

Minutes of the meeting of Director (HR) with AIGETOA held on 08.02.2023 and 22.02.2023

A formal meeting of AIGETOA was held on 08.02.2023 and 22.02.2023 at Conference hall, 9th Floor, Bharat Sanchar Bhavan, New Delhi. The meeting was held in the chairmanship of Director (HR), the list of participants is given at annexure 'A'.

PGM (SR) welcomed Director (HR), BSNL Board and all the participants present in the meeting. Representatives of Association facilitated the Director (HR), BSNL Board by presenting a bouquet.

Representatives of AIGETOA were requested to state their points in brief before the items of agenda were taken up for discussion. AIGETOA expressed that settling HR issues was very important for the employees of BSNL and expressed the confidence in the management and thanked for promotion of SDE to AGM done recently and wished for early disposal of the remaining HR matters. AIGETOA also thanked Director (HR) for convening the agenda meeting.

Thereafter, discussion was carried out on the items as under:

I. Promotion and Restructuring related issues:-

1. BSNL MSRR-2023 Issues:

The association demanded that the notified BSNL MSRR-2023 must be held in abeyance and fresh discussion should be initiated with the recognized representative association of executives in the best interest of organization as well as a healthy employee-employer relationship:

It was informed that new Recruitment Rules of BSNL Management Services-2023 have been framed Stream wise after due consultations and deliberations with all the stake holders and Executive Associations (Recognized/support associations) in BSNL including SC/ST Welfare Association (SEWA) in post VRS scenario as per the needs and requirements of the Company. These Recruitment Rules have been promulgated with the approval of highest decision making body of BSNL i.e. BSNL Board and have already come into force w.e.f. 31.12.2022 (A/N) and all the recruitment/promotion of the eligible candidates have been/are being carried out as per the provisions of BSNL MSRRs-2023.

~~The association requested to submit their inputs for reviewing the clauses on which association has objected. (The statement doesn't holds any meaning. For submission of our inputs, do we need decision and concurrence of management side?)~~

AIGETOA was requested to submit their inputs once again on which management will take its call for reviewing the clauses on which association has objected. A separate and exclusive meeting of AIGETOA with Director HR shall be held and thereafter, if the need is felt, a committee can be constituted to examine the inputs of the association. Issue of MT Recruitment shall also be discussed separately.

2. SDE-AGM Promotions:

The association demanded that the immediate issuance of AGM promotions of all eligible SDEs who have completed their residency period and formation of a committee to examine AIGETOA submission with regard to constitution of seniority list 9 onwards on vacancy year basis and ensure that list is revised on the basis of Rota and quota.

AIGETOA presented its calculation on how the all eligible SDEs can be considered for AGM Promotions which was patiently heard and understood by Director HR and his team.

It was informed that in accordance with the guidelines of DOPT OM dated 12.04.2022, process of promotion in the grade of AGM (T) was initiated and about 1891 promotion orders issued in Nov 2022 against available vacancies of Vacancy year from 01.02.2020 to 31.12.2022 and VY 2021 post VRS. After completing the process of restructuring Post VRS, BSNL has introduced new MSRRs 2023 w.e.f 31.12.2022(A/N).

As per new MSRRs 2023, promotion in AGM (T) grade would be done through seniority cum fitness (67%) and LICE quota (33%). The process for preparation of syllabus for LICE has been started and preparation of calendar for promotions in the year 2023 is underway.

With regards to the seniority lists No.9 to 13, it was informed that the seniority have been prepared and finalized as per the Hon'ble Supreme Court orders dated 12-08-2014 in CA No.7830/2014 in BSNL vs SK Dubey and order dated 02-04-2019 in CA No.14967/2017 in Vinod Verma Vs BSNL. These seniority lists are also in consonance with the DoPT instructions (Para 7(iii)) conveyed vide OM No.2011/2/2019-Estt(D) dated 13-08-2021. These lists were finalised and published after inviting objections from all the stake holders and considering the objections received in this regard.

Thus, SDEs (T) seniority lists nos 9 to 13 have attained finality. Accordingly, promotion of some SDEs(T) coming in the zone of consideration from seniority list 9 to 11 based on availability of vacancies have been issued in AGM(T) grade on 16.11.2022.

