

Items for discussion in the 20th meeting of the National Council BSNL

1. Wage Negotiation for non-executives in BSNL

BSNL Employees are eligible for wage revision w.e.f.01.01.2007. In the case of Central Government Employees, the report of the VI Central Pay Commission has already been implemented. In the case of executives in BSNL and other PSUs the II Pay Review Committee has furnished its report four months back and is expected to be implemented at any moment.

But in the case of non-executives in BSNL, except an exploratory meeting, no formal meeting on wage negotiation has started. Already 22 months have elapsed and undue delay occurred.

The Staff side demands that discussion be started without further delay, so that agreement is reached at an early date. Since much delay has already taken place, Interim Relief of atleast Rs.3,000/- be granted.

2. Implementation of certain decisions of VI CPC for BSNL employees

Since Government of India has accepted the recommendations of VI Central Pay Commission and issued orders for revision of pay and allowances for Central Government employees, some allowances mentioned below are also applicable to BSNL Employees.

a) Revision of HRA:

As per pay revision of BSNL, the House Rent Allowance is applicable as per Central Government Employees. The Govt. of India on the basis of the recommendations of the VI Central Pay Commission has issued vide Regulations of Ministry of Finance (DOE), No. 2(13)/2008-E.II(B) dated 29.08.2008 granting enhanced HRA as follows:

Revised classification of Cities and Towns on population criteria	Revised Classification of Circles / Towns	Rates of HRA as a percentage of pay in the pay band, Grade Pay, MSP, NPA
50 lakhs & above	X (Earlier classified as A-I)	30%
50 – 5 lakhs	Y (Earlier classified as A, B-1 + B)	20%
Below 5 lakhs	Z (Earlier classified as C and unclassified)	10%

The same may be implemented early for BSNL employees also.

b) Washing Allowance

On the recommendations made by VI Central Pay Commission, Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training), vide F.No. 14/3/2008-JCA dated 11th September, 2008 has taken decision to revise the rate of Washing Allowance from the existing Rs.30/- per month to Rs.60/- per month for all common categories of Group C and D employees, who has been supplied with uniforms and it will automatically be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%. At present BSNL is paying Rs.30/- as Washing Allowance to common categories of Group C and D employees.

It is requested to implement the order to common categories of Group C and D employees working in BSNL.

c) Traveling Allowance Rules & Travel Entitlements within the country

The Govt. of India on the recommendations of the VI Central Pay Commission has issued order vide Ministry of Finance, Department of Expenditure O.M. No. J9030/3/2008-E.IV dated 23.09.2008.

A. Travel Entitlements within the country

Grade Pay (1)	Travel Entitlements (2)
Officers drawing grade pay of Rs.10,000/- and above and those in pay scale of HAG + and above	Business / Club Class by air/AC First Class by train.
Officers drawing grade pay of Rs.7600, Rs.8700 and Rs.8900	Economy class by air/AC First Class by train.
Officers drawing grade pay of Rs.5400 and Rs.6600	Economy Class by air/AC II Tier Class by train.
Officers drawing grade pay of Rs.4200, Rs.4600 and Rs.4800	AC II Tier Class by train.
Officers drawing grade pay below Rs.4200	First Class / AC III Tier / AC Chair Car by train.

Since BSNL is following the Central Government entitlements, the same may be implemented for BSNL employees also.

d) Enhancement of the quantum of Maternity Leave and introduction of Child Care Leave.

The Govt. of India on the recommendations of the VI Centre Pay Commission has enhanced Maternity Leave and introduced Child Care Leave vide Ministry of Personnel, Public Grievances & Pensions, Department of Pensionnel & Training No. 13018/212008-Este. (L) dated 11.09.2008 modified as follows:

- (i) The existing ceiling of 135 days Maternity Leave provided in Rule 43(1) of Central Civil Services (Leave) Rules, 1972 shall be enhanced to 180 days.
- (ii) Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that be granted in continuation with Maternity Leave provided in Rule 43(4)(b) shall be increased to 2 years.
- (iii) Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e. 730 days) during their entire service for taking care upto two children whether for rearing or to look after any of their needs like examination, sickness etc.

We request to implement the above order for the BSNL employees immediately.

e) Cycle Maintenance Allowance

Cycle Maintenance has been increased from Rs. To Rs. This be implemented for BSNL employees also.

3. Merger of 50% IDA for retired BSNL Employees

Merger of 50% IDA has been ordered and arrears paid to the BSNL Employees. It has been implemented earlier for government employees including retired officials.

But no orders have been issued so far to extend this facility to BSNL retired employees. It has been informed by DoT that the BSNL Board has to take a decision before the DoT can issue orders.

Much delay has already occurred. Immediate necessary action be taken, so that DoT can issue orders.

