

# TELECOM

**Organ of National Federation of Telecom Employees (BSNL)**

(Regd. No. 4906 dated : 17.9.2001)

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## Unity and Struggle

The National Executive of NFTE BSNL met from 15th to 17th October at Coimbatore and deliberated in detail about the present threats being faced by the PSU and its workers due to wrong policies of the govt. as well as of BSNL management. The Govt. has withdrawn various concessions being enjoyed by the company forgetting it is fulfilling social objectives. Not only this the Govt. has ensured that equipments are not available for the expansion of Mobile services and improvement in the network. Atleast on six occasions the DoT has ensured cancellation of Tenders floated by the PSU to procure the equipments. Due to the apathy of the Govt. the private operators have captured the large portion of the market. The BSNL was forced by DoT to pay heavy amount of BWA spectrum charges and there has been no flexibility to PSU in selecting circles of choice for 3G spectrum. BSNL administration failed to provide necessary materials and all these placed the company in loss.

The BSNL Hqr. is now targetting the employees although they are not at fault. **The facilities**

**of LTC, leave encashment and medical allowance without vouchers have been frozen. The workers are threatened with the re-trenchment scheme. None can say with authority that further facilities being enjoyed by the employees will continue uninterrupted and unchecked.**

The National Executive considered the entire scenario and has concluded that the issues are very serious and only through the sustained united struggle the PSU can be saved and workers protected. Therefore evolving unity of all unions is need of the hour. The workers can be mobilised and confidence generated to a very great extent once unity of union is established for continuous and indefinite struggle. The "one day strike" will not serve any purpose except consolation that protest has been recorded. Our fight is against the policies and approach of the Govt.

Therefore, NFTE appeals to all to evolve unity for serious united struggle. The NFTE stands for unity of workers and will not lag behind in struggle. ■

**Shri N.T. SAJWANI EXPELLED FROM NFTE BSNL**

**Deepawali Greeting to Comrades**

# Seminar and Open Session on the eve of National Executive Meeting at Coimbatore on 15th October

Before Commencement of Seminar the flag hoisting ceremony took place at Sri Iyappa Pooja Sangh Thirumana Mandap. Com. Islam, President hoisted the National flag. Com. D. Gnaiah, former Secretary General, NFPTE unfurled the union flag and congratulated the workers for carrying forward the composite symbol, 9 hands, of the NFPTE. Com. President mentioned about the serious challenges being faced today and appealed to face the situation unitedly with courage and wisdom.

## Maximisation of BSNL's Revenue

The seminar on "Maximisation of BSNL's revenue" was organised with Com. Islam, President in chair. Thiru Mohd. Ashraf Khan (CGM Tamilnadu), A. Subramaniam (CGM, Chennai Telephones), Haribabu (PGM, Coimbatore TD), S.N. Varodarayan participated in the deliberations Comrades Chandeshwar Singh (General Secretary), C.K. Mathivanan (Dy. G.S.) and R. Pattabiraman (Circle Secy, Tamilnadu) addressed the seminar from union side Com. Gopalkrishnan (GS Reception Committee) welcomed all the participants speaking on the occasion the CGMS stated that the main revenue is coming from landline and broad band. There is target to earn Rs. 37,000/- crores in the years. The BSNL has started 3G services in more than 800 cities but there is no proper publicity Tamilnadu is in profit for the period ending September, 2011. Rented building have to be vacated.

The union leaders pointed out that lavish and unwarranted expenditures be avoided. Purchased equipments and materials are lying unused. IUC charges be reviewed. The Govt. must keep in mind that the PSU is serving social objectives.

Further the speakers of Union while addressing the meeting also said that by curtailing the unnecessary expenditures and adopting the different methods in the BSNL, we can reach the goal, but not through VRS, to downsizing the man-power. The employees of the BSNL, who are the stake holders of BSNL only can take efforts to maximising the Revenue, but not through VRS. By stopping the corruption, and lavish expenditure only can help the BSNL to arrest the losses.

*The meeting finally resolved that orders should be released by making compulsory utilization of BSNL services in all Central/ State Government / PSU departments to maximise the revenue of BSNL.*

## Open Session

The open session took place in the afternoon session under the chairmanship of Com. Islam, Com.G.L. Dhar, Secy AITUC inaugurated the open session and exhorted the workers to defeat the ulterior moves of govt. and the management. Time has come when the workers should launch joint struggle and appealed to make "Jail Bharo Andolan" call of TUs of 8th November successful. General Secy./ Dy. GS declared that VRS cannot be accepted and proposals of management have to be rejected and resisted. **Com. P.R. Natarajan, M.P. stated that BSNL should frame its own rules for recognition of unions so that more than one union is recognised. He declared that as NFTE has changed its earlier stand BSNLEU has also changed its approach for recognition of unions.**

Comrades M. Dhanushkodi and L. Subbarayan offered vote of thanks. ■

## TELECOM

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# NFTE-BSNL CWC at Coimbatore 15th – 17th October, 2011.



Com. Islam, President hoisting the National flag



Com. Gnaiah, former Secy, General NFTE. Unfurling union's flag



A view of Dias



A view of audience



Com. C.Singh GS addressing the house

# Resolutions adopted in NE Meeting held at Coimbatore from 15<sup>th</sup> to 17<sup>th</sup> October 2011

**1. Nov. – 8 Demonstration :-** The NEC meeting at Coimbatore unanimously resolved to hold a nationwide Lunch hour demonstration on 8th November in front of all exchanges and offices of BSNL in support of the charter of demands including opposing disinvestment in PSUs and price-rise submitted by Eleven major central trade unions in India including AITUC, CITU, INTUC, HMS, BMS. ALL branch / District / Circle Secretaries are requested to *organize the demonstration on 8/11/2011 very effectively and conduct campaign on demands.*

**2. Merger of 50% IDA with Pay for employees / executives:-** As on 1/10/2011 the employees /executives in BSNL are entitled for 52% IDA. As per the last wage agreement signed by the BSNLEU the periodicity of wage revision was unnecessarily linked with that of executives. As an interim relief to our employees / executives in these days of high price rise and economic difficulties the NEC meeting at Coimbatore resolved unanimously to demand the merger of 50% IDA with Pay w.e.f. 1.10.2011 and appeals to all CPSU Trade unions to rally in this demand

**3. Eradicate Corruption in BSNL :-** After corporatization the corruption in BSNL has increased many fold Tender, contracts have become easy tools for the authorities to indulge in huge corruption which are actually ruining the company and depleting the resources. Unfortunately the recognized union failed to expose and stop the corruption of high level authorities in BSNL. The NEC meeting at Coimbatore resolved to fight against corruption in BSNL at all levels by effectively exposing them and taking up the corruption cases sincerely with appropriate anti-corruption agencies including CVC, CVO and CBI. NFTE-BSNL also joins the millions of country men for the immediate introduction of a strong Lokpal bill. The NEC meeting calls upon our members and office-bearers to bring all the corruption cases at their areas immediately to the notice of CHQ for further action.

