the present financial position, challenges before the Company and priorities of the Management. He stated that after successful implementation of VRS, financial position of the Company started recovering but soon COVID-19 pandemic affected it badly. However, he informed the important steps are being taken to improve the business. At the same time the Management is serious about the HR issues and would take suitable measures to settle these issues.

General Secretary of the Association thanked Director (HR) for convening the meeting. He also praised him for his positive approach towards HR issues. He urged him to resolve long pending HR issues of the executives expeditiously.

President, AIGETOA said that the Association is committed to transform BSNL into a prosperous company. He assured cooperation of executives with the Management for the decision taken in the interest of the company. At the same time, he stressed that HR is also an important organ of any organization and requires adequate attention of the Management. He expressed hope in its early improvement.

Thereafter, each issue was discussed as per following details:-

1. Implementation of BSNL (REA), Rules 2014 in true letter and spirit:

The Association requested that REA guidelines are clear on policy matters and should be followed properly.

It was replied that the guidelines are followed properly.

2. Promotion related issues:

a). JTO TO SDE DPC : The Association requested for completion of the process in at the earliest.

PGM Pers. informed that preparatory action for AIEL as per Court Order is under process and simultaneously preparatory work for DPC for promotion from JTO to SDE is under process. The provisional list may be published soon. Thereafter, DPC will be held for effecting promotions. Efforts will be made to complete the process at an early date.

b). SDE 2007 reversal issue :

The committee shall submit its report immediately after that the issue may be resolved.

c). SDE Seniority Lists notification :

The seniority lists of SDEs(T) for Vacancy Years 2007-08, 2008-09 and 2009-10 will be prepared after finalization of seniority list No.9.

Association emphasized that vacancy year concept for seniority list is necessary as per SDE RR 2002 as without quota SDE RR shall be violated and, therefore, requested Management to ensure that RR is not violated.

Pers. Unit would take legal inputs from senior advocate on the issue and accordingly suitable decision would be taken. The Management assured to settle it very soon

d).LDCE notification in SDE grade and next DPC in JTO to SDE:

The issue is under consideration of Management in totality. However the views of the Association will be taken into consideration and needful will be done in this regard very soon.

e). SDE to AGM promotion

It was informed by Pers.unit that the Contempt petition No. 92/2018 in OA No. 750/2018 regarding the promotions done in 2018 has been disposed of by the Hon'ble CAT, Chandigarh vide order dated 25.02.2020. The aforesaid judicial pronouncement is under consideration to take requisite action by the competent authority. Association requested to file an appeal in High Court immediately.

f). A.O. to C.A.O. -

Earlier, promotion from AO to CAO grade was issued on 20.11.2018. However, the hon'ble CAT Chandigarh directed to maintain status quo. In the verdict dated 25.02.2020 in Prakash Vir Vs BSNL & Ors case related to seniority in the cadre of Accounts Officers, the hon'ble CAT Chandigarh has mentioned in its para 2 of the judgment that "Unless and until a decision at the highest level is taken as regards the implementation of the reservation in promotion, the same shall not be affected." In this regard, the aforesaid judicial pronouncement is under consideration to take requisite action by the competent authority. Association side insisted the appeal filed in High Court immediately.

Hence, promotion from AO to CAO may be considered after emerging clarity in reservation in promotion issue.

g).Implementation of new promotion policy :

It was informed that BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 was deliberated by BSNL Board in its meeting held on 28-05-2018 and after detailed deliberations, it approved the proposal on the condition that it should comply the reservation policy requirements of Government of India and related court orders. As the matter relates to a larger policy issue of reservation, the issue has been referred to Administrative Ministry (DoT) for seeking guidance.

3. Restructuring and Cadre Review :

The Association would discuss separately with GM (Restg.) who would brief them on the issues already discussed by the Management.

Association, however, reiterated its demand that restructuring exercise should not affect the promotion avenues adversely.

4. Pay loss related issue

a) Pay loss of executives recruited in E 1A (issues of 22820)

Sr. GM (Estt) informed that the development in the matter has been reviewed by a committee after the judgment of Hon'ble CAT, Principal Bench. However based on the request of the Association it was decided that the Association will submit all the facts to Estt Cell which will re-examine it.

b) E2-E3 scale for JTO/JAO and SDE/AO equivalent grade:

Sr. GM Estt. elaborated the developments on the issue including the issue of Presidential Order dated 28.03.2017. BSNL has been requested to reconsider the same.

c). E1+5 increments to all JTO/JAO recruited in E1 scale

A proposal was submitted for the approval of BSNL Board which has referred to a committee of DoT and BSNL. The recommendations of the committee are awaited.

d). First Time Bound Financial upgradation in 4 years

In the present scenario, it may be very difficult to propose any changes in the existing EPP. Further, BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 has also been approved by BSNL Board of Directors in its meeting held on 28-05-2018 which has been referred to Administrative Ministry (DoT) seeking their guidance.

5. Pensionary and Medical coverage related issues:

a) Enhancement of Superannuation Benefit and PRMB.

Association discussed its need in detail. Views of the Association will be considered at the appropriate time.

b) As regards the admissibility of BSNLMRS facilities to dependents of deceased BSNL recruits, it was decided that Admn. Unit would issue a clarification on

admissibility of BSNLMRS facilities to dependents of deceased BSNL recruits also. GM (Admn) explained the suitability of existing MRS policy.

- c) Medical Insurance – Issue was discussed in detail and associated problems also. Association was asked to explore and submit detailed proposal in this regard

5. General concern issues

a).Online portal and clearance of Rule-8 and Rule-9 waiting list

- (i) Start of Online Portal and clearance of Rule-8 and Rule-9 waiting list:

Sr GM(Estt) informed that SAP ERP BSNL facilitates online application in this regard. SOP shall be issued to clarify it further.

b) Online portal for processing the transfer request of the executives – Management side assured to consider.

c) Change of designation of JTO/JAO:

The Association was advised to submit a suitable designation for consideration of the Management.

d) Bond related issues of new recruits – Association to submit input to Establishment cell. Same will be examined.

e) Rule 8 applicability for Gate JTO's – Establishment Cell to examine the issue and issue necessary clarification to avoid discrimination

f) The meeting ended with positive note.


(A.K.Sinha)

Deputy General Manager

Dated : 30.09.2020

Copy to :

1. PPS to Director(HR)
2. General Secretary, AIGETOA
3. Sr.GM(Estt.)/Sr. GM(SR)/GM(Admn)/GM(Rectt.)/GM(Restg.)

Annexure

List of Participants :-

Management side :-

1. Shri Arvind Vadnerkar, Director(HR)
2. Shri Arun Kumar , PGM(Pers.)
3. Shri SaurabhTyagi, Sr. GM(Estt.)
4. Shri A.M. Gupta, Sr. GM(SR)
5. Shri Ashutosh Gupta, GM(Admn)
6. Smt. SamitaLuthra, GM(Rectt.)
7. Shri A.K. Sinha, DGM(SR)
8. Shri O.N. Tiwari, DGM(Pers SM)
9. Shri V.K. Sharma, DGM(Pers Legal)
10. Shri Satish Kumar, DGM(JM)

Association side:-

1. Shri Ravi Shil Verma, President
2. Shri Wasi Ahmad, General Secretary
3. Shri Badri Kumar Mehta, Vice President
4. Shri Yogendra Kumar, Astd. General Secretary
5. Shri Vivek Kumar Singh, Organising Secretary