

01. Important unresolved problems of the Circle:-

(a) Unacceptable provisions in Revised BSNL Transfer Policy:-

1. Increasing the tenure of transfer period of soft tenure station from two years to three years which contradicts to the Govt.'s transfer policy provisions. Soft tenure should be changed to Two years instead of Three years.
2. Para II (d) i.e. "the Executives being posted in Soft Tenure from within the Circle may not be allowed to revert to the same SSA from where they were transferred, at least for one post tenure" which has defeated the very purpose of dealing with soft tenure stations. Para II (d) should be omitted.

(b) Declaration of Nagaur SSA & Pratapgarh District of Rajasthan as Soft Tenure Station:-

Nagaur SSA & Pratapgarh District are having a very difficult Geographical condition and bear the same difficult living conditions which are there in most of the already declared Soft Tenure stations of Rajasthan. These areas are very unpopular and always bear the shortage of Executives. By declaring these Soft Tenure station Executives will be motivated to go there on transfer.

(c) Counting of Residency Period from 1/10/2000 of PAs/PSs: - In accordance to the BSNL HQ

letter No.400-61/2004-Pers.I (Pt) Dated 23-08-2011 the benefit of counting of residency period w.e.f. 01-01-2000 has been extended to those who were made PAs w.e.f 01-01-2004 by restructuring. Controversial/Confusing guidelines are being issued by BSNL HQ on asking the clarification. Therefore, in some circles the orders have been implemented while Rajasthan Circle has denied to extend the benefit to PAs.

(d) Review of Inter Circle transfer of Executives on direction of CVO – SDEs appearing in ODI list:-

Seventeen SDEs of Rajasthan Circle, who have been transferred out of circle on ODI list vide BSNL Corporate Office letter no.21-01/2010-Pers.II dated 23/4/2010. One ODI transfer order out of these seventeen orders was heard & quashed by CAT Jodhpur in view of that the ODI list prepared long back & case was very old. CAT also mentioned in judgment that officer himself bear the TA/DA expenditure to attend Court/Inquiry Proceeding & whole proceeding will delayed due to Zonal transfer. We request CHQ to pursue the case at BSNL Corporate Office for reviewing these transfer orders in view of the recent CAT Jodhpur decision. The copy of the judgment already available with CHQ. The Gazette of India notification for preparation of agreed/ODI list already submitted to CHQ as detail

1. Agreed/ODI list is applicable for Public servant of Gazetted status as per CVC guidelines issued vide letter no.263-23/2005-O&M/115 dated 05/09/2005 endorsed by CVO, BSNL vide letter no.21-9/2009-VM-II/VA (part-i) dated 15/12/2009 in which at page no. 4 also categorically mentions that ODI list is prepared for above the junior management level for PSU's.
2. Agreed/ODI list should not be applicable on Executives of BSNL as they don't bear "Public servant of Gazetted status".
3. As per CVC office order No.37/10/07 dated 18/10/2007 (The Gazette of India) clearly indicates that Agreed/ODI list to be prepared for E-7 scale and above for PSU's.

The CHQ is again requested to pursue them with full force for resolving the matter earliest as per the above guidelines.

(e) Acute shortage of Executives in Rajasthan Circle in respect of other: About 42% Executives posts are filled up in Rajasthan Circle which is very less comparing to many other Circles. Therefore out of Circle transfer of Executives from Rajasthan should be stopped.

(f) Anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale on implementation of 2nd PRC- modification of the orders:- Violation of Fundamental Rules. Anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale on implementation of 2nd PRC has been clarified by BSNL CO vide letter no. 2-8/2009/PAT -BSNL dated 23-9-2009. Now, for some unknown reasons, the above order has been revised as per the letter no. 2-8/2009/PAT -BSNL dated 14-6-2010, which now provides for stepping up of pay of the senior to that of junior with the same DNI as that of junior, **instead of antedating the increment**. The revised clarification not only creates serious anomaly but is in contravention of the Fundamental Rules, which guarantees grant of one increment (presently 3% of the pay) after every 12 months of service in a particular pay scale. This provision guaranteed under the Fundamental Rules has been ignored while issuing order vide letter no. 2-8/2009/PAT -BSNL dated 14-6-2010 resulting in huge loss to the seniors in violation of existing FRs.