*It was decided that management will examine the suggestions and inputs of AIGETOA to execute next lot of promotions by considering the AGM and DGM vacancies as floating pool and diversion of vacancies to DPC Quota. It was also assured that if needed, the **SDE to AGM promotions together with AGM to DGM promotions shall be executed simultaneously.** Ways to resolve the excess promotion issue of Hon'ble CAT Chandigarh was also presented by AIGETOA which was welcomed and appreciated by management side. **The tentative date of executing these promotions were informed by management as 31st March 2023. The preparatory exercise for both AGM and DGM promotions shall be initiated in parallel.***

3. Issuance of AO to CAO Promotions:-

The association demanded that the applicants and respondents have shown their interest to resolve the long pending dispute with out of court settlement and management must seize this opportunity to ensure that the promotions in AO to CAO cadre is completed without any further delay. Management must take all efforts to promote the all-eligible AOs to CAO grade immediately.

It was informed that as on date 3(Three) numbers of legal cases related to AO to CAO promotion are pending, the matter is subjudice. However, a provision have been made with approval of BSNL Board that "in the All the vacancies in the cadres of DGM(T), CAO and EE(Civil) till 31.12.2022 will be filled up as per MSRR 2009 from among the officers who are eligible as on 28.12.2022 but could not be filled up due to pending court cases"

It was also informed that instructions for preparedness of work for promotions will be issued, so that, in no time promotions will be issued after court clearances.

Association side informed that the next date of hearing at Hon'ble CAT Chandigarh is on 28th February 2023. Association side requested for deputing the Senior Counsel from Hon'ble Supreme Court to handle the issue on which management gave its concurrence. Personnel Section was directed to meet with Senior Counsel and arrange for the same. Further they also requested for diverting the MT quota vacancies to DPC Quota so that all the eligible AOs can be considered for CAO promotions which was agreed to be examined by Management. It was also decided that Personnel section will issue reminder to complete the APAR capturing and certification exercise without any further delay so that things should remain in ready mode and promotions can immediately be issued on clearance of legal hurdles.

4. SDE reversal issue of LDCE 2007:

The association demanded to resolve the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by your good self in various meetings and at various platforms:

~~It was informed that the committee constituted earlier to deliberate upon the issues of reversion cases under LDCE 2007 was reconstituted as directed by the Competent Authority. The said committee vide its recommendations dated 27.09.2022 has reiterated its earlier stand that since the issues is subjudice the reversion order may be kept in abeyance till the disposal of the Review Petitions. (It was never decided or concluded and hence cannot be agreed to)~~

It was agreed to settle the issue immediately. The issue shall be settled maximum by 15th March 2023 as agreed by Director HR. Association side requested for completing the same by 28th February 2023.

5. Immediate discussion on Restructuring and increase in number of posts in various grades in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc:

The association demanded immediate discussion on restructuring and increase in number of posts in various grades in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc.

It was informed that organizational Restructuring was approved by BSNL Board based on the current business requirement and BSNL Telecom Setup. Sanctioned strength post VRS in various streams and grades in the field units in Nov.2021. Regarding merger of BBNL with BSNL, functions being performed by BBNL have been transferred to BSNL along with staff. Appropriate staff has been posted in circle from existing manpower strength.

Further, management has noted the suggestions by the association. *Further management also agreed to review the number of posts in view of the new government projects like 4G saturation and Merger of BBNL Operations. PGM Restructuring was asked to initiate the exercise in this regard. AIGETOA was asked to submit its input to Restructuring Cell which we have already submitted. However we shall be submitting fresh inputs once again.*

6. Notification of amended SDE RRs:

The association demanded notification of amended SDE RRs to ensure that promotion of the left out JTOs to SDE cadre occurs immediately.

It was informed that the BSNL Board in its meeting held on 28.03.2022 approved revision of SDE(T) and equivalent level RRs-2022 proposed to be effective from 01.01.2022 subject to;

(i) a formal communication from Department of Telecommunications i.e. Administrative Ministry is received to the effect that there is no financial implication involved in revising the existing RRs of SDE & equivalent level of other streams.

(ii) Final disposal of representation, if any, received in the matter of the Court case OA/021/150/2022. Pursuant to approval of BSNL Board, matter was referred to DOT for seeking formal concurrence. However, DOT has raised certain queries and the same have been duly responded by Pers. Branch. The formal communication for notification of SDE RRs.-2022 is still awaited from DOT. The concerned DOT authorities have been requested repeatedly to expedite the same and on receipt of the same, SDE (T) and other equivalent level RRs.-2022 shall be notified immediately by Pers. Branch.

