



VANDEMATHARAM

Mobile No 09415000770

BHARATIYA TELECOM EMPLOYEES UNION (BSNL)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh & ITEF)

CHQ-53-A, Visheshwar Nagar, Alambagh, Lucknow-226 005 (Uttar Pradesh)

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No: BTEU(BSNL) /Agenda/2015

Dated the 26th October 2015

To Shri Shameem Akhtar,
Pr General Manager(SR)
BSNL Corporate office
New Delhi

Subject: Meeting with Director(HR) on staff matters.

Reference: BSNL CO ND Letter no BSNL/20-5/SR/2015, Dated 13.11.2015

Sir,

A kind reference is invited to your office letter cited above. In this connection it is to intimate that the scheduled meeting between Director (HR) BSNL Corporate Office and the Bharatiya Telecom Employees Union (BSNL) is on 22.12.2015. The agenda for the said meeting is enclosed herewith for your perusal and further necessary action please.

Thanking you,

Yours faithfully,

(R.C.Pandey)
General Secretary

1.Reduction in pay of Sr.TOA(Restructured cadre) as a result of promotions under NEPP

Non Executive Promotion Policy (NEPP) in BSNL was introduced in March 2010 for all non executive employees in BSNL. Before introduction of NEPP all the officials in restructured cadres of Sr.TOA/TTA/TM were promoted on post based promotion policy to Restructured pay scales. But all these officials working in restructured pay scales were down graded to non restructured pay scales under NEPP. Due to this, various anomalies and other complications have arisen. An example of this anomaly is that officials in the Sr.TOA cadre were given 1st upgradation w.e.f 1.10.2004 who were in the pay scale of Rs.5700-160-8100, actually they are all eligible for promotion to the next higher restructured pay scale of Rs.7100-200-10100, instead of this pay scale they are fixed in the pay scale of Rs.6550-185-9325 (Pre restructured pay scale). In order to rectify this it is requested to get the issued examined with reference to the restructured cadre guidelines and upgrade them to restructured pay scales with immediate effect.

2. Change of Designation of Non Executive Employees in BSNL :

The Designations of non executive employees remain the same ever after 15 years of formation of the BSNL. Many an attempt was made to change the designations but the same could not be achieved. The committee constituted for this purpose took a very long time and recommended certain changes but the same are yet to be implemented. We therefore urge the management to notify the changes proposed by the committee in the matter of TTA, TM & RM immediately and with regards to Sr.TOA cadre, the designations of Sr.TOA in the Grade of NE 11 and below should be suitably modified so as to assuage the feelings of the Sr.TOAs.

3.Regularisation of services of Jr Accounts Officers working on officiating basis:

It is brought to our notice that about 100 officials are presently working as Officiating Jr.Accounts Officers in BSNL in various circles. Their case for regularisation was taken up by this union with the management at various levels. All these officials are officiating in the cadre for the past 10 to 15 years and also are having working experience in BSNL in the JAO cadre and have time and again proved that there are on par with the officials who are promoted to the cadre on regular basis and also performing key and complex functions in various offices in the BSNL circles. All these officials have passed the JAO part I examination which was conducted in descriptive nature quite long back from the years 2002 onwards but could not come out successful in the Part II examination for various technical reasons such as wrong evaluation of their answer scripts etc. All these officials have also crossed the minimum pay scale of the JAO cadre and there would not be any financial burden on the company in case they are regularised now in the cadre. These officials will also not have any claim for seniority in the cadre as they will rank en-block junior to the officials who are working at present. It is requested that the case may kindly be considered on sympathetic grounds as the JAO examination was last conducted in the year 2012 as per the old scheme and no new examination has been announced so far. **All these officials are also willing to work in any circle where there are vacancies particularly in the hard tenure circles such as NE & J&K Circles.** It is therefore requested to see that these hapless officials are given a ray of hope by regularising them.

4. Regularisation of the services of Casual workers in the field units.

There are several Casual Mazdoors working in various circles in the field. These officials could not be regularised so far for various reasons. At the time of formation of the BSNL, the casual mazdoors working as on 30.9.2000 were to be regularized and on the basis of the instructions issued by the DOT at that time some of them were regularized but still a few could not be regularized for various administrative reasons. The corporate office has collected the details of such of these employees from time to time and has made efforts to regularise their services. In the mean time some of the employees have approached various courts and got orders in their favour and are also regularised. In some cases, the court also gave conflicting orders regularising the services of a few even though they do not fulfill the eligibility conditions. In view of the above it is requested to take a policy decision to regularise the services of such of those employees who are working casual basis as per the details already available in the corporate office.

