



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications
to the General Secretary

To,

Shri Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

Letter No. SNEA CHQ/2022-2025/SR

Dated 20th December 2023.

Sub: Request for grant of formal meeting to discuss different HR issues of Executives.

Respected Sir,

SNEA CHQ conveys sincere thanks for settlement of different HR issues with day to day discussions. But there are certain HR issues which needs to be decided as fresh in policy manner.

Hence it is requested to grant formal meeting to SNEA, the sole recognized Majority Association in BSNL. The detailed agenda is as follows.

A. Issues decided in Earlier meeting/s but not implemented:

1. Letter with assurance for the executives to join back to or opt to choose Circle on completion of two years period on long stay transfers.
2. Policy for Consideration of request to Circles having excess Executives
3. Nomination of Nodal Officer at BSNL CO to deal with the Critical medical issues of the executives being transferred under long stay.
4. Video Conferencing for personal hearing by PGM Pers or specially designated/ nominated officers to address individual grievances at Pers Cell BSNL CO on fixed day of week with online registration facility so that Executives all Over India need not to visit to BSNL Corporate Office at Delhi.
5. Implementation Changes required in ERP on Membership Change over procedure.
6. Implementation of suggestions for modification of OTP
7. Maintaining and updating waiting list of pending Request transfers
8. Visibility of Waiting list to particular BA/Circle while applying transfer in OTP.
9. Facility of opting particular BA in case of Non-tenure Circles
10. Restoration of Quarterly OTP Transfers or strict adherence to OTP Transfers schedule.
11. Timely/advance Transfer of OTP Request data to other Vertical by Pers Section

12. Conclusion of OTP Requests process before opening next window with Waiting list
13. Timely Consideration of Request from All India hard Tenure stations.
14. Policy for considering request transfers to Circles having excess Executives
15. Review of Transfer policy by addition of Ccritical medical cases viz. Parkinson, Paralysis, Glucoma etc
16. Review of transfer policy in case of counting
17. Consideration of OTP requests to ITPC/BBNW/NCNGN/INSP at least in Phase manner with certain fixed percentage
18. Posting orders of Executives selected for different Training Centers

B. Transfer Policy Related Issues:

1. Limiting Long Stay Transfers only to meet shortages
2. Excluding Female Executives from Inter Circle Transfers
3. Redefining the clauses of Transfer Policy for Exclusion of medical ground cases
4. Issues faced by Executives at All India Hard Tenure stations due to letter issued by Pers Cell in rearranging long stayed officers.
5. Review of financial dependent condition on Transfers
6. Review of Restoration of Circle Break facility for all India Soft Tenure stations
7. Modifications in All India Tenure Hard, Semi Hard and Soft Tenure policy
8. Fixed Time Frame for relieving of Executives under OTP Request Transfers.
9. Fixed Time Frame for relieving of executives on Completion of All India Hard/Semi Hard/Soft Tenure stations.
10. Modification in policy for CSS Cadre transfer to other Circles

C. Promotions:

1. Issues related Educational Qualifications in Promotions in Arch Civil Elect wings
2. Stopping LICEs at Level of AGM/DGM as one time relaxation for vacancies up to Year 2023
3. Strict adherence to Calendar for DPCs and Examinations
4. Advance defining Calendar for DPCs with all DPCs proposed before Oct of that particular year
5. Holding DPCs for all SCF promotions pending in Year 2023 from Jan 24.
6. Conduction of LICEs during fixed months of April to June every year
7. Conduction of LICEs of 2023 and LICE of vacancies of 2024 before Jul 24.
8. Finalisation of seniority list of AGM in Telecom wings.
9. Action for removal of Provisional Tag on AGM Telecom
10. Review of order for limit on AGMs/DGMs in Looking After arrangements
11. Action for AGM to DGM Adhoc promotions till BSNL gets clearance from Hon CAT Chandigarh for DGM Regular Promotions

12. Early action for AO to CAO promotion orders by expediting Court case
13. Additional promotions for SDE to AGM Telecom wing.
14. Sympathetic and due consideration to SDE /AGM Reversal Case
15. JTO to SDE Promotions of 2023
16. Restoration of SDE LICE vacancies abolished in restructuring review.
17. Promotion in PA, PS, PPS Promotions
18. Issues with MSRRs 2023.
19. Modification required in revised SDE RRs and other RRs.
20. Framing RRs for Internal SET/MTs
21. Issues related DNI/Home LTC to MTs
22. Implementation of PwBD Reservation in Promotions
23. Upgradation of E5 to E7 Pay Scales as per DoPT Guidelines
24. Publishing updated e-rosters for all wings and all cadres
25. Posting orders of JTOs/SDEs selected for Training Centres.
26. Filling backlog vacancies in all cadres and wings
27. Provision for AGM promotions in ADOL cadre
28. Making arrangement like OTP for timely consideration of requests and grievances on Promotions in time bound manner.
29. First Time Bound Promotions equally in Four Years

D. General Issues-Pers Section:

1. Response to letter received from DoT on Time Bound Promotions and further course of actions.
2. Allowing Deputation of BSNL Officers out in other Government Organisations /Depts.
3. Stopping DGM level deputation from DoT to BSNL.
4. Provision for online applications and maintain waiting list for deputation to other organisations.
5. Action for complete Paperless working in HR/Pers works.
6. Timely disposal of Disciplinary Cases
7. Timely disposal of appeals received at BSNL CO.
8. Review of different court cases on HR issues.
9. Changes of advocate not taking care of interest of BSNL in pursuing court cases assigned.