**4. Dicipinary action against Com. N.T.Sajwani:-** The NEC meeting of NFTE-BSNL at Coimbatore (October 15-17) resolved unani-

mously to expel and remove Com. N.T.Sajwani from the post of CHQ – Secretary for his continued disruptive and anti-union activities despite several appeals from the General Secretary and other leaders of the union. Eversince his replacement from the Post of SG, NFTE-BSNL at Patna AIC during April 2010 Com. N.T.Sajwani was involved in activity against the union in collaboration with the enemies of NFTE-BSNL as Deputy General Secretary and publishing journals of that union from Bhopal. He so far did not handover the M.P.Circle union accommodation to the duly elected circle secretary of M.P.Circle union. The disruptive activities of Com. N.T.Sajwani has naturally created avoidable confusion amongst our membership. Hence the ***NEC meeting has no other alternative except to expel and remove him from the post of Secretary, CHQ with immediate effect to put an end to his disruption and all confusion.***

**5. On United Struggle :-** The National Executive Committee held at Coimbatore on 15th and 17th October, 2011 deliberated the issues of United Struggle in length on opposing VRS, Disinvestment and other common issues.

NEC members opined infavour of struggles against these policies of Govt / BSNL but at the same time *majority expressed their reservation in joining JAC due to certain anti NFTE attitude of BSNLEU.* However NEC authorized the CHQ leadership to take appropriate decision taking into account the prevailing situation in BSNL in totality and sentiments expressed by base level leaders.

**6. TU facilities and Recognition :-** The CWC directs the CHQ to demand for framing of a TU recognition Rules for unions in BSNL. The CWC put forth the following comprehensive scheme for consideration and decision of BSNL management.

1) For registered unions : Notice Board, Cheque off facilities. 2) For 5% and above, 3) Notice Board, Cheque off and informal meeting facilities. 4) For 15% and above : Recognition, facilities of Notice Board, Cheque off, formal meeting, Special CL, rep-

resentation in NC/CC/LC on the basis of polled votes.

**7. Draft National telecom policy 2011 :-** The MOC has released a draft of the NTP2011 and sought public opinion to finalise the same. We on behalf of NFTE-BSNL hereby record our preliminary observation on the same and seeking modification. Unless Some Course Correction is done in the Neo Liberal agenda, it is difficult to democratize Telecom Regime of India. The present NTP 2011 is the third edition of our Nation's Telecom policy and the earlier editions were NTP 1994 and NTP 1999. NTP 2011 is going to help only for the expansion of private sector, private capital and private appropriation in the field of Telecom and thereby endangering the security of the nation. NTP 2011 aims to endeavor private investor friendly environment only. Expansion of public capital thro Govt equity base is not finding any significant place in the draft. It seems highly contradictory seeing NTP 2011 boasting manifold employment generation opportunities on the one side but BSNL its own company is paving a corridor for sending one lakh employees to the unemployed market using exit policy option of VRS. Though the draft recognizes the importance of PSUs for strategic needs, it is silent and not spelling any roadmap for their financial viability. The NTP 2011 emphasizes to reposition mobile phone to an instrument of empowerment, but it fails to give any policy prescription to reposition Fixed Line segment with some value added services to gain its lost glory. Our nation is one of the biggest importers of ILD calls. Export – Import ratio is 1:4. **We are loosing our Forex.** The draft is not speaking a single word to improve our ILD business. NTP 2011 reiterates to create synergetic alliance of PSUs (MTNL, ITI etc), but it is not clear whether the draft is sounding merger of these entities. If they mean merger of ITI, MTNL with BSNL then BSNL may head into further losses as in the case of NTC mills. On the basis One Nation- One License, whether they are going to issue pan India license to both the public sector is also not clearly spelt. The thrust of NTP 2011 stands on issues of no roaming, right to BB, cent percent rural density. Private Operators may survive by their tariff rebalancing or some other unethical business practices, but PSUs may loose their resources once they start implementing all these policies unless duly compensated. The assurances given during the time of Corporatisation by NTP 1999/GOM/ Cabinet/

parliamentary committees all are not finding a mention in the draft NTP 2011. NTP 2011 failed to take into consideration of the experiences gained from the earlier versions of NTP that the private sector never fulfilled even its mandatory social obligations. The entire burden rests on the shoulders of PSUs only. The NEC held at Coimbatore on OCT 15-17 th 2011 strongly expresses its concern unless GOI executes the promises it made during the time of Corporatisation, the survival of BSNL is difficult. The NEC demands the MOC to enrich the draft paying need to the points mentioned above.

### **Restore facilities**

**8. Resolution :-** The National Executive Meeting held at Coimbatore, has resolved that the facilities of Leave Encashment, LTC and Medical Allowance without vouchers be restored immediately. ■

### **Stir at Ludhiana**

Fed up with the misdeeds and partisan attitude of GM, Ludhiana employees owing allegiance to NFTE BSNL went on struggle. Circle and HQR intervened and comrades have been advised to postpone the struggles for time being. ■

### **Enquiry against former Telecom Minister, Shri Maran started**

CBI has started a formal probe into allegations that "Virtual" telephone exchange of 300 Telephone lines was set up at Maran's residence connecting the Sun TV Office. The Sun TV got benefits at the cost of loss of revenue to BSNL in crores of Rs. The former CGM is reportedly trying to dilute the investigations. ■

### **VRS**

The BSNL Board has approved the VRS proposal and sent to DoT. The proposal is as per guidelines of DPE. ■

### **Creation of NE-12 scale in NEPP**

After approval by CMD there will be agreement between BSNL and recognised union. Thereafter it will be sent to BSNL Board etc. Avoidable delay is taking place and every month employees are retiring. ■

## LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

**Rectification of anomaly in pension of BSNL employees retired within ten months of their absorption in BSNL.**

**DOT No.40-10/2005-Pen (T) Government of India Ministry of Communications & IT (Pension T Section) Dated 27th September 2011.**

Reference is invited to the proposal regarding the rectification of anomaly in pension of BSNL employees retired within ten months of their absorption in BSNL w.e.f. 1.10. 2000. The proposal was examined in consultation with Department of Pension & Pensioners Welfare (DoP&PW) and Department of Expenditure (DoE) and the same has not been agreed to.

