

### **33<sup>rd</sup> National Council meeting – a gist.**

The National Council meeting was chaired by Smt.Sujata T Ray, Director(HR). The Chariman emphasized the need for a conciliatory and balanced approach from both sides. She assured that all the committees and their reports will be personally monitored by her. Staff side President Com.Islam, in his remarks, opined that co-operation should be mutual. He said that PLI is a emotional issue as for as the employees are concerned and Management should pay Adhoc PLI since the committee report on PLI will take some more months. He also said that having released the JTO RR, management should also expedite the issue of JAO RR as this is also a long pending demand of the Staff Side. He also stressed the need for early sittings and finalization of the BSNL MRS review Committee. The shortage of materials in Circles was also pointed out by him. The Secretary, Staff side placed on record that the Government Policies alone is the reason for the present state of BSNL.

#### **Items :**

1. **Revision of guidelines for giving Compassionate ground appointments** : Staff side contended that CG cases due to deaths due to electrocution and accidents should be invariably considered. Management agreed for this. Staff side also wanted to change the parameters for CG cases in r/o sons and daughters and as well the parameters for CG appointments itself for which management said that it will examine.
2. **Granting of one advance increment to left out non executives who were appointed between 1.1.2007 and 7.5.2010** : Will be reviewed.
3. **No outsourcing of work without consulting the Recognised Unions** : Management said that Broadband outsourcing is done in a limited area and on experimental basis.
4. **Payment of arrears consequent to revision of wages based on 78.2% IDA merger** : It was said that BSNL will honour its agreement. It was said that already 2 letters were sent to DOT on this regard and one more letter will be sent shortly. The demand for HRA on 78.2% IDA will be examined.
5. **Implementation of payment of Gratuity act to Casual Labours in BSNL** : This is already under consideration and will be placed before the BSNL Board.
6. **Night free calls to rent free connections provided to employees and retirees** : Management agreed to examine.
7. **Recruitment Rules for TTA cadre** : Management wanted to the Staff side to give its concerns on new TTA RR within 2 weeks.

8. **Consolidation of SSAs into Business areas and its impact on employees** : It was said that all Pay rolls, Claims and Vigilance matters will be with Business Areas and Transfers will be within SSAs.
9. **Making MDF/Test Room landline number of Telephone exchange free for service** : Methods followed in Tamilnadu and Karnataka will be examined and decision taken.
10. **Circulation of calendar for holding departmental exams** : Calendar has been issued already. Modification if any needed will be done.
11. **Revision in rates for Uniform, etc** : Management said that rules of DOT are followed on the subject. Staff side wanted BSNL to frame its own Uniform Rules and Management agreed to examine.
12. **Uniform criteria for grant of HQs allowance in Corporate Office** : Management replied that no revision in criteria is needed.
13. **Recoveries due to mistaken payments** : Management said that no guidelines were received from DOT after the Judgment of the Honourable Supreme Court. However, it wanted the Staff Side to bring cases of extreme hardship to the notice of the Management.
14. **Encashment of Leave at the time of Retirement** : It was replied that payment of Leave encashment along with the last month's salary of the retiring employees has since been enabled in ERP. The problems in ERP with respect to TA advance and Medical advance was pointed out by the Staff side which will be checked by the Management and rectified.
15. **Lifting of the ban imposed on Rule 8 transfers in r/o Sr.TOA. TTA and TM cadres** : Management replied that no such ban exists.
16. **Revision of various allowances of the employees** : Citing the present condition, Management expressed its inability to review. When the DOPT order on Overtime allowances was quoted by the Staff side, Management agreed to examine that order on OTA.
17. **Implementation of assurances given in NC or Standing committee of NC** : Standing Committee to meet on 19.10.2015 and will review.
18. **Change of Designations of the left out non executives** : The Committee report on TTA, SrTOA and TM is being resubmitted to the Management Committee. It was agreed in principle to review the Designations of left out cadres also.