~~The association requested promotion for the left out JTOs may be processed after notification of new SDE RR.~~

The Promotion for the left out JTOs shall be executed by 15th March 2023 after notifying the amended SDE RRs as agreed by Director HR. AIGETOA requested to initiate the exercise for further batches also and complete the promotions for all the vacancies which shall be arising out by virtue of AGM promotions of next Lot.

7. Issuance of Promotion under PWD Quota:

The association stated that DoP&T has issued guidelines w.r.t. implementation of PWD reservation in promotions. The same has yet not been implemented in BSNL and hence the same may be expeditiously processed to extend justice to these candidates.

It was informed that the SCT Cell vide letter 05.01.2023 has notified following directions for implementation of reservation in promotion to PwBD as under:

1. DoPT OM dated 17.05.2022 may be implemented in BSNL w.e.f. 17.05.2022 i.e. it will be implemented for the vacancies arising on or after 17.05.2022 i.e. the notification of the DoP&T OM dated 17.05.2022.

2. The reservation in promotion to PwD employees may be made applicable on all posts upto AGM level of all Streams.

3. In order of categories of Benchmark Disability for the purpose of reservation roster is recommended to be the same in which the categories of Benchmark Disabilities appear in Para 2.2 of DoP&T O.M. dated 17.05.2022. Promotion will be processed accordingly.

8. Issuance of JAO to AO Promotions:-

The association demanded to keep the DPCs up to date by immediately issuing the promotions from JAO to AO grade.

It was informed that there are no vacancies in AO cadre post restructuring till 2021. Further the New RRs of AOs are still to be notified w.e.f 1.1.2022 and the vacancies in AO cadre will only be created after CAO promotions and may accordingly be filled up.

9. Issuance of DGM (Adhoc) to DGM (Regular) and AGM (T) to DGM (T) Promotions

The association stated that the issue of DGM (Adhoc) to DGM (Regular) has been unnecessarily dragged citing court orders. The same must be immediately issued on notional basis. The subsequent vacancies arising out in AGM cadre must also be filled on notional basis and all the vacant seats must be filled including those of SC/ST by widening the zone of consideration to all the unfilled vacancies.

It was informed that the process for promotion to DGM (T) grade in respect of eligible executives as on 1st Jan 2022 was initiated but the same was stalled in view of the order of Hon'ble CAT Chandigarh order dated 17.12.2018 in OA No. 531/2017 filed by Naresh Thakur & Ors on the issue of AGM(T) seniority & MA No. 63/998/2018 filed by BSNL in OA 531/2017.

The matter was discussed with defending BSNL advocate and he has mentioned the following:

“ There is possibility of contempt of court in case BSNL carry out the regular promotions in the grade of DGM(T) Adhoc. It is suggested to file an MA stating that BSNL has finalized the seniority list in the grade of AGM(T) and intended to give regular promotion in the grade of DGM(T) in accordance with judgments of Hon'ble Supreme court and DOPT OM dated 12.04.2022”

Hence, in order to avoid any possibility of contempt of the court, promotion process in DGM(T) grade on regular basis was stopped and a MA (43/2023) was filed in Hon'ble Tribunal requesting to allow BSNL to carry out promotion in DGM(T) grade on regular basis which is pending and next hearing is on 10.02.2023. So BSNL is making all out efforts to issue regular promotion to the executives already working as DGM(adhoc) in telecom stream

However, a provision have been made with approval of BSNL Board that “in the All the vacancies in the cadres of DGM(T), CAO and EE(Civil) till 31.12.2022 will be filled up as per MSRR 2009 from among the officers who are eligible as on 28.12.2022 but could not be filled up due to pending court cases”

~~It was assured that promotions in the DGM cadre shall be held as soon as legal issues are settled by the court.~~

Management expects that legal complexity shall be cleared in next date. Promotions from DGM (Adhoc) to DGM Regular shall be held immediately thereafter. Further promotions from AGM to DGM shall also be started and held thereafter. AIGETOA presented the possible legal solution to the stalemate held in view of the Hon'ble Chandigarh CAT directions. The solution offered was appreciated by management side and they agreed to explore the option for executing promotions from AGM to DGM.