2. However, DoP&PW has clarified that the government has decided and implemented (w.e.f. 1.1.1996) the formula for full minimum pension of all pensioners irrespective of their date of retirement as **not to be less than 50% of the minimum pay in the revised scale. Therefore, the absorbees (in BSNL) who are entitled for combined service pension as per rule 37-A are also entitled for minimum of pension, irrespective of their date of retirement, at the rate not less than 50% of the minimum pay in the scale of pay held by them at the time of retirement.**

3. In view of above, it is advised that the pension cases of the employees absorbed in BSNL, who retired within ten months from 1.10.2000 i.e. the date of their absorption in BSNL, may be settled by granting them benefit of above provision of minimum pension, if it is beneficial to them and the amount of pension may be calculated proportionately based on their actual qualifying service as per provisions of Rule 49(2) of CCS (Pension) Rules, 1972 in force during that period, which provided for admissibility of full pension after completing 33 years of qualifying service.

4. The issues with the approval of the competent authority.

**Grant of family pension to dependent parents of a deceased Government employee.**

**Govt. of India Ministry of Personnel, P.C. &**

**Pensions Department of Pension & Pensioners' Welfare No. 1/2/07-P&PW(E), 2<sup>nd</sup> September, 2011**

The undersigned is directed to refer to this Department's O.M. No, 45/86/97-P&PW(A)-Part I, dated 27.10.1997, whereby the definition of family for the purpose of grant of family pension was extended to include, inter alia, "parents who were wholly dependent on the Government servant when he/ she was alive provided the deceased employee had left behind neither a widow nor a child".

2. It has been observed that Ministries/ Departments have been interpreting this to mean that parents are eligible for family pension when the deceased employee is survived by them only, In case the deceased employee is survived by a widow and/ or one or more children, the parents are not considered eligible to receive family pension subsequent to such widow and/ or children becoming ineligible to receive family pension or ceasing to survive.

3. It is hereby clarified that in case the deceased government servant is not survived by a widow/ widower or a child, the dependent parents become directly eligible to receive family pension. In cases where a deceased Government servant is survived by a widow / widower or a child, and the position changes subsequently because of death or re-marriage of the spouse and/or death or ineligibility of child/children, including, a disabled child, the dependent parents become eligible for family pension. However, in terms of this Department's O.M. No. 38/37/08-P&PW(A) dated 02.09.08, a childless widow, subject to dependency criteria, is entitled to the family pension even after her re-marriage. In such an event, the parents of the deceased employee become entitled to the family pension only after the childless widow dies or when her independent income from all other sources becomes equal to or higher than that prescribed for dependency criterion under the Rules.

4. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide. U.O.No.248/E.V/2011, dated 2nd September 2009.

**(i) Inclusion of names of members of family in the PPO and proof of age for**

**additional quantum of family pension-  
requirement of certificates etc.-  
regarding.**

**ii) Grant of family pension to dependent  
parents of a deceased Govt. employee.**

**BSNL No. 40-22/2011-Pen (B) Dated: 03-10-  
2011 to All Heads of Telecom Circles/Telecom  
District/ Other Administration Offices/  
Telecom Stores/Telecom Factories, BSNL**

I am directed to forward herewith a copy of DOT letter No.36-01/2011-Pen (T) dated 15th September, 2011 issued by the Department of Telecommunications on the subject mentioned above for information and further necessary action.

**DOT No. 36-01/2011-Pen (T) Government of  
India Department of Telecommunications  
(Pension Section) New Delhi, dated the 15th  
September, 2011**

The undersigned is directed to forward herewith a copy of the Department of Pension and Pensioners' Welfare's O.M.No. No.1/19/11-P&PW (D) dated 3.8.2011 and (ii) O.M. No. 1/2/07-P&PW(E) dated 2.9.2011 on the above subject for information and necessary action.

**Government of India Ministry of Personnel,  
P.G. & Pensions Department of Pension &  
Pensioners' Welfare F.No. 1/19/11-P&PW(E)  
Dated : 03.08.2011**

The undersigned is directed to refer to this Department's O.M. No. 1/6/2008-P&PW(E), dated 22.06.10 and No. 1/21/91-P&PW(E), dated 20.01.93, regarding intimation of names of eligible family members by the pensioner or the spouse to the Head of Office for inclusion in the Pension Payment Order (PPO). It has been clarified in the O.M dated 22.06.10 that in cases where the pensioner or his/her spouse has expired, the widowed or divorced or unmarried daughter/ parents/ dependent disabled children/ disabled siblings can themselves intimate such details to the pension sanctioning authority, who can process such cases if sufficient proof of entitlement is produced by the claimant and all other conditions for grant of family pension are fulfilled.

2. Attention is also invited to this Department's O.M. No. 38/37/08- P&PW(A) dated 21.05.09, wherein detailed instructions regarding admissibility of documents as proof of date of birth of very

old family pensioner who neither have a birth certificate nor any other corroborating document and whose date of birth is not available in the PPOs as well as in the office records of CPAO / PAO have been circulated.

3. It is a matter of concern that a large number of complaints have been received in this Department from various pensioners associations and individuals that the documents submitted by them to the Heads of Office concerned are not accepted by them. Complaints about inordinate delay of 2-3 years in settling the claims have also been received.

4. It is hereby reiterated that documents indicated in para 5 of O.M., dated 21.05.09 may be relied upon by the Heads of Office for admitting claims of the family pensioners. In addition to these, the Aadhaar number issued by Unique Identification Authority of India (UIDAI) may also be accepted by the Heads of Office/Pension Disbursing Authorities as valid proof of identity. It is also emphasized that the date of birth of the applicant may also be ascertained at the time of sanctioning family pension as it may be required for deciding the quantum of additional family pension when the family pensioner attains the age of 80 years or above.

5. In case the applicant is unable to submit any of the documents indicated above but claims family pension based on some other documentary evidence, such cases may be submitted to the administrative Ministry / Department. The decision of the administrative Ministry/Department in this regard will be final.

6. Requests have also been received for inclusion of the name of dependent disabled child(ren) in the PPO during the life-time of the pensioner. It is hereby clarified that neither dependence nor disability are bound to be permanent in nature. Therefore, the name(s) of such child/ children may be included in the details of family by the Head of Office on receiving a request from the pensioner or his/ her spouse. However, family pension would be sanctioned only when their turn comes to receive the family pension on the demise of the pensioner/ family pensioner, after examining the claim(s) of such disabled children for family pension subject to the fulfilment of conditions stipulated in the relevant provisions of CCS(Pension) Rules, 1972.

7. All Ministries/ Departments are requested to give wide publicity to these clarifications.

**1) Retirement benefits in respect of Government service to persons dismissed/removed from service after absorption in BSNL. 2) Pension cut cases in respect of absorbed/Retired employees.**

**BSNL No. 40-20/2010-Pen (B) Dated. 04-10-2011 to All Heads of Telecom Circles/Telecom District/ Other Administration Offices/ Telecom Stores/Telecom Factories BSNL**

It has come to notice that dismissal/removal from service orders in respect of the absorbed employees of BSNL are being issued by the SSA/Circles without taking approval of the Administrative Ministry. As per Para 24 (c) of Rule 37-A of CCS (Pension) Rule 1972 which is reproduced below approval of administrative Ministry is required to be taken before dismissed/removal of absorbed employees.

