



Vandemataram

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## 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)/Memorandum/2018

Dated the 9<sup>th</sup> June 2018

To  
The Chairman & Managing Director  
BSNL  
Bharat Sanchar Bhavan,  
New Delhi-110 001.

Subject: Memorandum on Issues concerning Non Executive employees – Launch of Agitation programme by BTEU (BSNL) – reg..

Sir,

The Bharatiya Telecom Employees union (BSNL) an affiliate of the Bharatiya Mazdoor Sangh has been taking up the issues concerning the Non executive employees in the past through various fora for their redressal. However, the management has not acted upon on any of the issues and the entire cadre of Non executive employees feel demoralised and a spell of discontentment is prevalent on the entire cadre.

The National Executive of the union met on 26<sup>th</sup> and 27<sup>th</sup> May 2018 at Surat Gujarat and discussed the issues enclosed at annexure, threadbare. It was unanimously decided to launch a trade union action for the immediate settlement of these issues through the following programme of agitation.

- |    |   |            |
|----|---|------------|
| 1. | Dharna / Demonstration at SSA level on                | 29.06.2018 |
| 2. | Dharna at all Circle Head Quarters on                 | 23.07.2018 |
| 3. | Day Long Dharna at BSNL Corporate office New Delhi on | 06.09.2018 |

This is for your kind information please.

Yours faithfully,

Encls: Annexure containing demands.

(R.C.Pandey)  
General Secretary

Copy to:

1. All CHQ Office Bearers/Circle Secretaries BTEU BSNL for information and necessary action
2. General Secretary Bharatiya Mazdoor Sangh, Deen Dayal Upadhyaya Marg, Nww Delhi for kind information please.

## ANNEXURE

**1.Upgrade pay scale of Sr.TOA's:-** At the time of formation of BSNL it was promised in the Cabinet Note to upgrade the pay Scale of SR TOA. However, the same has not been done and on the other hand with the implementation of NEPP, the pay scale of Sr.TOA has been further down graded and a large number of Sr.TOAs are down graded to a lower pay scale and are suffering due to loss of wages.

**2.Stagnation of pay in respect of Asstt Telecom Technicians & in the cadre of OS:** Consequent on grant of IDA @ 78.2%, a large number of Group D officials to be precise about 45000 and odd are facing stagnation for the last several years and now the entire cadre of SR.TOA is facing the stagnation syndrome. All these officials are facing loss of financial benefit as they are not earning any increments for the past several years. It is demanded that due weightage should be given to such of those officials who are stagnating at the time pay fixation in the next wage revision by granting them increments that they have lost due to stagnation.

**3.NEPP:--** Non executive promotion policy should be for every 5 years and compulsory 5 promotions for each NE cadre without taking Post Based promotions into consideration should be granted. If the official doesn't get 5 promotions the official should be given one increment before one year of his retirement with all benefits.

### **4.Reduce Residency period for promotion to NE 12 grade from NE 11:**

The non-executive promotion policy was introduced in BSNL in March 2010. According to this policy the employees are to be upgraded to next higher pay scale after completion of 8 years of stay in the lower cadre. Subsequent to this, the BSNL management has introduced a new Pay scale called NE-12 vide BSNL Lr.No.BSNL/39-3/SR/2006/Vol.III dt.8.9.2010. While introducing this pay scale the residency period in the lower scale has not been changed. The result is that only about 1% employees could be promoted in the first instance. The next Cycle of promotion would be in the year 2019 i.e. after completion of 8 years of residency in the NE 11 Pay Scale for the officials who got into this scale in 2011. By the year 2019 nearly 90 % of the employees in NE 11 grade would retire from service. The union requests for reduction of residency period in NE 11 Pay scale to 4 years as a one time measure so that most of the employees get a chance to move into the NE-12 pay scale and there will not be much of a financial burden in this regard as all most all the officials have reached the pay scale of NE 12. Keeping in view of the above, it is requested to reconsider the residency period separately for the Non-Executive officials recruited in DOT but absorbed in BSNL and formulate and issue a separate set of instructions to BSNL absorbed employees taking into consideration of service rendered in DOT.

