

A note on the discussions / decisions of the National Council meeting, held on 23.06.2009

Highlights in the opening remarks made by Director HRD

Director (HRD) congratulated Com. V.A.N. Namboodiri, General Secretary, BSNLEU, for getting recognition again and assured his cooperation for the speedy settlement of staff issues.

He expressed with concern that the net profit of BSNL has got drastically reduced. He stated that BSNL's net profit may be around Rs.100 crore, for the financial year 2008-09, whereas the same was Rs.3009 crore during the last financial year, i.e., 2007-08. BSNL is in the fourth position as far as mobile market is concerned and it's market share is only 13% as of now, said the Director (HRD). However, he stated that BSNL has shown impressive performance in the broadband segment and has given 2.5 million connections in the last financial year, compared to the 1.5 million broadband connections given in the previous year. As of now BSNL's market share in broadband is 54% which is far above any private company. Director (HRD) further stated that BSNL's mobile capacity will be increased by 39 million lines this year, out of which 34 million lines will be in 2G and 5 million lines will be in 3G. The target for broadband connections for the current financial year is 2.5 million, he stated. Director (HRD) also expressed firmly that BSNL's revenue as well as net profit will increase during this financial year.

Agenda items

(1) Mobile connections and free calls to Non-Executives

Staff side demanded that all Non-Executives should be provided with mobile connections and free calls, irrespective of whether operational requirement is there or not. It was pointed out that facility is provided to even those Executives, in whose case operational requirement is not there.

Management side stated that the capacity position in mobile service has not fully improved and there are problems in certain areas. However, they agreed to make a redefinition of the term "operational requirement", so that more staff members can be provided with this facility.

(2) Reactivation of works committees

Staff side complained that in most of the SSAs meetings of the works committees are not being conducted as per the periodicity mentioned in the BSNL CO order on the subject. Further it was complained that the SSA heads do not have interest in conducting the meetings. After much discussions management side agreed to issue an effective guideline to the field units to reactivate the works committees.

(3) Non-settlement of pay anomaly

Staff side pointed out the inordinate delay in the settlement of pay anomalies and demanded that same should be settled without further delay, since the DoT is learnt to have informed BSNL that it could take it's own decision.

Management side stated that they could not find "representative cases" from among the cases of anomalies received by the Corporate Office. They also proposed one round of discussion with the union in the first week of July, on this issue. Staff Side agreed for this and also assured to give some representative cases.

(4) Inordinate delay in the implementation of promotion policy for the Non-Executives

Staff Side pointed out the acute delay in the implementation of the agreement signed between the staff side and the official side.

Management side replied that the scheme has already been sent to the approval of the DoT, and all efforts are being made to get it approved early. They also assured that the order on the promotion policy will be issued immediately after getting approval from the DoT.

(5) TTA exam – holding of pre-qualifying exam for the non-plus two candidates

Staff side demanded that pre-qualifying exam should be conducted for the non plus two candidates, for the LDCE quota of the TTA exam.

Management side strongly argued that there is no provision for holding a pre-qualifying exam as per the Recruitment Rules of the TTA cadre. They also stated that violation of Recruitment Rules would invite court cases.

After prolonged discussion, finally management side agreed to conduct a pre-qualifying exam, for the non-plus two candidates, as a one time measure.

(6) Review of the guidelines for Compassionate Ground Appointments

The staff side argued that the guidelines issued by BSNL CO, vide it's letter no.273-18/2005-Pers IV dated 27.06.2007, for Compassionate Ground Appointments, should be reviewed, since some of it's provisions are unjustified and deny opportunity to genuine cases. Moreover, two years are nearly over since the guidelines are issued and hence it requires a review.

Management side agreed for reviewing the guidelines.

(7) Acute delay in the clearance of CGA cases by BSNL CO

Staff side pointed out the inordinate delay in the clearance of CGA cases by BSNL CO and demanded effective steps for clearing the pending cases.

Management side stated that 700 cases are cleared by BSNL CO in the past one year and around 1000 more cases are pending. The demand of the staff side to clear the pending cases without further delay was accepted by the management side.

(8) Delay in the full fledged launching of BSNL's 3G service

Staff side pointed out that BSNL has failed to take advantage out of the early allotment of 3G spectrum and also failed to launch a full fledged 3G service throughout the country.

Management side replied that 5 million line capacity in 3G is going to be installed by the end of this year. (2009-10) BSNL will also start a full fledged 3G service by December, 2009.

(9) Holding of exam under LDCE quota for Telecom Mechanic cadre

The demand of the staff side to conduct exam, wherever vacancies exist, is accepted. Management side assured that notification for this exam would be issued within one month.

(10) Reduction of qualifying service to appear JTO exam under LDCE quota

In the earlier National Council meeting, an agreement was reached to reduce the qualifying service for appearing the JTO exam, under LDCE quota, from 10 years to 7 years. However, it was not accepted by the Management Committee. Hence, staff side raised the demand to reduce the qualifying service to 5 years. After much discussion, the Director (HRD) assured

that earlier National Council agreement of reducing the qualifying service to seven years would be again taken up with the Management Committee for a review.

(11) Personal upgradation of qualified TTAs into JTOs

Staff side demanded that the left-out qualified TTAs should be promoted as JTOs on personal upgradation basis. Staff side argued the case with full justification. Finally management side stated that it would take legal opinion for such personal upgradation.

(12) Declaring holiday on 14th April of every year, on account of Ambedkar Jayanthi

Staff side pointed out that BSNL is declaring 14th April of every year as holiday on account of Ambedkar Jayanthi. However, it was pointed out these declarations are made in the eleventh hour. Hence, staff side demanded that 14th April should be declared Holiday by BSNL.

Management side stated that they are following the Govt. orders on the subject. Hence, they agreed to refer the demand of the staff side to DoT for appropriate decision.

(13) Refund of the CPF contribution, recovered for the past period

Staff side demanded that the CPF contribution recovered from the employees, for the past period, should be refunded, as ordered by the Additional Central PF Commissioner.

Management side stated that BSNL had made an appeal in the court, against the order of the PF commissioner and hence the matter is subjudice.

(14) Provisional of Internal Quota in the Recruitment Rules for the cadre of Executive (Marketing & Sales) and Executive (HR)

Staff side argued for the provision of internal quota of the above recruitment rules. However, Management side replied that they had decided to drop the recruitment of the Executive (Marketing & Sales) and Executive (HR). They also assured to look into the demand of the staff side, if the recruitment is made in future.

(15) Conversion of the JAO Exam Part II into a qualifying exam

Staff side demanded that the JAO Part II exam should be converted into a qualifying one, as it was earlier. However, management side did not accept the demand. They also stated that the JAO Part II exam is going to be held shortly.

(16) Conducting of TTA exam under LDCE quota

Management side accepted the demand of the staff side, and stated that the exam would be conducted shortly, except in places where court cases are there.

(17) Closure of DTOs in Mumbai and Delhi

Staff side strongly demanded that the DTOs in Mumbai and Delhi should not be closed, but should be converted with Customer Service Centres. Staff side stated that our DTOs in these cities are situated in prime locations. BSNL customers coming to Mumbai and Delhi will be benefited if these DTOs are converted into CSCs.

Management side did not agree with the arguments of the staff side, giving the following reasons:-

- (i) Income through DTO/CTO operations are minimal and expenditure is huge.
- (ii) BSNL has incurred a loss of Rs.230 crore through DTO/CTO operations.
- (iii) Now a days franchisees and agents are available every where and are serving our customers.