02. Other Issues/Demands:-

- (a) ITS Absorption:** - The process of ITS absorption is again started & a certain date has been fixed to complete the absorption process. The ITS absorption is important issue & will decide the future of the company. We request the august house to discuss the issue thoroughly & decide the future line of action in this long pending & heart burning issue.
- (b) Regularisation officiating JTO's:-** The various Hon'ble courts have directed that the fixation of pay of officiating JTO's should be done according to FR22 (1) (a) instead of FR-35. It clearly denotes that these JTO's are entitled for benefit available to regular JTO's. To resolve the problem in right perspective such JTO's should be regularised against the post of JTO's with effect from the date from which individual JTO is officiating to reduce the problem amongst number of JTO's who are front runner in customer service area.
- (c) Regular DPC:** - Regular DPC for promotion should be conducted to fill up the vacant posts from JTO(C/E/T) to SDE (C/E/T), JAO / AAO to AO, SDE (C/E/T) to STS, AO to CAO, EE/DE/CAO to JAG. A large number of posts are lying vacant in these cadres. Getting removed all legal hurdles DPCs should be got conducted immediately.
- (d) Transparency in booking of IQs:** - Most of Executives are facing great difficulties in getting an IQ booked. Therefore, it is suggested that either the booking of IQs should be incorporated with HR package or a separate Internet based system should be introduced for handling of all the Inspection Quarters at different locations. This will ensure a fair handling of all the IQs in the BSNL.
- (e) Ban on unnecessary Transfer & Posting of ITS Officers:** - As we know that issue of absorption of ITS, is to be resolved by 30-9-2012 as per directive given by Hon'ble court. In the mean time transfer & posting of ITS officers, who are not absorbed, should not to be done to save expenditure. BSNL management is issuing transfer & posting orders of ITS officers on regular basis resulting loss to BSNL as company has to pay several allowances on these transfers. It is my submission to stop this practice till 30-9-2012 and save the money which we are earning due to our hard work.
- (f) Transfer should be at company cost on completion of 2 year stay:** - Transfer after performing duty for more than 2 years at a station should be done on Company cost.
- (g) Financial benefit should be given on officiating promotion:** - Officiating is a form of Promotion and involves full higher responsibilities hence modification in EPP should be done and additional allowance should be given for additional responsibility. In case of Look After arrangement it should also be applied

- (h) **Extending the Executive Health Checkup Scheme to Every Executive:** - Executive Health Checkup Scheme circulated vide OM BSNL/Admin.I/15-1/07 dt 15-01-2010, 05-04-2011 is at present extended to officers of SAG level (50 years and above age) and above and their spouses vide OM dated 24-04-2012. This scheme should be extended to every executives as the Executives below SAG bears more stress and physical exercise.
- (i) **TA/DA rates should be enhanced:** - TA/DA rules needs to be reviewed in comparing with 6th pay commission recommendations and rates may be increased.
- (j) **Promotion of Diploma Holders Engineers:** - Diploma Holders Engineers should be given proper promotion opportunity.
- (k) **JAO to AAO promotion to be treated as Post Base:** - Orders issued by the BSNL Corporate Office New Delhi vide No. 4-8/2012-SEA dated 06-08-2012 needs further review as promotion from JAO to AAO was 'POST BASED'. Posts of JAO & AAO were identified, groups are different ie. JAO Non-gazetted Group 'B' and AAO is Gazetted Group 'B' & promotions were given All India level DPC.
- (l) **Grant of 5 extra increments to the JAOs/JTOs:** - Grant of 5 advance increments to Departmental JAO/JTOs at par with direct recruited JAO/JTOs. This item stands taken by CHQ with BSNL Management but not yet resolved.
- (m) **All regular CAOs should be considered as qualified for promotion to DGM:** - All the regular Chief Accounts Officers may be considered for promotion to the post of Dy.GM on adhoc basis dispensing with minimum service condition. At present CAOs who have completed 4 years of adhoc & regular service in STS grade as on 01.01.2012 have been made eligible. Thereby about 25 senior officers are not being considered for promotion. It is demoralizing situation, against natural justice and causing heart burning to the members of the association therefore needs immediate intervention of CHQ.
- (n) **APAR reviewing authority should be from the same stream as in earlier practice:** -

CONCLUSION:

I am thankful to Com. Prahlad Rai, our beloved General Secretary for his untired support, valuable guidelines and all time availability. I am also thankful to other CHQ office bearers who are always behind us for boosting up our moral and always spare their time in every event arranged by AIBSNLEA Rajasthan. I am also thankful to Gujarat Circle for arranging a great & memorable CWC meeting here at Ahmedabad.

Thanks to all of you for patient hearing.

**AIBSNLEA - UNITY - ZINDABAD
LONG - LIVE - AIBSNLEA**

Yours Sincerely



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