



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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RAJASTHAN CIRCLE, JAIPUR

(Registration No. S-44528 of 2002)
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No.: AIBSNLEA/RAJ/MEMO/2012-14/2

Dated at Jaipur:-22-12-2012

MEMORANDUM

To,

Hon'ble Shri K.C.G.K.Pillai

Director Finance

Bharat Sanchar Nigam Limited,

New Delhi

Sub:- **Memorandum listing out the demands/grievances of Executives' of Rajasthan Circle which needs immediate favour.**

Respected Sir,

On behalf of All India Bharat Sanchar Nigam Limited Executives' Association, Rajasthan Circle we hearty Welcome and felicitate you in the historic 'Pink City' Jaipur, the capital of the Great & Glorious Rajasthan on your benign presence. Your esteem presence will definitely circulate a mind blowing energy within all of us to fight with the present crisis of BSNL. We the members of AIBSNLEA are always committed for excellence of Telecom services to the customers keeping them delighted.

Encashing the occasion we would like to draw your kind attention towards following few demands/grievances of the Executives of Rajasthan.

01. Pressing issues 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, Chittorgarh & Churu SSA of Rajasthan as Soft Tenure Station:-

Nagaur, Chittorgarh & Churu SSA 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) **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.
- (e) **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.
- (f) **Withdrawal of DoT Order for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists** - Implementation of Hon'ble CAT, Jodhpur Bench, Jodhpur judgment in OA No-273/2010: We apprised Secy(T), DoT and also CMD, BSNL regarding Hon'ble CAT, Jodhpur Bench, Jodhpur judgment in OA No-273/2010, wherein the inter- Circle transfer order issued on the basis of ODI list has been quashed and requested him for its implementation in all the cases. But DoT has not yet withdrawal the order.

02. Other Issues/Demands:-

- (a) **ITS Absorption:-** The ITS absorption is important issue & will decide the future of the company. Therefore, decision of Hon'ble Principal bench, CAT New Delhi should be honoured and contingency plan should immediately be prepared and implemented and non optee ITS should send to their parent department.
- (b) **Diary to Executives:-** Kindly arrange to withdraw the BSNL Corporate Office letter no. 4-5/2012-Admn.II dated 14.12.2012 and restore the provision of Diary to executives as it is important tool for the BSNL employees in their day to day work. We feel that an executive cannot perform his day to day duty properly without keeping day to day account in his diary.
- (c) **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.
- (d) **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.
- (e) **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.
- (f) **Transfer should be at company cost on completion of 3 year stay:** - Transfer after performing duty for more than 3 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 Check-up 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 SDEs of Civil/Elect./Arch Engineering wings:** - Diploma Holders SDEs of Civil/Electrical/Arch. Wing of Circle Engineers should be given proper promotion to the post of EE in BSNL as being given in CPWD.
- (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) **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 CAOs are not being considered for promotion. It is demoralizing situation, against natural justice and causing heart burning to the members of the association.
- (m) **Finalisation of E1A, E2A, E9A and E9B IDA pay scales:** BSNL Board approved the intermediate pay scales for JTO, SDE, CGM and ED and sent to DoT for approval. But the Internal Finance Cell of DOT has not cleared the proposal and now DoT has rejected the proposal and sent back to BSNL. We have requested to provide standard E-2, E-3 pay scales to JTO, SDE equivalent executives.
- (n) **Non-Post based time bound promotions:** BSNL should implement cadre hierarchy on every time bound promotion with change of designation and functional responsibility related to that grade. It will eliminate all seniority related pending court cases.

We are confident that your kind honour will certainly look in to the above mentioned issues for an early settlement. We also assure our best co-operation in your endeavour to bring back the BSNL to its old glory.

Yours Sincerely



(M.K.MORODIA)

Circle Secretary, AIBSNLEA

Copy to:-

- **Shri A.K. Bhargava**, CGMT, Rajasthan Telecom Circle, Jaipur
- **Shri Prahlad Rai**, General Secretary, AIBSNLEA CHQ, New Delhi-110001