



BSNL

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## NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

C-4/1, Bangla Sahib Road (Baird Road), New Delhi - 110001

TF-2/2(a)

Dated:-26-06-2014

To,

The Secretary  
Staff Side  
of  
National Council  
(General Secy, BSNLEU)

**Subject:-** National Council items.

Dear Com.

We are enclosing herewith items of agenda for inclusion for August, 2014 National council meeting.

Yours fraternally

**(Chandeshwar Singh)**  
**General Secretary**

## **National Council Items:-**

### **Item-I**

Modification in clause (IV) of provision 13 of Section (D) of Transfer Policy issued vide BSNL HQR letter No.-6-1/2007-Restg dt-7<sup>th</sup> May, 2008:-

There is soft and hard tenures for executives. But non-executives employees posted in rural areas are not brought back to their choice of place even after long time. Their sufferings are untold. The management should frame definite and clear cut provision for posting and repatriation of employees from urban to rural and vice versa to prevent favouritism and nepotism.

Therefore, clause (IV) of provision (13) of Section (D) be withdrawn and same may be replaced with the following:-

“The employees transferred in rural/unpopular station be repatriated to their choice of place after serving for one/Two years”.

### **Item-II**

Applicability of Rule 55(II)(C) of BSNL CDA Rule, 2006 vis-à-vis other provisions of the Rule ie 55(I), 55(II)(b) etc:-

Vide para(I) of BSNL HQR letter No.-250-13/2011-Pers-III, dt-19-12-2011, it has been clarified that the BSNL directly recruited employees shall be governed by Rule 55(II)(C) of BSNL CDA Rule, 2006 in respect of voluntary retirement. In second para of the communication it is mentioned that the BSNL absorbees ie erstwhile DOT

employees absorbed in BSNL, shall be covered under Sub Rule IIA under Rule 37A of CCS(Pension) with regard to the voluntary retirement.

Thus a question arises if one provision of the rule is not applicable how the others viz 55(I), 55(II)(b) can be made applicable in respect of absorbed employees it is clearly evident and that the provision 55(I), 55(II)(b) are not applicable for DOT absorbed employees who got POs and entitled Govt pension.

The union has preferred several representations to clarify the points to end the confusions. But the BSNL HQR preferred silence on the issues.

It is, therefore, demanded that the matter be clarified that the provisions are not applicable in respect of absorbed employees.

### **Item-III**

The monthly premium to be paid by the employees was fixed as per wage revision in the year 2002 which was valid upto 31<sup>st</sup> December, 2006. The premiums of Rs. 525,315,105 of three categories were accordingly bifurcated into three parts viz life cover, saving fund and double accident benefit.

It is stated that the wages of BSNL staff have been revised from 1<sup>st</sup> January, 2007 as such there is necessity to revise the premiums so that the employees may get more benefits.

The demand be considered including increasing the accident benefit amount.

#### **(vi) Second Restructuring Of Cadres**

To acknowledge the improved skill set and further improve the skill set suiting them to the optimum need, a second restructuring of Cadres is necessary. A Joint committee comprising the Official and staff side may be setup to study and find the arrival of new jobs executed by the traditional cadres like TM, SrTOA, TTA etc after Corporatization of DOT in the BSNL and the committee may recommend suitable training to be imparted to fit the cadres into the Techno commercial marketing job nature of a corporate entity like BSNL.

The Central Govt Ministries are undertaking Cadre reviews once in 5 to 10 Years. In our case the present restructured cadres were born before 20 years. It is high time to have second cadre restructuring to harmonise the functional needs with the legitimate career expectations in the changed hyper competitive environment and to help the employees to prove their mettle

#### **(V) Creation of Multi Tasking Staff**

We strongly believe that PSus should have more progressive cadre policy than the Government department. Frequent updation of cadres suiting to the present requirement is a must. CG departments have upgraded all the Gr D/RMs to Group C by creating a Multi Tasking Staff Posts. It is requested that a similar task of forming a cadre like MTS in NE5 scale would solve many issues that are affecting the RM/Gr D staff. A suitable training may be given to them before their absorption to such a cadre. This should improve their skill and capability in the Office and field work

#### **(iv) Enhancing Life assured benefit in the LIC Leave Encashment**

BSNL has obtained a master policy from LIC by paying 4852 crore to settle its Leave encashment dues to the employees. Unfortunately, the staff side was not supplied any such copy of BSNL Employees Leave Encashment Rules 2010 on which basis that LIC scheme operates.

Moreover, the life assured benefit is very meager just Rs 1000, whereas some PSUs having Leave Encashment scheme with LIC are having 5 lakhs , 10 lakhs etc. Tripartite agreement is the practice in PSUs. It is urged to renegotiate the policy and premium portion for the Life cover with LIC taking staff side into confidence to enhance the risk / death cover benefit to the level not less than 1 lakh.

(vii) Non-availability of Rajbhasha Adhikari Posts on uniform basis:- The posts of Rajbhasha Adhikari are not available in the circles.

In Eastern UP circle where staff including clerks are more in number has only 6 posts. Contrary to this the western UP has 10 and Uttarakhand 6. The bigger circles be sanctioned more posts.

Apart from above there is necessity for change in R/R of Rajbhasha Adhikari.

(viii) Dispensing with the Negative Marking system in the departmental examinations:-

Presently, there is negative marking system in TM, TTA, JTO/JAO examinations.

It is urged that the same be dispensed with to confusions and disadvantages to the candidates.