E. Facilities to SNEA as Recognized Majority Representative Association:

1. Orders for Mobile facility for OBs of Recognized Majority Association
2. Marking important Circulars to Recognized Majority Association.
3. Involving SNEA Majority Association in framing/reviewing different policies/guidelines before issuing policy /guidelines and making it public.

4. Separate email id and e file access for GS and CS of associations for official correspondence with management.
5. Disparity in Allotment residential accommodations to SNEA
6. Extension of facility of Residential accommodation at Circle/BA/OA Level.
7. Allotment of furniture required for SNEA CHQ Office Eastern Court
8. Allotment of Computer, Printer for SNEA CHQ Office Eastern Court
9. Sanction of Internet /FTTH Connections SNEA CHQ Office Eastern court
10. Invitation to recognized association to special official functions arranged by BSNL at all levels.

F. Organizational Structure of Recognized Association:

1. Delay in issuing orders for grant of facilities to SNEA Corporate Office Body.
2. Deciding guidelines for District Branches at Either all BAs defined in restructuring norms
3. Restoration of District Branches/Bodies at all Circle Office.
4. Restoration of District Branches/Bodies at all BA in Telecom Districts.
5. Restoration of District Branches/Bodies at office headed by CGMs.
6. Restoration of Association Branches/Bodies at OA level.
7. Restoration of Association Branches at BAs of Non-Recruiting Circle.
8. Difficulties faced by SNEA in conduction of Elections at BA/OA Level
9. Entry of Immunity cases by Non-Recruiting Units.

G. Review of REA Rules:

1. Change of periodicity of MV proposed by SR Cell and its applicability from Current Tenure
2. Review of grant of facility for deduction of association subscription from Salary and limiting it to applicant association securing certain percentage of Votes in MV process
3. Changes in eligibility criteria for participating in Membership Verification process
4. Condition of Existence of association at least in certain minimum number of Circles/BAs.
5. Adopting Concept of One Association in BSNL.
6. Redefining the recognition process from OA/BA to Circle CHQ level.
7. Clear and firm stand in defining the Names of Recognized Majority Association and Support Association
8. Use of Recognized Association Tag by Support Association

H. Issues related to Membership and subscription:

1. Monthly Online Options for Membership subscription for non-Members.

2. Restoration of membership change over window twice a years
3. Showing name of Association in Salary Slip
4. Centralized data of collection of Membership data and amount
5. Data of Changes in Association membership since closure of July 23 window.
6. Check on changes made in membership after closure of official window.
7. Report on withdrawal or addition of membership and action thereof.
8. ESS/SAP Password and login ID for checking association membership
9. Review of acceptance of Membership subscription to multi association.
10. Data of all Executives in BSNL and their association membership
11. Action against erring officers who are deducting multi association membership
12. Facility for collections of one time deduction of certain fixed amount from members as per the resolutions of CWC/AIC of Recognized Association
13. Decision on issues of contradiction of REA Rules and Constitution of Associations
14. Guidelines on dealing with conflicts till changes made in REA Rules or Association Constitution

I. General Issues -SR Section:

1. Permission for creation of non-constitutional posts like Chairman or similar posts in association and its recognition by SR cell with allowing participation in meeting.
2. Clearance of disparity in Salary cut during agitations held in past.
3. Representatives from BSNL CO for Circle Conferences of Recognised Majority Association.
4. Positive and affirmative response from BSNL management for closure of ongoing conciliation proceedings in office of DyCLC.

J. Restructuring

1. Review of Restructuring Norms as per infrastructure added from 01/04/2023 to till date of issue of order.
2. Review of norms for Justification of posts as per practical requirement
3. Justification of posts of BBNL/Bharat Net/4G Saturation/Bharat Udyami
4. Consideration to the Directions issued by BSNL CO for posting of specific number or percentage of officers to special units like CM, EB, FTTH, Nodal centers,
5. Justification of Posts of Protocol officers
6. Restoration of posts of AGM L&B at each Circle for land monetization works.
7. Data of Justified, sanctioned and vacant post in all wings/ cadres.
8. One time action to review post of SDEs in Telecom wing
9. Restoration of SDE posts under LICE Quota abolished during restructuring review.