"the dismissal or removal from service of the Public Sector Undertaking of Autonomous Body of any employee after his absorption in such undertaking or body for any subsequent misconduct for the service rendered under the Government and in the event of his dismissal or removal or retrenchment, the decisions of the undertaking or body shall be subject to confirmation by the Ministry Administratively concerned with the undertaking or body".

2. It is therefore requested that it may kindly be ensured by the disciplinary authority/appointing authority that before issuance of dismissal/removal orders, approval of DOT, Ministry of Communications & IT is invariably taken in each and every case. Such cases shall be routed through CVO, BSNL to DOT, MOC&IT.

3. Further, It has been decided that pension cut cases in respect of retired BSNL absorbed employees shall be decided by the DOT, Ministry of Communications & IT, In this regard, cases have been referred by the o/o CVO, BSNL to Estt. Branch, BSNL CO for supply of necessary information as per enclosed format in respect of absorbed retired employees. All concerned circles are, therefore requested to ensure that the requisite information is sent within one week to Estt. Branch for its onward transmission to CVO, BSNL so that these pension cut cases may be decided expeditiously.

**Board Level and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises (CPSEs) - Revision of scales of pay w.e.f. 1.1.2007 - Payment of IDA at revised rates - regarding.**

**F.No. 2(70)/2008-DPE (WC) - GL - XVII/2011 Government of India, Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises**

In modification of this Department's O.M. No. 2(50)86-DPE (WC) dated 19-7-2011, the rate of DA payable to the executives and non-unionised supervisors of CPSEs (2007 pay revision) may be as follows:

Effective date	Average of AICPI	Revised DA rates (%)
1-10-2011	192	52%

2. The above rates of DA would be applicable in the case of IDA employees who have been allowed revised pay scales (2007) as per DPE O.Ms. dated 26.11.2008, 9.2.2009 and 2.4.2009.

3. All administrative Ministries/Departments of the Government of India are requested to bring the foregoing to the notice of the CPSEs under their administrative control for action at their end.

**Forwarding of Revised Scheme of Examination for Limited Departmental Competitive Examination (LDCE) for Telecom Mechanic under 50% quota regarding.**

**BSNL No. 250-74/2001-Pers-III (Part) Dated: 18-10-2011 to All Heads of the Telecom Circles, BSNL (Only Recruiting Circles)**

In partial modification to this office letter of even No. dated 31.07.2006, I am directed to enclose herewith a copy of revised Scheme of Limited Departmental Competitive Examination (LDCE) for TM under 50% quota for favour of further necessary action at your end please. The Revised scheme shall be applicable for the examinations to be held henceforth.

**Syllabus & Scheme of Examination for Limited Departmental Competitive Examination for Telecom Mechanics**

**(As per Recruitment Rules issued vide No-250-74/2001-Pers-III dated 20-2-2002)**

**(A) SCHEME OF EXAMINATION**

There will be a single Objective Multiple-choice-type Paper comprising of two Section each of 50 marks. The number of question in each Section shall be 50. The total time allowed for the paper shall be 2 1/2 Hours. Each Section shall contain 50 questions of One (1) Mark each. There will be negative marking and for each wrong answer 25% of the mark of that question shall be deducted.

SUBJECT	MAXIMUM TIME	
	MARKS	ALLOWED
<b>SECTION -I</b>		
General Science & Mathematics	50	
<b>SECTION -II</b>		2 1/2 Hours
Departmental Practices	50	
<b>Total</b>	<b>100 Marks</b>	

The minimum qualifying marks in the LDCE for TM will be as follows:

- (a) 30% in each section and 37% in aggregate for OC candidates.
- (b) 20% in each section and 30% in aggregate for SC/ST candidates.

Note: Select Panel under this quota shall be draw strictly according to the merit scored in the competitive examination. The level of examination will be of 10th Standard.

**Syllabus**

**SECTION -I GENERAL SCIENCE & MATHEMATICS**

**(1) GENERAL SCIENCE**

Units of measurement of length, Mass, Time and Temperature. Conductor, Insulator and Semiconductor properties, electric current, Voltage, simple application of Ohm's Law, resistance, simple applications of resistances in series and parallel, application of electric current-electric bulb, Heater, Fuses, Switch, Regulator and Fluorescent tubelights. Use and application of basic measuring instruments like Voltmeter, Ammeter and Multimeter.

**(2) MATHEMATICS**

Percentage, Profit & Loss, Simple Interest, Cal-

culatation of averages, Ratio and Proportion, Liner Equations, Trigonometric Rations.

**SECTION -II Departmental Practices**

- (i) Various types of Switchboard and underground cables, their identification laying and terminations.
- ii) Brand names of the various services provided by BSNL.
- iii) Outdoor plant-concept of DPs, Pillars, Cabinets, Primary, Secondary and Distribution cables.
- iv) MDF, IDF and Protective devices.
- v) Functioning of small size C-DOT Exchanges. Float rectifiers, power plant, engine alternator, batteries their operation and maintenance.

**Holding of Limited Departmental Competitive Examination Under 40% quota for the Recruitment year 2008- Approval thereof.**

**BSNL No. 250-27/2008-Pers-III dated: 19-20-2011 to The Chief General Manager Bharat Sanchar Nigam Limited Tamil Nadu/Assam/ Jhaxhand/U.P.(East) telecom Circles, Chennai/Guwahati/Ranchi/Lucknow**

I am directed to refer to this office letter of even No. dated 14.9.2010 on the above mentioned subject and to say that Hon'ble Supreme Court vide its order dated 22.9.2011 has dismissed the Review Petition Nos. 2113-2115/2011 in SLP (c) CC No. 24750-24752/2008 in the matter of Shri G. Gampathkumar & other Vs. P.Narayanm & BSNL the aforesaid SLP was filed against the Hon'ble High Court order dated 10-07-2008 in WA No. 1331/2007 and MP Nos. 1&2 /2007 wherein, the Hon'ble High Court vide order dated 10.7.2008 has held that "there is no provision in the Recruitment Rules of BSNL giving power to the Respondents to conduct the Supplementary examination. In the absence of any specific power or explanation or provision under the Rules or regulations, the BSNL has no right to call for the Supplementary Examination. Hence for the foregoing reasons, we are of the view that calling for applications form the failed candidates for the Supplementary examination by the Respondent for promotion to the post of TTA is illegal and wrong and therefore, it is liable to be quashed and accordingly, the same is quashed".

In view of the foregoing, you are hereby directed to conduct LDCE for TTA under 40% quota for the RY 2008 immediately in your circle, Further directions with regard to holding of LDCE for TTA for the RY 2008 shall be issued by DE branch separately. Head of the Circle is requested to ensure immediate holding of LDCE for TTA for the RY 2008.