10. Irregularities noticed in the issuance of promotion in DGM grade and AGM grade in CSS cadre

The association stated that it has been brought to the notice of this association that recently issued promotions in DGM and AGM grade in CSS cadre has been issued in violation of the existing rules and norms. We request for placing the facts on record and discussion on reasons thereof for the alleged violations in those promotions. It is further understood that earlier also an attempt was made to promote an officer in

CSS grade in utter violation of the rules. It will not be out of place to mention that same HR group was very reluctant in issuance of promotions in Telecom group (DGM Adhoc to DGM Regular and SDE (T) to AGM (T) by citing non-existent court cases) but allegedly its being told that hyperactive steps have been taken to ensure the promotions in AGM cadre for a select few officers. We further wish to state that if the aforesaid promotions have been issued in violation of the rules, the financial implications and subsequent pensionary implications must also be placed on record as it will be a loss to BSNL as well as consolidated fund of India by virtue of these financial and pensionary implications.

It was informed that Management has not done anything contrary to the rules and no violations have been made. *However, it was agreed to be discussed in a separate meeting with GM (Pers).*

II Pay, pension, Perks, Allowances related issues:-

1. E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres

The association demanded the intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received from DoT at the earliest. Current discussions on MTNL workforce merger with BSNL cannot be completed without getting these scales approved by DoT.

It was informed that the proposal for Grant of E2 & E3 Pay scales for JTO and SDE equivalent Grades has not been agreed to by DoT. DoT vide Presidential Order dated 28.03.2017 had allowed revised E1 and E2 scales (2nd PRC) for all JTO and SDE equivalent executives, respectively. DoT has allowed the scale of Rs.18850-40500/- to JTO equivalent executives and Rs.22800-46500/- to SDE equivalent executives on personal basis only in respect of those executives, who had drawn pay in pre-revised E1A and E2A scales. DoT vide letter dated 29.04.2022 has reiterated its earlier decision confirming that the PO dated 28.03.2017 is final and has stated that the presidential Order 28.03.2017 was issued with the approval of Hon'ble MOC after extensive examination and elaborate consultations / discussions at higher levels. DoT has further stated that DPE had also endorsed this order and had not suggested for any changes. ~~In view of the decision of DoT, the issue has attained finality and no further intervention by BSNL is possible.~~

On MTNL Workforce merger, it was informed that discussions are on with MTNL unions and Associations. To discuss the issue of MTNL BSNL Merger, AIGETOA is being invited on 28th February 2023 by CMD BSNL

2. Immediate start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in re-revised E1A scales post 01.01.2007.

The association stated that as directed earlier, they have submitted its feedback to the committee and has held subsequent informal discussions with PGM Estt where in fresh inputs have also been given. The Committee is yet to held a formal discussion with AIGETOA for moving forward on the matter. The issue needs an urgent attention as executives have been made subject to huge pay loss just by virtue of implementation of 2nd PRC recommendations in BSNL.

It was informed that DoT vide PO dated 28.03.2017 has provided that all JTOs and equivalent executives are to be placed in revised E1 pay-scale. The PO dated 28.03.2017 further allowed initial pay of Rs.18850/- in 2nd PRC revised scale on personal basis in respect of such JTOs and equivalent executives, who have drawn pay in pre-revised E1A pay-scale. DoT has again reaffirmed its decision vide letter dated 29.04.2022. BSNL has already allowed 5 increments on minimum of revised E1 scale to JTOs of 2007 & 2008 Batches and thereby initial pay of these executives have been fixed at Rs.19020/-, which is higher than the pay allowed by DoT. In view of the decision of DoT, there is no justification for grant of Rs.22820/- to JTOs and equivalent executives.

However, it was agreed for entering into deliberation with AIGETOA on the issue and accordingly association was informed that establishment section shall inform about the probable meeting date within a week after consulting the committee members.

3. Extending EI plus 5 increments to all the JAOs and JTOs recruited in provisional EI scales post implementation of 2nd PRC recommendations of BSNL

The association stated that it was agreed in the 15-09-2020 meeting to form the committee to examine the submission of the AIGETOA for extension of E1+5 advance increments to all JTO/JAO Recruited or promoted in E1 Scale to compensate their loss vis-à-vis others JTO/JAO. BSNL Board has also approved E2 for JTO/JAO equivalent grade executives. The committee has yet not been constituted.

Issue already discussed in Point(1) above.

