

(1) Third Wage Revision:-

Although it was due from 01-01-2017 it was not implemented even after 5 years. It is wrong to insist on the “Profitability” condition as the Revival Policy of the Government of India was adopted in October 2019 and VRS-2019 was implemented on 31-01-2020 itself. Hence the third wage revision should be implemented immediately for the non executive employees in BSNL with effect from January 2017 along with the similar revision of perks and allowances which were lastly revised almost twenty years ago. The All India conference urge upon the BSNL/DOT to approach to Govt for relaxation in affordability clause for wage revision to motivate the employees.

(2) Ensure parity for fair competition with Business Rivals of BSNL:-

BSNL is completely owned by the Government of India. It is facing very stiff competition from its business rivals in the Private Sector. In the situation BSNL needs to be strengthened both financially and technologically by the Government of India. Unfortunately BSNL is discriminated in every aspect by the Government. Till this day BSNL is operating its mobile services only with 2G/3G spectrum although private operators are using 4G spectrum from 2012. Soon they may migrate to 5G spectrum. The central cabinet had decided to allot 4G spectrum to BSNL in October 2019 itself. But yet it has not been implemented. Hence it is demanded that 4G/5G spectrum must be allotted to BSNL and launched without any further delay so that it effectively face the competition and improve its market share considerably. In absence of 4G/5G services survival of PSU is adversely affected. Customers need quality of service.

(3) Payment of Premium amount by the BSNL for the group Health Insurance Policy:-

The management is not paying the fee for migration for pensioners from BSNLMRS to CGHS. Similarly it should also pay the annual premium amount for all the employees who migrate from BSNLMRS to Group Health Insurance Policy. Considerable number of employees leave BSNLMRS for Group Health Insurance Policy naturally BSNL will save very big amount on the medical expenses of working employees. Hence the annual premium amount paid by the employees for such Group Health Insurance Policy may be reimbursed annually or BSNL itself directly make the payment towards the premium amount of employees every year.

(4) One Company – one pension:-

At present only the DOT employees who have joined BSNL after exercising necessary options are eligible for the Government Pension from Consolidated Fund of India. However the employees who got recruited after the formation of BSNL (after 01-10-2000) are not eligible to receive the IDA pension as they have not been treated as DOT absorbees. Such employees should be issued Pos enabling them for pension.

(5) Rational Promotion Policy be Introduced:-

The present discriminatory promotion policy (NEPP) for BSNL employees was long ago accepted with adverse effects. However the executives got a better promotional scheme which created dissatisfaction among the employees who are actually hard working and contributing for the revenue generation of BSNL. While all the executives in BSNL are getting a promotion after every five years, the non-executive employees are given a promotion only after eight years. Further on the plea of number of AVERAGE entries in the Service Book, NEPP was denied to many employees. Treating an AVERAGE entry as ADVERSE one is not correct. The reservation for the SC/ST employees in the promotions (NEPP) was also denied arbitrarily. Hence it is demanded that a new non-discriminatory rational promotion policy may be evolved for all the employees in BSNL.

(6) Government must drop its plan to sell BSNL Towers to the Private operators:-

The Government of India has planned to sell nearly 13567 BSNL mobile towers under the National Monetisation plan (NMP) to Private telecom companies. This is very dangerous move and will surely cripple the efficiency of mobile services provided by the BSNL. Further BSNL is getting revenue now by allowing sharing its towers. But after the sales of mobile towers, BSNL has to pay for these very towers for using them. Hence it is demanded that the government of India drop its plan to sell the vital infrastructure of BSNL throughout country.

(7) The 6th All India Conference of NFTE held at Ranchi has resolved and urged that the management should take urgent steps to accede the Rule -8 transfers of employees from surplus circles/SSAs to deficit areas. It is unfair to delay the settlement of such requests.

(8) The 6th All India Conference of NFTE, held at Ranchi urge upon the BSNL management to immediately lift the ban in compassionate ground appointments.