**Counting of one extra increment granted to Grade III Staff of BSNL covered under OTBP/BCR Scheme one year prior to retirement for pensionary benefits.**

***DoT 40-12/2004-Pen(T) Dated 27-07-2009***

The matter regarding counting of one extra increment granted to Grade III Staff of BSNL cov-

ered under OTBP/BCR scheme one year prior to their retirement towards pension and pensionary benefits had been under consideration for some time past.

2. In this connection, the undersigned has been directed to state that the competent authority has approved the counting one extra increment granted to Grade III staff of BSNL covered under OTBP/BCR Scheme one year prior to their retirement towards pension and pensionary benefits as a special case as this issue had been a part of wage settlement in the case of those grade III employees who have been observed in BSNL in accordance with the option exercised by them.

This issues with the concurrence of Fiance Branch, DOT. ■

## LETTERS TO ADMINISTRATION

### **Posting of officers in the field.**

***No.TF-36/2 Dated 05/10/2011 to Chairman Cum Managing Director BSNL, New Delhi***

After formation of BSNL there were 22 SAG/HAG level officers in the corporate office. However gradually the number of SAG/HAG officers in Hqr increased to 72 i.e almost four times. It is strange as for last five years the corporate office could not procure materials and equipments for the growth of BSNL services but the officers strength increased enormously. The BSNL has nothing to sale also in the market.

We may apprise you that there are many SSA's where GMS / TDMS are not available and services are being looked after in stop gap arrangement. Some officers are holding double charge and they come once in a week for merry making. But Dy. GMS / Additional GMS are not being allowed to take over the charge such affairs need remedial action but our requests and suggestions are proving a cry in the wilderness. This matter was also raised by us on 27.09.2011 in the meeting held with Director (HR).

We, therefore, urge upon you to get the matter considered in real perspective and in the interest of the company as without regular SSA head services are badly affected. ■

### **Retention of officers on sensitive posts in BSNL.**

***TF-36/2 Dated: 29.09.11 to Chief Vigilance Officer BSNL New Delhi***

Kindly refer to BSNL HQR.letter No. 22-19/2008-VM-II dt. 03.12.2008 on the subject.

It is stated that there are accounts officials in NTP who are being retained on sensitive posts beyond the prescribed period. Similarly there are many SSA Heads who are being retained beyond the prescribed period. This is also against the order and guidelines of CVC and BSNL HQR. There are some Dy. GMS who are working in QA Delhi for last 12 years.

Kindly, therefore, issue order for immediate rotation of officials as per CVC guideline. ■

### **Assault on District Secretary, Shri P.N. Naidu, NFTE BSNL at Srikakulam in Andhra Circle.**

***No. TF-40/3 Dated 29/9/2011***

Kindly recall our discussions of 28th instant. You have been kind enough to speak to circle Head for settlement of the matter.

We are surprised to note that the authorities are issuing orders of transfers of staff in violation of corporate office communication Nos. 6-1/2007-Restg date 7/5/2008, 13-8-2008, No. 250- 7/2007

-Pers III date 18/8/2008, 4-5-2009 and 18-3-2010. It is specifically mentioned in these that the orders of transfers should be in March / April and very minimum employees be displaced. But contrary to orders the SSA Head brought 15 requestees to their choice of place in September and others ordered against resultant vacancies. This is erroneous and against the guidelines of Corporate office. It is most disgusting and shocking to mention that when our District Secretary and Assistant District Secretary were discussing the matter with Dy GMT S/S G. Rajeswara Rao and D. Venkateswara Rao (President and District Secretary of BSNLEU) accompanied along with 15 followers entered and hurled most filthy words against NFTE representatives throwing away all canons of decency and decorum. They tried to man-handle and extended threats of murder. All these Tamasha have taken place in the chamber of Dy GMT. These elements even use to gherao GM etc for issue of irregular orders of transfers you will agree sir, it is very dangerous trend and the workers belonging to NFTE may also retaliate disturbing the peace in the Company. We hold the view that acts of goondaism and rowdism should not go unheaded and unnoticed else its consequences may be disastrous.

We, therefore, demand that enquiry may be instituted against erring personnel and erroneous orders be cancelled. ■

**Misdeeds and corrupt practices of Shri Anup Kumar Mehra, GM, Faizabad in Eastern UP Circle.**

**No. TF-36/3 Date 12.10.2011 to Shri R.K. Upadhyay, CMD, BSNL, New Delhi**

We are constrained to bring to your kind notice the acts of misdeeds And corrupt practices of the said officer.

1. Shri Mehra, GM has not stayed even for a day after joining at Faizabad SSA in the Bungalow earmarked for the GM. Money is being spent continuously in the maintenance of the residence. The officer is staying in one suit in IQ (Holiday Home) at Ayodhya and drawing HRA also.

2. There are four quarters at Vaidheenagar officers colony which are taking electricity illegally from Telephone Exchange as well as from Generator. The PSU is being put to loss in Lakhs of Rupees.

This is in full knowledge of the SSA Head as unions have reported to him.

3. The GM, Shri Mehra on every Saturday leaves Faizabad on Company's Vehicle to join his family at Lucknow and returns on Monday one additional vehicle is at his disposal at Faizabad. Similarly CAO (IFA) and AGM (P) are using vehicles for their personal use.

4. There are 80 thousand GSM connections without address. The local management is extending benefits to "Sourav Communication" in crores. The GM is allegedly getting shares in this.

5. The BTS and Telephone Exchanges are closed / off in absence of electricity. The customers are migrating from BSNL.

6. The Computers including of CSC remain out of order but money is being spent in repairs and maintenance.

We, therefore, request you to please institute an enquiry against the local management and accountability be fixed against them. ■

**Grant of Minimum Trade union facilities etc.**

**No. TF-1/1 (C-5) Dated 07/10/2011 to Shri R.K. Upadhyay, CMD, BSNL, New Delhi**

We invite your kind attention to our letter No. TF-1/1(C-5) date 27.8.2011 (copy enclosed) regarding grant of minimum Trade Union facilities to unions and framing of rules for recognition of unions for non-executive employees. The "SR Cell" is sitting tight and ignoring the contents mentioned in the letter No. BSNL /5-1/ SR/2010 date 20.9.2010. You will agree, sir, postponement of the issue may not help for long.

We, therefore, once again solicit you to please intervene so that "SR Cell" starts action on the issues. The present inertia of "SR Cell" may spoil our relation.

**Harassment of employees by unjust and unfair transfer in Punjab Telecom Circle.**

**No. TF-20/3 Date 7/10/2011 to Director (HR) B.S.N.L New Delhi**

We seek your urgent intervention as the employees belonging to NFTE BSNL are getting naked discrimination by SSA Head at Ludhiana. The GM is virtually dancing at the tune of BSNLEU due to obvious reasons.