4. Implementation of 3rd PRC in BSNL.

The association stated that BSNL employees have been carrying the load of all the social and national obligations pertaining to Government of India wrt Telecom Sector. BSNL is also instrumental in development of home-grown 4G/5G Technology which is one of the most critical initiatives in Aatma Nirbhar Bharat in Telecom. BSNL has to bear the brunt of these responsibilities in terms of loss of revenue and business and also loss of customers due to non-availability of 4G. Though unions and associations have been demanding implementation of 3rd PRC, now its high time that management should also asked for implementation of 3rd PRC in BSNL to Government of India.

It was informed that BSNL Board has recommended the implementation of the DPE guidelines on 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.

Reminder to DoT will be issued.

5. Increase in Quantum of SAB to make it 30% and creation of PRMB fund.

The association demanded recouping of leftover quantum of 30% SAB, which is presently 21.8% as defined contribution. Formation & start of contribution in PRMBF has not taken despite discussion on the same many a times.

It was informed 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. Therefore, 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, due to present financial conditions. However, management has noted the issue raised by association.

Director HR said that issue lies within the power of BSNL Board. However, he endorsed the AIGETOA's demand for increasing the SAB quantum further and agreed to explore the possibility of increasing the quantum by another 2%. He assured for taking up the matter. Further on PRMB, management appreciated the concern of AIGETOA and agreed to explore the possibility creating the fund at least for BSNL Recruited employees if not for all.

6. Initiation of Proactive steps by BSNL to ensure that option higher pension contribution is collected well within stipulated time to make it ready to be sent to EPFO

The association stated that Hon'ble Supreme Court has allowed exercising of options for higher payment within a defined time window. Though EPFO has not issued instructions for working employees in this regard, but the same is under consideration to be notified soon. Other PSUs have already started the process of collecting options. BSNL must initiate similar action to ensure that there is no delay in collection and processing of higher pension options.

It was informed that already necessary orders on part of BSNL have already been issued. Management assured for taking up all necessary actions for ensuring that no delay takes place in this regard.

7. Facility of Cashless Indoor Treatment to the employees of BSNL

The association stated that it is mandatory on the part of employer to extend cashless indoor treatment facility to its employees. The same is not being made available to the employees because most of the renowned hospitals across various states and cities are refusing to get themselves empanelled on cashless basis owing to the issues related to non-payment or non-processing of their bills. Either BSNL should arrange for the empanelment of all the leading hospitals on cashless basis or should extend the Group Health Insurance to

employees. The premium of this insurance should be paid by BSNL instead of forcing the employees to pay such premium. Department should not shy away from its responsibility of providing timely and suitable medical care to the employees and their dependents.

It was informed that directions shall once again be issued to all Circles to make efforts to empanelled top hospital and to ensure that payment is made timely to these hospitals, so that hospitals do not refuse cashless treatment to BSNL employees.

Director HR agreed with AIGETOA view and directed GM (Admin) to take necessary action and direct all the CGMs to ensure cashless tie up with top 5 hospitals at Corporate and Circle Level and at least one hospital at BA Level. He further directed to ensure that payments to all the hospitals is made within three months so that hospitals do not refuse cashless treatment to any employee of BSNL.

8. Enhancement/restoration of outdoor limit of Medical reimbursement and also fixing of medical outdoor limit

The association stated that the outdoor medical expenses reimbursement limit is being calculated on the DA rates applicable as on 01.04.2020. The same needs to be revised at current DA rates.

It was informed that the revision of the outdoor ceiling is a policy matter and suggestion of Association has been noted to explore the possibilities on what best can be done.

9. Implementation of Sabbatical Leave in BSNL:

The association stated that the many organisations including MTNL have this facility where employee can go on sabbatical leave. This facility may be implemented in BSNL also.

It was informed that management has noted the issue raised by association.

10. Revision in TA/DA and other allowances, restoration of LTC and provision of Laptops to executives across all the cadres not restrict to higher officers.

The association demanded revision in TA/DA and other allowances at par with current market conditions, restoration of LTC and provisioning of Laptops to the executives across all the cadres and not to restrict the benefits to the select set of higher officers of organization. Increase in Mobile Set Reimbursement at par with market cost and the need of the organization.

It was informed that the suggestion of association has been noted.