**5.Case of RTP officials-** As per judgement of Hon'ble CAT, Chandigarh & Hon' ble Punjab & Haryana High Court, Chandigarh in the case of Postal RTP employees - request for grant of same pay & allowances at par with regular TO/TOAs to those who rendered as RTP TO/TOA in Telecom Department. In the decade of 1980 (1980 to 1985) the then P&T Department had recruited group 'C' staff in the cadre of TO/TOA on the basis of RTP (Reserved Trained Pool) after observing all the formalities like regular TO/TOAs, even to this extent that their employment card were also deposited with the employer department i.e. DOT and thus they were unable to apply in other departments. During the period of RTP they discharged their duties at par with regular TO/TOAs but in the name of wages they got a meagre amount like a daily wage worker and not paid at par with regular TO/TOAs. Later on they were given regular appointment from prospective date. At the same time and on the same ground the P&T department had recruited Postal Assistants as RTP. A great relief has been given to such RTP Postal Assistants by the Hon'ble CAT Chandigarh in OA No. 788/HR/01 dated 31.10.2003

and Hon'ble Punjab & Haryana High Court, Chandigarh in CWP No. 1466-CAT / 2004 dated 18.02.2014 with the order of full pay & allowances as well as regular service/seniority like regular Postal Assistants

**6. Review results of JE Departmental Exam :** The last JE exam was held on 28.1.2018. A large number of questions numbering more than 40 are either out of syllabus or are of a very high standard were given. The exam was also conducted on an on line format. The pass percentage in the country is just about 1%. It is requested that the results be reviewed and grace marks awarded for all the questions found to be out of syllabus / wrong / of high standard. Further the system of On Line examination for JE cadre may be withdrawn.

**7. Review results of JAO 10% examination held in 2016.** The results of the JAO 10% examination held in 2016 should be reviewed due to discrepancies in the question paper.

**8. Promote all left out officials who have qualified in the JAO 40% examination held in 2016.** Some of the officials who have qualified in the JAO 40% Examination held in 2016 could not be promoted due to lack of vacancies in some of the circles. All such officials should be promoted to JAO cadre immediately.

**9. Relax service condition to 3 years & educational qualifications for appearing in the JTO LICE.** At present the eligibility for appearing in the JTO LICE is 5 years. Now that there are no eligible candidates to appear for the examination it is demanded that the eligibility should be reduced to 3 years of service. Further the educational qualifications in case of Promote JE.s who wish to appear for the JTO LICE should also be relaxed.

**10. Relax educational qualifications for promotion to TM & TTA cadre:** The educational qualifications for promotion to the Telecom Technician and Jr Engineer cadres should be relaxed by allowing officials without requisite qualifications to appear in the examinations.

**11. Regularization of all Casual Workers:** - All the Casual workers who are on rolls as on 1.10.2000 and who could not be regularised at the time of formation of BSNL may be regularized and in the meantime they may be given wage rate as per 7<sup>th</sup> C.P.C recommendations. Further the period of service rendered by the Casual Mazdoors in DOT./BSNL should be counted for the purpose of Pension etc.

**12 Pay Scale of Hindi Translators:** - Pay scale of Jr. /Sr. Hindi Translators working in BSNL may also be revised / upgraded as per recommendation of 6<sup>th</sup> Pay Commission report as the case of Hindi Officers/A.D. (Office language) is under active consideration in BSNL on the same guide lines of 6<sup>th</sup> C.P.C.

**13. Repatriate all Group C employees working in AP Circle Office at Vijayawada to parent circle** i.e. Telangana by establishing a permanent set of staff for the new CGMT office at Vijayawada by calling of options from AP and Telangana circles as a one time measure.

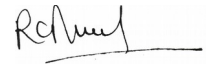
**14. Compassionate Ground Appointment.** Procedure of compassionate ground appointment may please be simplified and complicated point wise system may please be abolished.

**15. Amendment in Rule 37A:** --CCS Pension Rule 37A is to be amended in such a way that pension revision should be automatic as and when done to central government pensioners and the date of effect should be the same as in the case of Central Government employees.

**16. Wage negotiation should be done** with all the recognized unions who got more than 2% votes in verification as this will be the last wage revision for more than 90% of the present staff.

**17. Pay anomalies created at the time of formation of BSNL** are being delayed for decades in the name of knowing the expenditure details. The Honorable High Court of Kerala and Madras have already given Judgement in favour of employees and the same should be expedited without any further delay.

**18. Restore Without Voucher Outdoor Medical Treatment Facility and Leave Travel Concession to all Non executive employees,**



**(R.C.Pandey)**  
**General Secretary**