It is submitted that 17 Telecom Mechanics after completion of the prescribed training have been promoted and posted by the SSA Head as TTAs vide Memo No. Staff -40/TTA/LDCE/Trg/2011/43 date 21/7/2011 (Annexure I) and staff- 40/TTA/LDCE/Trg/2011/75 date 16/9/2011 (Annexure II) on the basis of pick and choose policy ignoring all canons of justice and fair play.

**1) Discrimination in letter date 21/7/2011 (Annexure 1):-** A perusal of Annexure I will reveal that the employees appearing at serials 2,4,6 and 9 belonging to BSNLEU have been given local/urban posting whereas other officials at Serials 1,3,5 and 7 having allegiance with NFTE have been posted in remote and at far flung areas on selective basis.

**2) Discrimination in orders date 16/9/2011 (Annexure II) :-** The SSA Head has issued postings in a most colourful way throwing all decency of administration. Again the employees at serials 1,3 and 8 retained at local i.e. urban and others thrown out to rural and far flung areas. The local administration has no guts and courage to stick to fairness. We are mentioning below some more points for your information.

3) Shri Balkar Singh, Sr TOA was transferred on 23/7/2011 for jagroan and after joining there again transferred back to Ludhiana. The employee is above 56 years of age and has been transferred in September in violation of guidelines of BSNL HQR Transfer Policy.

4) Shri Nand Kishore is suffering from backache problem but his compassionate application is not being considered. However, the cases of others having lesser ailments are being considered on union basis.

5) Shri Sanjay Walia who is Asst District Secretary of NFTE was transferred to RBN from Habowal and again transferred back to RBN.

6) Shri Banshi Dhar, TM is under suspension for a very long period and he is not being reinstated whereas others involved in serious cases are performing duties.

7) The female staff are subjected to harassment in CSCS. The ladies are performing duties at CSCS even on second Saturday. The working hours of CSCS are from 0800 to 2000 hours but there is no officer at CSCS.

8) Shri Hakim Singh, TTA who is circle Presi-

dent of NFTE was transferred but the then CGM Shri Sirohi stayed. Sequel to transfer of Shri Sirohi the GM has again transferred him to TPT Nagar at the instance of BSNLEU and to demoralise the employees. Direct Recruit TTAs are deliberately harassed and transferred as they have supported NFTE in the 5th verification. The misdeeds and discriminatory approach are forcing the staff to launch struggle against the SSA Head.

We, therefore, demand that a high level enquiry be instituted against the maladministration and misdeeds of SSA Head and all his erroneous and partisan orders be cancelled in the interest of peace and harmony. We have advised the local union to maintain peace and await intervention of higher authorities.

### **Payment of wages etc. for the month of October 2011.**

**TF-8/7 Dated 12/10/2011 to, Chairman-Cum Managing Director, BSNL New Delhi**

The festival of Deepawali is falling on 26th October 2011. We need not dilate on the importance of the festival which is celebrated almost in the entire country. The employees, however, will get pay and allowances only after 31st October 2011. It is, therefore, urged that the wages of employees for October may be disbursed prior to falling of the festival. Alternatively payment of adjustable advance be considered.

Kindly consider the request in real perspective.■

### **Newly Elected Central Office bearers**

Comrades Harish Muktali (Maharashtra), C.K. Joshi (MP) and Shyamal Ghosh (Kolkata TD) have been elected as secretary and organise Secretaries.

**A booklet on VRS :- On the eve of NEC, Comrades Sethu and Murukesan compiled Various writeups on VRS and brought a good going booklet. The publication cost is only kept as price. Kindly contact Com. Murukesan and buy the copies. (Price Rs.50).**

**Sethu : 09442684647,  
Murukesan: 09443012121**

## एकता एवं संघर्ष

नेशनल फेडरेशन ऑफ टेलीकाम इम्प्लॉयर्स की राष्ट्रीय कार्यकारिणी की 15 से 17 अक्टूबर की सम्पन्न बैठक ने बीएसएनएल उपक्रम तथा कर्मचारियों के सम्मुख खतरों तथा चुनौतियों पर बृहत् चर्चा की। वर्तमान के खतरों, संकट एवं चुनौतियां सरकार तथा प्रबंधन की गलत नीतियों का परिणाम है। सरकार ने बीएसएनएल को दी जाने वाली रियायतों को वापस कर ली है। सरकार ने यह भी चिन्ता नहीं किया कि बीएसएनएल सामाजिक जिम्मेदारियों का निर्वाह कर रहा है। सरकार ने यह भी सुनिश्चित किया कि बीएसएनएल में जीएसएम के विकास-विस्तार हेतु उपकरण उपलब्ध न हो तथा नेटवर्क में सुधार भी नहीं हो। डीओटी ने बीएसएनएल के उपकरणों के छः टेंडरों को निरस्त करवाया है। सरकार की हठधर्मी के परिणामस्वरूप निजी कम्पनियों ने बाजार पर कब्जा कर लिया है। इतना ही नहीं सरकार के दबाव के कारण कम्पनी को बी डब्ल्यू ए के अधिक मूल्य का भुगतान करना पड़ा है। उपक्रम को 3 जी स्पेक्ट्रम लेने हेतु विकल्प भी नहीं दिया गया। प्रबंधन सामग्रियों को भी उपलब्ध कराने में असफल रहा है। अधिकांशतः इन्हीं कारणों से बीएसएनएल आज हानि में है जिसमें कर्मचारियों की कोई भूमिका नहीं है। परन्तु प्रशासन कर्मचारियों के ऊपर निशाना साध रहा है। यह दुर्भाग्यपूर्ण है। कर्मचारियों से छुट्टी नगदीकरण, एल टी सी तथा बिना वाउचर के चिकित्सा सुविधाओं को छीन लिया है। सरकार के इशारे पर कर्मचारियों की छंटनी प्रस्तावित है। आज कोई विश्वास के साथ नहीं कह सकता कि कर्मचारियों से अन्य सुविधाएं नहीं छीनी जाएगी।

राष्ट्रीय कार्यकारिणी ने सम्पूर्ण परिस्थितियों को संज्ञान में लेते हुए निर्णय किया है कि स्थिति गम्भीर तथा चिन्ताजनक है। **अतः एकीकृत निरन्तर संघर्ष से ही उद्योग तथा कर्मचारियों की सुरक्षा सम्भव है। अतः संघों की एकता समय की मांग है।** संघों की एकता से कर्मचारियों में विश्वास उत्पन्न होगा तथा वे अनिश्चितकालीन संघर्ष हेतु प्रोत्साहित होंगे। एक दिन की हड़ताल से परिणाम मिलना लगभग असम्भव है। यह मात्र विरोध तथा संघर्ष होगा। क्या हमारा ध्येय केवल