On the issue of extending laptops to all executives, our suggestions were welcomed and Director HR informed that Corporate IT cell of BSNL CO shall be exploring the methodology to extend the same. Initially the policy for BSNL CO shall be issued which shall be replicated by field units thereafter.

11. Immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022

The association demanded immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer.

It was informed that Voluntary Group term Insurance (GTI) Scheme is continuing in BSNL and the case for extension is in progress.

Management side agreed for incorporating the same and assured that necessary action shall be taken for making it in place at the earliest. Association side insisted that amount should be at par with at least 5 years average salary of the executive who met untimely demise. Director HR assured that management fully appreciates the need for extending such Death Relief and all necessary action shall be taken to ensure that a handsome amount is extended as a part of death relief fund.

III. Other HR issues of importance:-

1. Status and information on the number of cancellations made after issuance of long stay transfers.

The association demanded BSNL issued long stay transfers last year for the executives on long stay basis. This association is in receipt of many complaints from its circle chapters that a majority chunk of the executives has either been retained at the existing places or their transfers have been cancelled on pick and choose basis. It will not be out of place to mention that in many of the cases it has been found that the reasons for retention or cancellation are beyond the scope of transfer policy. It is understood that such retentions and cancellations have been done simply by taking approval on files and hence making transfer policy redundant and irrelevant. Under such circumstances, the scope for any wrongful or vested interests cannot be ruled out. Association demands for a white paper on number of transfers done, retentions done, cancellations done and the reasons thereof to be placed formally in the meeting so that unnecessary apprehensions lying in the minds of all executives can be alleviated.

It was informed that regarding cancellation of transfer orders (issued on basis of long stay>26yrs), Transfer orders were cancelled i.r.o. 22 executives of Telecom Stream mainly on medical grounds.

Association side requested to extend equitable treatment for all the executives in this regard.

2. Streamlining the Attendance Management System and incorporating the changes to take care of the problems associated with the field units:

The association has been time and again raising the issue related to implementation of online attendance has been done in BSNL. The hasty implementation has created many practical problems in field units and the system needs a complete re-look. Feedback of the association with respect to this implementation should be examined and suitable changes in the system may be incorporated to make system more effective and robust.

It was informed that Online Attendance system is mere extension of attendance marking process. However, suggestions to make the system more effective, robust and catering to the requirement of field shall be incorporated.

3. Streamlining the IPMS System and incorporating the changes to take care of the problems associated with field units:

The association has submitted its input with respect to the IPMS implementation in BSNL. There are many associated issues which needs to be looked into specially with respect to target assignment and achievements. Feedback of the association with respect to this implementation must be examined and suitable changes in the system must be incorporated.

It was informed that Concerns raised by various associations regarding the targets have been addressed in worthy Director (HR) letter dated 30.01.2023.

However, to discuss the association's suggestions and apprehensions in detail, it was agreed to have a meeting separately on the issue with an assurance that all the genuine feedbacks shall definitely be taken care of.

4. Implementation of changed immunity guidelines midway through the recognition period must be stopped and Allotment of Quarter to majority recognised association:

The association stated that the Management has issued new guidelines with respect to immunity ignoring the inputs submitted by association. The guidelines are not in line with the specified procedure and the basic motto of REA has been defeated. Further to add to this, the implementation has been

made applicable mid-way through the recognition period which should not have been done. The rule cannot be changed midway. Changes if any should have been done after due consultations with associations and should have been made applicable after expiry of the recognition period. It was agreed that PGM SR will have a separate discussion to conclude on the revised immunity guidelines.

Further despite provisions and issuance of sanction order, admin cell has failed to allot the quarter to majority recognised association. Association has requested for allotment of Type-V quarter near to BSNL CO. The same may be accepted.

It was informed that regarding allotment of quarter to recognized association, recognized unions/associations are entitled for allotment of Qtr. up to Type-IV only. Vacant Qtr. list has been provided to AIGETOA. *Association side informed that no such list was provided and only after insistence a letter was shared on whatsapp. Further, the list shared by admin cell do not have any proper accommodation in Type-IV. Hence Type-V quarter must be allotted.*

Further AIGETOA request for crediting the Special CL at all levels for the OBs at CHQ, Circle and SSA level has also been agreed upon.