5. Award of grace marks to the officials who have failed in the JAO / JTO Examinations:

a) **JAO Case:** The Departmental examination for promotion to the JAO was last held in the month of December 2012 and from a perusal of the results it appears that gross injustice was done to the officials in the matter of correction and as well in the questions set. The key released by the management has several discrepancies. This issue was highlighted by all most all the candidates who have failed in the examination and also by this union from time to time in various fora. No remedial action has been taken. The pass percentage in many of the circles is very low. Particularly in AP, Bihar, Gujarat & Rajasthan Circles. In Rajasthan circle the problem in evaluation was regarding officials answering the paper in Hindi and their scripts not being evaluated properly. For example in the AP Circle only 19 officials have passed in the examination whereas 500 officials have appeared and the vacancies that remain unfilled are in huge numbers. Many of the officials have failed in the examination by just 1 to 5 marks. This union has requested the management to award grace marks so that a large number of vacancies can be filled up as this is the last examination under the existing pattern. In the first instance, the JAO examination is not being held in time resulting in severe discontentment amongst the employees. This is the only avenue of promotion to the Sr.TOA cadre. It may not be out of place to state here that the management vide letter No 250-2/2009-Pers.III, Dated 1.6.2009 have given a relaxation of 10% of marks in the aggregate in respect of the TTA Direct Recruitment examination held in the year 2008 in view of poor results. When such a dispensation can be extended to the examinees under out side quota what prevents the management from showing such favour to its own employees. Further most of the employees are sufficiently senior enough and would not get much financial benefit except change in their status from Non Executive to Executive cadre.

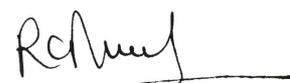
b) **JTO Case:** The Departmental examination to the cadre of JTO was last held in the year 2013 under 15% and 35% quota after a huge gap of more than 12 years. In the said examination, there were several discrepancies in the matter of setting of question papers, evaluation of the answer scripts etc in Part A and B. There is wide spread discrepancies in the matter of setting of the question paper, evaluation of answer scripts etc in various circles particularly in Bihar and Andhra Pradesh Circles. The matter was brought to the notice of management and also the Hon'ble MOC from time to time. It is requested that the matter

may kindly be got reviewed and justice done to the officials as the examination was held after a gap of more than 12 years.

6. Loss wages on account of Promotions under NEPP – case of TTAs:-

Most of the senior officials who were promoted from TM to TTA between 01-05-2007 to 01-10-2011 have been granted their 1st up gradation from their particular date of Promotion as TTA. Due to this they did not get any benefit of Non Executive Promotion Policy (NEPP) because their post based promotion by passing through LICE itself was treated as 1st up gradation. While other junior officials were promoted from TM to TTA w.e.f. 05-11-2011 (Exactly 4 years after their Senior) have been granted 1st and 2nd Up gradation on 01-10-2004 & 01-10-2011 respectively. Thus these juniors got benefit of NEPP by getting extra increment of 1st and 2nd up gradation. Just after one month of getting 2nd Up gradation, these juniors were promoted as TTA (i.e. 2nd Up gradation on 01-10-2011 & TTA Promotion on 05-11-2011). In such type of cases Junior are drawing more pay than their Senior. In future most of senior will retire before 2022. As seniors got 2nd Up gradation in May-2014, they would not get third Up gradation while Juniors would get third up gradation in 01-10-2019. Again Juniors will go ahead of their seniors. Hence the Seniors should get benefit of pay protection as compared to their Juniors and pay of seniors should not be less than their Juniors. The following illustration is given please.

Sl.No.	Particular of Service History	Person A	Person B
1	Date of appointment	13-09-1991 (Telegraph Messenger)	13-09-1991 (Telegraph Messenger)
2	Promoted from Telegraph Messenger to Tele. Mech.	15-05-1995	08-06-1996
3	Promoted from TM to TTA	14-05-2007	05-11-2011
4	1 st Up gradation under NEPP	14-05-2007 (Same date as per Sl.No.3) Post based promotion from TM to TTA through passing LICE was treated as 1 st Up gradation	01-10-2004
5	2 nd Up gradation under NEPP	14-05-2014	01-10-2011
6	3 rd Up gradation under NEPP	14-05-2022 (This Up gradation will not get because officials will retire by 2022)	01-10-2019



(R.C.Pandey)
General Secretary