विरोध करना है? हमारा विरोध सरकार की नीतियों के विरुद्ध है।

अतः एनएफटीई सभी संघों से संयुक्त संघर्ष हेतु एकता की अपील करता है। एनएफटीई कर्मचारियों की एकता का प्रबल पक्षधर तथा संघर्ष से मुख नहीं मोड़ेगा।

### राष्ट्रीय कार्यकारिणी बैठक के अवसर पर आयोजित गोष्ठी तथा खुला अधिवेशन

गोष्ठी तथा खुला अधिवेशन के पूर्व झन्डा फहराने का समारोह सम्पन्न हुआ। साथी इस्लाम, अध्यक्ष तथा साथी डी गनैया, भूतपूर्व सेक्रेटरी जनरल, एन एफ पी टी ई ने क्रमशः राष्ट्रीय तथा संघ के ध्वजों को फहराया। अपने सम्बोधन में साथी गनैया ने एनएफटीई संघ को बधाई दी तथा कहा कि हमें प्रसन्नता है कि संघ एकीकृत नव हाथ के चिन्ह को लेकर चल रहा है। संघ के अध्यक्ष ने कहा कि हमारे समक्ष चुनौतियां तथा खतरे हैं जिनका एकता स्थापित करके डटकर बुद्धिमानी के साथ सामना करना है।

### बीएसएनएल में रेवेन्यू का अधिकतम अर्जन

गोष्ठी साथी इस्लाम की अध्यक्षता में प्रारम्भ हुई। इस अवसर पर सर्वश्री मोहम्मद अशरफ खान (सीजीएम तमिलनाडु), ए. सुब्रामनियम (सीजीएम, चेन्नई टीडी), हरीबाबू (पीजीएम कोयंबटूर) आदि उपस्थित थे। संघ की तरफ से गोष्ठी को साथी चन्देश्वर सिंह (महामंत्री), सी के मदिवानन (डिप्टी जनरल सेक्रेटरी), पट्टाभीरमन (प्रांतीय मंत्री, तमिलनाडु) ने संबोधित किया। साथी गोपालकृष्ण, महामंत्री स्वागत समिति ने अधिकारियों तथा संघ के प्रतिनिधियों का स्वागत किया।

गोष्ठी में भाग लेते हुए सीजीएम ने कहा कि बीएसएनएल में अधिकांशतः रेवेन्यू लैन्डलाइन फोन्स तथा ब्राडबैंड से आता है। इस वर्ष रूपया 37,000/- करोड़ अर्जित करने का टारगेट है। बीएसएनएल ने 800 जिलों में 3जी सेवा प्रारम्भ की है। परन्तु इसका उचित प्रचार नहीं हुआ है। तमिलनाडु सितम्बर 2011 की तिमाही में लाभ में है।

**श्री एन टी सजवानी संघ से तत्काल प्रभाव से निष्कासित**

किराए के भवनों को खाली करना आवश्यक है।

संघ के प्रतिनिधियों ने कहा कि फिजूल खर्चों को बंद करना आवश्यक है। हमें विभिन्न उपायों द्वारा रेवेन्यू अर्जित करके टारगेट प्राप्त करना चाहिए। वीआरएस से रेवेन्यू अर्जित नहीं होगी। भ्रष्टाचार पर अंकुश लगाना होगा। पूर्व में खरीदे गए उपकरण स्टोर्स में पड़े हैं। आईयूसी चार्जेस का पुनर्वालोकन होना चाहिए। सरकार को सोचना चाहिए की बी एस एन एल सामाजिक जिम्मेदारियों का निर्वाहकर्ता है। सरकार आदेश जारी करे जिससे केन्द्र/प्रांत सरकार के विभाग एवं निगम आदि बीएसएनएल की सेवाओं का उपयोग करे।

## खुला अधिवेशन

खुला अधिवेशन सांयकाल साथी इस्लाम की अध्यक्षता में सम्पन्न हुआ। साथी जी.एल.धर सचिव, एटक ने खुला अधिवेशन का उद्घाटन किया। उन्होंने अपने संबोधन में कहा कि एकीकृत आंदोलन द्वारा सरकार प्रबंधन की साजिशों को परास्त करना है। उन्होंने 8 नवम्बर के "जेल भरो" आंदोलन को सफल करने की अपील की। महामंत्री/डिप्टी महामंत्री वीआरएस के विरुद्ध आंदोलन छेड़ने का आह्वान किया।

साथी पी आर नटराजन, सांसद ने कहा कि **बी एस एन एल को संघों के मान्यता हेतु अपने नियम बनाना चाहिए जिससे एक से अधिक संघ को मान्यता मिले। उनका कहना था कि एनएफटीई ने अपनी पूर्व नीति में परिवर्तन किया है। अतः बीएसएनएलईयू ने भी परिवर्तन किया है जिससे कि एक से अधिक संघों को मान्यता मिले। साथी धानुशकोडी तथा सुब्बामण्यम ने धन्यवाद प्रस्ताव प्रस्तुत किया।**

**कोयम्बटूर में 15 से 17 अक्टूबर को सम्पन्न राष्ट्रीय कार्यकारिणी की बैठक में पारित प्रस्ताव**

### 8 नवम्बर को प्रदर्शन

1) दिनांक 8.10.2011 को सभी दूरभाष केन्द्रों, कार्यालयों के समक्ष पूंजी विनिवेश, महंगाई के विरुद्ध प्रभावी ढंग से प्रदर्शन करना है। यह एटक, सीटू, इन्टक, एच एम एस, बीएमएस आदि केन्द्रीय संगठनों के समर्थन में है।

2) 50प्रतिशत आईडीए का मरजर: वर्तमान में कर्मचारियों की 52 प्रतिशत आई डी की पात्रता है। अतः बैठक 1.10.2011 से 50प्रतिशत आई डी ए मर्जर की

मांग करती है तथा सेन्ट्रल ट्रेड यूनियन्स से अपील करती है कि वे मांग का समर्थन करे।

3) **भ्रष्टाचार का निराकरण:** आज अधिकारी टेन्डर, कन्ट्रैक्ट्स आदि के भ्रष्टाचार में लिप्त है।

मान्यता प्राप्त संघ भ्रष्टाचार के मुद्दों को उठाने में असफल रहा है। अतः बैठक की अपील है कि सभी भ्रष्टाचार के मुद्दों को कार्यवाही हेतु हेडक्वार्टर भेजा जाय। बैठक यह भी मांग करती है कि सरकार एक मजबूत लोकपाल का गठन करे।

4) **साथी सजवानी के विरुद्ध अनुशासनात्मक कार्यवाही:** राष्ट्रीय कार्यकारिणी बैठक ने साथी एनटी सजवानी, सचिव द्वारा संघ विरोधी गतिविधियों में लिप्त रहने के कारण निष्कासित करने का निर्णय लिया है। उन्होंने एम पी सर्किल संघ का एकोमोडेशन नहीं दिया है।