5. Ignorance of Welfare and Sports Board members from recognised association side:

The association stated that the decisions with respect to welfare and sports board are being taken unilaterally by management side without consulting recognised association representative in the board. Even constitution of the board has been changed without convening the meeting of the board members. Recently sports compendium has been issued without discussing with the board members. The concerned section should be strictly asked to adhere to the rules and regulations and meeting of the board should be convened regularly. Also reasons for deviation from the set practices may be enquired.

It was informed the agenda received from different Circles & Unions/Associations have been compiled and same are to be added in 12th meeting of BSNL Sports & Cultural Board with due approval of Competent Authority. Further, a committee was constituted by the Competent Authority to review the BSNL Sports Compendium. The recent BSNL Sports Compendium was issued based on recommendations of the constituted committee, duly approved by the Competent Authority.

It was informed that management have not modified any guidelines and only have made a compendium as ready reckoner for existing order. However, he assured that any changes/aberrations due to unintended typo mistakes shall be corrected. The meeting of Welfare and Sports Board shall be convened very soon.

6. Removal of freeze on deputation to outside organizations:

The association stated 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 to move to outside organisations also. Department should shy away from implementing the concept of bonded executives and open the deputation channel for executives fully instead of partial allowing to DOT and TRAI and that too for limited numbers. This creates discrimination within the organisation.

It was informed that Management has considered the requests from individual executives, Executive Associations in BSNL as well as references from DOT & TRAI and it has been decided that for the present temporary ban may be partially lifted to allow deputation of specified number of BSNL employees to DOT (being Administrative Ministry) and TRAI (being Sector regulator for Telecommunication Services). Accordingly, the brief guidelines have been issued with the approval of competent authority on 12.01.2023.

7. Processing of OTP cases in time, maintenance of waiting list, declaration of few areas of Uttarakhand as Hard Tenure and few areas of KTK Circle as soft tenure and calling for volunteers from executives for posting at circles facing acute shortage of staff.

The association stated that the OTP cases must be processed in defined timelines and the orders must be released in time to ensure proper planning by the executives to join at their new places considering various aspects like Academic Session of their kids etc. Processing of Long Pending Transfer Request cases from Karnataka Circle must be ensured this time. Waiting List of OTP cases should be published and the volunteers must be called for from the executives for posting at Circles facing shortage of staff. The much awaited orders for declaration of Hard Tenure Stations of Uttarakhand and Soft Tenure stations of Karnataka must be issued urgently.

It was informed that the OTP cases are being processed in time and also the waiting lists are being maintained for hard tenure stations. The Draft of policy suggesting few areas of Uttarakhand as Hard Tenure a, few areas of KTK as soft tenure and revision in guidelines of posting of BSNL employees in tenure areas has been attempted and the same is presently under active consideration and further directions of competent authority.

Association's suggestions with regard to OTP Process shall be considered and options for modifying of OTP application etc shall be extended. Association's suggestions with respect to calling of volunteers shall also be considered. Director HR also directed GM Pers to fix a time window for processing the OTP cases for BA, Circle and BSNL CO level. A brief window shall also be opened for the executives in the long stay transfer list so that they can apply afresh. Further cases of Karnataka shall also be considered with provisioning of suitable substitutes together so that circle can relieve the candidates without any hardships. Association also requested for extending a provision in the system wherein an executive select the station/territory also while applying for posting in Non-Territorial and Specialised Circles which was agreed upon by the management.

8. Declaration of 2nd and 4th Saturday as holidays in field units:

The association demanded that the administrative units are getting second Saturday as holiday. The same needs to be extended to other field staff also to maintain parity between the staff. The works of field units can be looked after in the similar way as being done on Sundays. As a special gesture to acknowledge the efforts of employees, 4th Saturday should also be declared as holiday in line with banks

It was informed that the management has noted the issue raised by association.

9. Extending the facility of Residential accommodation to employees

The association demanded for extending the Facility of Residential Accommodation to employees on the basis of license fee instead of crop policy especially to those posted at nearby areas and commuting up and down on daily basis from their place of work.

It was informed that management has noted the issue raised by association.

10. Issues related to Ludhiana SSA of Punjab Circle:

It was informed that management has noted the issue raised by association.

11. Formal Agenda meeting Issue:

The association demanded holding of Formal Agenda Meetings with recognised association in a timely manner and implementation of decisions taken in the meetings in a fair and just manner by management through regular follow up by SR cell with various other nodal cells dealing with the issues.

It was informed that management has noted the issue raised by association.