4. Rectification of anomaly in pension of BSNL employees retired within 10 months of their absorption in BSNL

Consequent upon formation of BSNL, employees working in DoT were absorbed in BSNL and their CDA pay scales were replaced by IDA pay scales w.e.f. 1.10.2000. This has resulted in increase of basic pay and decrease of DA. Since pension is calculated on the basis of average of last 10 months basis pay, such officials who retired from service during the period from October 2000 to June 2001 have been suffering from a peculiar type of anomaly. While 10 months average pay is calculated taking into consideration partly lower CDA pay and partly higher IDA pay. Similar type of anomaly was observed during implementation of 5th CPC, which has been restored by Govt. of India by taking into consideration revised pay notionally for the period earlier to crucial dates. This has also been done in the case of merger of 50% DA with basic pay w.e.f. 1.4.2004. Similar should be adopted to protect the Pay & Pension of employees retired during the period from October 2000 to June 2001.

5. Repatriation of BSNL staff to DoT

Executives and non-executive staff have been absorbed in BSNL w.e.f. 01.10.2000. But most of the Group-A officers (including ITS officers) are in Government service on deputation to BSNL. Dual policy is adopted in the case of absorption, which is not conducive to the efficient functioning of the organisation.

Hence, it is demanded that the non-executive employees be repatriated to government. Similar decision has been taken in the case of Prasar Bharti employees, by govt. of India.

6. Distribution and collection of phone bills – Engaging Telegraph Messengers.

Orders for Distribution and collection of phone bills of BSNL through line staff had been issued vide C.O. letter No. 2-1/2006-BSNL/TR/Pt dt. 12.09.2008 (TRF branch). The Telegraph Messengers in Telegraph offices are delivering Telegrams door to door in different areas around the clock. It is suggested that the Telegraph Messengers may also be engaged for Distribution and collection of phone bills.

7. Approval for filling up of vacancies against 10% absorption Quota in TTA.

As per provision laid down in TTA Recruitment Rules 2001, approval for 10% absorption was given to circles by BSNL corporate office for the recruitment year 2004 & 2006. The necessary approval /instruction may be given for absorption of 10% Quota for subsequent recruitment years also so as to enable them to absorb the eligible officials with required qualification.

8. Conversion of CTOs in to CSCs

Corporate office vide its letter No. 21.01.2008/T-I dt. 16.09.2008 called for suggestion /opinion about conversion of CTOs in to CSCs on the plea of gainful utilization. Even now most of the CTOs are providing all telecom facilities viz Sim card booking, sale of recharge vouchers, Top up cards, collection of telephone bills, issue of duplicate bills, commercial forms etc apart

from performing the original duty Moreover CTOs are providing legal documents for court purposes under Indian Telegraph Act. 1885. As such the CTOs may be allowed to function in the existing name.

9. Introduction 3G Mobiles in BSNL

3G Spectrum is already allotted to BSNL, while private companies will be allotted the same after tender, which is expected in December 2008 / January 2009 only. CMD BSNL had announced that 3G service in BSNL will be started by December 2008. Though only two months are left for the year to end, the Staff side is not aware of the progress made in this respect. The advantage BSNL has got through early allotment of 3G Spectrum be used quickly, effectively and efficiently.

10. Declaration of result of JAO (Part I) 40% Screening Test

The first notification of JAO Part-1 (40%) Screening Test as a one time measure was announced in 2003. The examination was rescheduled for nine times during the period. 1st Examination held on 29.05.2005 was cancelled and finally the second examination was conducted on 27.05.2007. Declaration of the result of the said examination was kept in abeyance due to court case at Allahabad. After lapse of one year also, no positive move is seen to declare the results.

The examination of 2007 is conducted for the vacancies of 2003. There are plenty of JAO vacancies in every circle due to the time bound promotion of the executives. Early necessary action is required to announce the results.

11. Regularisation of Temporary status mazdoors employed on compassionate ground.

11 Temporary status mazdoors who were engaged as Casual Labourers on Compassionate grounds consequent to judgement of Hon'ble High Court of Madras by Chennai Telephones with its approval of BSNL corporate office are yet to be regularized despite completion of the conditions stipulated for regularization of TSMs. The cases have been referred to C.O. by Chennai Telephones. Necessary approval may be given early.

12. Appointment on compassionate grounds

The present system of grading with bench mark of 55 points for appointment for compassionate appointments has resulted in gross injustice to many deserving wards of deceased employees. It is necessary that the bench mark points are reduced to at least 40 to enable the wards of deceased employees to get jobs. Additional Vacancies also be created to give CG appointments.

13. Payment of concessional telephone bills of BSNL officials in MTNL area

The issue has been discussed several times, but no satisfactory solution in found. Staff Side demands that the telephone bills be paid by BSNL as in the case of office telephones.

14. Deputation of NTR staff in corporate office

A good number of NTR officials are working in corporate office. Their salary and all service conditions are dealt by NTR circle only. They may be shown as deputation to Corporate Office with HQ allowance as given to executives.

15. 94, 95 facilities to WLL supplied to Telecom Mechanics

The above facilities i.e. 94, 95 be provided to the WLL supplied to Telecom Mechanics so that they are able to contact higher officers etc. in performance of their duty.