

**Resolutions passed in the Circle Secretaries meeting of NFTE BSNL held at  
New Delhi - August 11-12, 2015**

**Tower Company** : As per the recommendations of KPMG consultant BSNL Towers numbering more than 60000 are to be taken away from BSNL to form a separate company. We have come to know through Media that Cabinet decision is taken for the same. The approved cabinet note is yet to come to light. It is reported that separate Tower Company is for higher tenancy, commercial focus and to have strategic partner and it will be handed over to person expert in development. The Circle Secretary meeting apprehends that the decision of hiving-off BSNL aerial assets would do more harm to the financial and commercial parameters of BSNL. The Circle Secretary meeting suggest that the CHQ should take all the initiatives, by joining with other unions, to fight on this evil design and safeguard the network.

**Outsourcing of Broadband** : The Management of BSNL has circulated the guidelines to CGMs for expression of intents (EOI- Tender) to select firms for outsourcing of BB. Faults at subscribers premises including 'Line Faults' from DP is to be outsourced. We come to know that 23rd Management committee meeting held on 08-04-2015 has given green signal for pilot schemes in major state head quarters like Chennai, Calcutta, Jaipur, Hyderabad, Bangalore, Dehradun and major SSAs like Pune, Nagpur, Meerut, Noida, Faridabad, etc. The circle Secy meeting strongly oppose the move of BSNL management and appeal to repose faith on the work force. By dialogue and discussion with unions BSNL can find solution for improving the QOs of BB and growth of BB utilizing the internal manpower fully.

**HR Plan** : The meeting of Circle Secretaries held at New Delhi discussed thoroughly the issue of HR plan and Deloitte recommendations. The meeting analyzed the point wise recommendations of Deloitte and follow up action at the level of Management Committee and Board. Organisational Restructuring, Redefining manpower as per Market practice, performance culture, acquiring skills in Sales marketing, CSC, IT, – Hiring of professionals, SSA merger, 50% Salary

support from the Govt, outsourcing mtce, network are some of the decisions accepted by the board. The meeting apprehends strongly that many of the recommendations are counter-productive in nature. Assurance of transfer area within the existing "SSA limit" is given in a letter from Restructuring Section to Union also assuring that there is no retrenchment and all the existing employees will be carried as till retirement with pay, career progression and all other facilities and terms and conditions at par with normal employees though shown against supernumerary. The meeting expresses its resentment for marking more than 90,000 employees as supernumerary and taking efforts for outsourcing of network. The meeting cautions since that our land assets should be protected and not given up in the name of monetizing. The meeting appeals the management to have point wise discussion with the unions to arrive at consensus before taking any final call on the Deloitte recommendations.

**Productivity Linked Incentive :** The circle Secretaries meeting of NFTE held on Aug 10, 11th 2015 deliberated the issue of PLI and the hitherto held proceedings of the committee. The meeting appreciates the efforts taken by the PLI committee members and request the committee members to finalise the formula with some assured minimum. The meeting takes cognizance of the expectations of the employees that Bonus issue should be clinched chit before Pooja of this year. The circle Secretary Meeting suggests CHQ to give agitation call in Sept 2015, if PLI issue is not settled at the earliest.