- 12. Waiting List in lieu of the SDEs OTP waiting list specially for tenure stations like J&K, AN, Assam, NE2 etc. Association also requested for withholding the relieving of Rule 9 executives till their Rule 8 applications are considered.**
- 13. Association Side requested for posting of regular BA heads and Regular Circle heads which was agreed to be considered by Management.**
- 14. Rotation of Executives at Sensitive posts: Association Side highlighted that the sensitive post orders are being misused by rotating the executives within the section which is thus defeating the vary purpose of such orders. Hence there should be a change of section and not the chair to avoid any undue advantage to any executive who is posted for long on sensitive posts**

Development and Organisation related issues of BSNL

- 1. Status of launching of 4G Services in BSNL and plan of 5G Rollout thereafter.**

It was informed that:

(a) Status of launching 4G Services in BSNL

In line with Atma-nirbhar initiative of the Government, BSNL was directed to deploy Indian 4G stack. BSNL floated the Expression of Interest (EOI) on Jan., 2021 for the Proof of Concept (PoC). The PoC has been completed with few pending points. BSNL has issued the Purchase Order for 6000 sites for 4G roll outs in 31.03.2022 and another purchase order of 6000 sites on 25.07.2022. Thereafter, BSNL has floated the tender in October, 2022 for its requirement of 01 Lakh 4G sites.

(b) The Technical Committee of DoT, Inter-alia recommended for 4G equipment with 5G upgradability. However, in accordance to the recommendations of Technical Committee of DoT, the 5G NSA upgrade has been kept as deferred feature which will be deployed after one year from the commissioning of 4G equipment.

Further, Government has reserved the spectrum for BSNL for its 5G services while conducting the spectrum auction in July 2022 for which DoT has already given administrative approval for reserving the following 5G Spectrum for BSNL :

10MHz (paired) i.e., 612-622/663-673 MHz

40MHz i.e., 3630-3670 MHz

400 MHz i.e., 24.25-24.65 GHz

- 2. Laying of new OFC routes with armed cable**

It was informed that the same is under process and enough armoured cables shall be made available to circles.

- 3. Immediate procurement of CPAN/OTNs/BNGs/Core Network elements**

It was informed that the issue is already in process and Circles shall not feel any shortage of all such equipment's. Issues if any can be brought to the notice which will be taken care of suitably.

- 4. Battery Supply to the BTSs & Installations is still very poor.**

It was informed that issue is being taken at top priority and conditions have been improved.

- 5. Implementation of Crop Policy & renting out of high commercial value buildings of various circles and headquarter.**

It was informed that they are aggressively following the Monetisation of assets and renting of high commercial buildings. However it was intimated that management is not in favour of renting out the

landmark buildings which may lower the image of BSNL. *Association side however insisted on exploring the possibilities as it will result in garnering good revenue for BSNL.*

6. Review of the revenue spent on VAS and other project of BSNL and audit of all projects initiated by BSNL Vs-a-vis the CAPEX incurred, OPEX Spent Associated Revenue and the Profit earned.

Following was informed that:

"Review of the revenue spent on VAS and other projects of BSNL and audit of all projects initiated by BSNL vis-a-vis the CAPEX incurred, OPEX spent, associated revenue and Profit earned"; In this context, it is submitted that presently none of VAS Projects are on CAPAX model. In fact, VAS services are being provided on revenue share basis (OPEX model) through VASPs/Vendors which are empanelled through open policies, except for the provision of PRBT and DLT services, which were selected through an EOI/tender (specialized services). Moreover, it is mentioned that Nodal Circles have been designated for implementation and revenue share payment to the VASPs/partners.

7. Problems related to Cluster Policy

It was informed that issues have been addressed. Association was asked to further submit their feedback which will be duly examined for suitable corrective action.

It was informed that the problems faced/ clarifications from Circles regarding Cluster Outsourcing Policy are resolved as and when required.

8. Issues related to maintenance of outsourced network maintained by M/s Fastway in various Circles.

It was informed that there is no pending issue/ clarification asked from Circle related to Cluster Outsourcing Policy as on date.

9. Issues related to C Top up Audit in circles :

It was informed that PGM (CA) has noted the issues raised by association.

Worthy Director (HR) concluded the meeting by thanking all the members of the association for peaceful discussion and their positive attitudes. Meeting ended with positive note.

This is issued with the approval of the Competent Authority.