10. One time action for Justification of post of SDEs in ACE wing for promotion of JTOs with more than 23 years of Service
11. Representation to SNEA in Committee to take care of issues related to HR issues due to Merger of MTNL/BBNL with BSNL.
12. Issues due to untimely publication of Restructuring norms for ESS/ERP Mapping and distribution on BA/Circle basis

K. IPMS Related issues:

1. IPMS covering all activities of the Executives.
2. No workload other than mentioned in IPMS.
3. Provision for Confirmation of Targets from the concerned officers
4. Weightage availability of resources while assigning IPMS targets.
5. Provision to show the reasons shortcomings in achieving the target assigned
6. Provision to give additional weightage for achieving over and above the assigned target
7. Weightage for short achievement of Targets due to vendor reasons.
8. Annual Targets for EB units
9. Separate dates for filling achievements and assigning targets of different levels.
10. Cases on non-assigned targets due to system error or Admn reasons.
11. Weightage to past performance in case of any arbitrary reduction in achievements.
12. Review / Continuation of IPMS targets in case of mid quarter Transfers
13. Assessment of the infrastructure and stores needs to be incorporated with IPMS targets.
14. Extension of Cashless Hospital available for Corporate office to Executives serving in Delhi and NCR area.

L. Admn:

1. Old Pension Scheme implementation for BSNL Executives.
2. Review of Medical limits restrictions
3. Review of transport allowance for 6 cities
4. Publication of Winners of Sanchar Award in year 2018-19 and calling nominations onwards years.
5. Restoration of Sanchar Award Process or redefining separate procedure for rewarding/awarding recognition of performer Executives in BSNL
6. Supply of Diary/Calendars by BSNL
7. Timely Endorsement of different DoPT Guidelines
8. Additional Four Special CL to Employees recruited under PwDB category
9. Review of guidelines for hired vehicles for field units as per practical requirement
10. Constitution of Benevolent Fund at all India level

11. Restoration of CGA Appointments
12. Review of GTI/GHI/BSNL MRS Policies by BSNL.
13. Reimbursement of GTI/GHI subscription by BSNL
14. Restoration of LTC facility
15. Review of TA/DA rates
16. Reimbursement of Lodging charges at Market rate if BSNL IQ is not available
17. Reimbursement for use of personal car/vehicle for office works
18. Online booking of IQs through ESS and transparent allotment of IQs
19. Improvement of IQs by roper maintenance
20. Exploring opportunities of revenue generation from IQs.

M. Establishment:

1. Change in Policy for requests to Circles having excess JTOs/JAOs
2. Review of deficit and excess Circle wise strength of JTOs
3. Publication of Circle wise updated Excess/shortage data twice in year
4. Online implementation of Rule 8 & 9 Transfers
5. Substitute arrangements to consider Rule 8 and Rule 9 Transfers
6. Regularization of rule 9 transfer by Rule 8 transfer of JTOs/JAOs.
7. Issues related to Online Attendance for Executives.
8. Half day CL against three late attendance
9. Extra weightage/incentive to Executives working beyond duty hours /holidays.
10. Grant of Holiday/C-Off on Second Saturday to officers in field units.
11. Issues created due to fake caste complaints

N. Finance:

1. Implementation of granting & submission of Temp Advances in digital mode
2. Undue delay in Transfer of GPF amount on Transfer of individuals
3. Preventive action on deduction of dual membership by certain Salary Disbursing officers.

O. Training and Recruitment:

1. Due consideration to Option while Posting of MTs on completion of Training
2. Safeguarding ALTTC along with and its Executives
3. Online Training to all LICEs and allowing all eligible Executives
4. Permission to all LICE candidates for attending online training
5. Concession in office Timings for all candidates appearing for LICEs
6. Flexibility to Executives to choose/opt for any training centers for their EPP/Karmayogi and other training.

7. Action plan for utilization of Training Centers all over India.
8. Filling vacant Post of Executives at all Training Centre

P. Important Issues for minimum level of overall motivation of Executives:

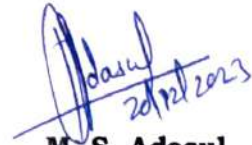
1. Implementation of 3rd PRC for Executives in BSNL
2. Response by BSNL to letter received from DoT on Standard Pay scales.
3. Implementation of E1 plus Five increments for left out JTOs.
4. Consideration of Pay loss /22820 issues /One increment Pay loss
5. Suitable Increase in 30 % SAB Contribution
6. Implementation of Time Bound Promotion Policy for functional promotions up to AGMs for all wings and cadres or change of designation on effecting EPP 07
7. Review of Laptop Policy and its immediate extension to field units
8. Enhancement in amount of Mobile handset reimbursement and its uniform application

These are the general issues we have consolidated with feedback from field units and our CWC Meeting is scheduled on 7th to 9th January 2024 and any issues reported additionally during this meeting will be submitted as additional agenda points.

We request for early grating time for formal agenda meeting so that the difficulties faced by the executives will be reduced to better extent.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. PGM SR for kind information and n/a please.