5) **एकीकृत संघर्ष:** राष्ट्रीय कार्यकारिणी बैठक ने वी आर एस, पूंजी विनिवेश आदि का विरोध करने का निर्णय लिया है। परन्तु अधिकांशतः प्रतिनिधियों ने जेएसी में सम्मिलित होने का विरोध किया है। अन्ततः बैठक ने हेडक्वार्टर के नेतृत्व को निर्णय हेतु अधिकृत किया है कि वह भावनाओं को ध्यान में रखते हुए फैसला करे। परन्तु बैठक ने संयुक्त संघर्ष का निर्णय लिया है।

6) **ट्रेड यूनियन सुविधाएं तथा मान्यता:** राष्ट्रीय कार्यकारिणी की बैठक ने मांग की है कि बीएसएनएल संघों की मान्यता हेतु अपने नियम बनाए। बैठक के सुझाव निम्नवत है।

- पंजीकृत संघ – नोटिस बोर्ड, चेक ऑफ सुविधाएं
- 5 प्रतिशत अथवा इससे अधिक मत प्राप्त करने वाले संघ – नोटिस बोर्ड, चेक ऑफ तथा अनौपचारिक बैठक की सुविधाएं
- 15 प्रतिशत अथवा इससे अधिक मत प्राप्त करने वाले संघ– मान्यता, नोटिस बोर्ड, चेक ऑफ, औपचारिक बैठक, स्पेशल कैजुअल लीव, निगोशिएटिंग मशीनरी में प्रतिनिधित्व।

### एन टी पी 2011

एनटीपी 2011 से निजी कम्पनियों को प्रोत्साहन मिलेगा। एनटीपी में लाखों व्यक्तियों को रोजगार देने का प्रस्ताव है। परन्तु बीएसएनएल में छंटनी का प्रस्ताव है।

बीएसएनएल की आर्थिक जीवन क्षमता हेतु कोई रोड मैप नहीं है। आई टी आई /एमटीएनएल के मर्जर से बीएसएनएल की हानि में वृद्धि होगी। एनटीपी-2011 में एनटीपी 1999 तथा कैबिनेट निर्णयों का कोई भी जिक्र नहीं है। बैठक का निश्चित मत है कि निगमीकरण के समय के वादों के निर्वाह के अभाव में बीएसएनएल का जीवित रहना कठिन है। अतः एनटी पी - 2011 में इनका समावेश आवश्यक है।

### छुट्टी नगदीकरण आदि

राष्ट्रीय कार्यकारिणी बैठक ने छुट्टी नगदीकरण, एलटीसी तथा बिना वाऊचर के चिकित्सा भत्ता की सुविधाओं को पुनः लागू करने की मांग की है।

### चेयरमैन-कम-मैनेजिंग डायरेक्टर का राष्ट्रीय बैठक के अवसर पर शुभकामनाएं संदेश संक्षिप्त में

बीएसएनएल कंपनी इस समय रूपया 6384/- करोड़ की हानि में है। कंपनी की वित्तीय दशा चिंता का विषय है। इस स्थिति से उबरने के लिए सभी को मिलकर प्रयास करना है सरकार हमारे कार्यों की निगरानी कर रही है कि हम लक्ष्यों की प्राप्ति क्यों नहीं कर रहे हैं।

हमें वर्ष 2011-12 में 25 प्रतिशत रेवेन्यू की वृद्धि करनी है। हमारा लक्ष्य रूपया 37000/- रेवेन्यू प्राप्त करने का है परंतु अभी तक केवल रूपया 9855/- करोड़ की प्राप्ति हुई है। हमें सभी स्रोतों से एकत्रित करके अधिकतम रेवेन्यू प्राप्त करना है। ग्राहकों को सुंदर सेवा देकर रिझाना है। हमारे निपुण कर्मचारियों का कोई मुकाबला नहीं कर सकता है। प्रयास करके बाजार में हमें हावी होना है मोबाइल का बोलबाला है। परंतु हमें 65 प्रतिशत रेवेन्यू वायरलाईन क्षेत्र से मिलता है। ब्राडबैंड सेवा को आगे बढ़ाना है। यह बाह्य नेटवर्क को ठीक करने से ही संभव है। हमें खर्चों पर अंकुश लगाना है हमें आपके सहयोग की परम आवश्यकता है। **आप कंपनी के हैं तथा कंपनी आपकी है।**

हम गोष्ठी की सफलता की कामना करते हुए दीपावली की शुभकामनाएं देता हूं।

### हेडक्वार्टर के नव निर्वाचित पदाधिकारी

साथी हरीश मुक्ताली (महाराष्ट्र), सी के जोशी (मध्यप्रदेश)

तथा श्यामल घोष (कोलकटा टीडी) क्रमशः सचिव, संगठन मंत्री निर्वाचित हुए हैं। इस प्रकार पदाधिकारियों की रिक्तियों की पूर्ति हो गई है।

### प्रबंधन को पत्र

टीएफ-36/6 दिनांक 30.9.2011 सीएमडी, बीएसएनएल को तथा प्रतिलिपि डियुटी सीएलसी को कृपया कार्पोरेट कार्यालय के पत्र संख्या बीएसएनएल/9-11/एस आर/ 2011 दिनांक 29.8.2011 का सन्दर्भ लें।

7 जुलाई की बैठक के उपरान्त भी मुद्दों का समाधान नहीं हुआ है। मुद्दों का ब्यौरा निम्नवत है।

1) बीएसएनएल में संघों के मान्यता हेतु नियम : यह कहना गलत है कि 16.10.2010 की बैठक में संघों के मध्य आम सहमति नहीं थी केवल दो ऐसे संघ थे जो कि नवीन नियम बनने के पक्ष में नहीं थे। कोड ऑफ डिस्सिपलिन सेन्ट्रल यूनियन्स के लिए है। यह कोई नियम नहीं है। प्रबंधन नियम बनाने में भेदभाव अपना रहा है। इक्जीक्युटिव संघ हेतु नियम बने परन्तु नॉन-इक्जीक्युटिव के लिए नहीं।

एनएफटीई ने कोड ऑफ डिस्सिपलिन मानने के लिए कोई भी अन्डरटेकिंग नहीं दी है। अतः एनएफटीई को मान्यता दी जाय। यदि मामला न्यायालय में है तो बीएसएनएलईयू को किस प्रकार मान्यता दी गई। अतः अनुरोध है कि एनएफटीई को उसी पद्धति के अनुसार मान्यता दी जाय।

2) सीनियर टीओएज का अपग्रेडेशन : मिनट्स भ्रान्तिपूर्ण है। संघ की मांग स्पष्ट है कि बीएसएनएल बोर्ड के निर्णय को कार्यान्वित किया जाय। जी ओ एम की सिफारिश का उल्लंघन सम्भव नहीं है।

3) जे टी ओ कैंडर में प्रोन्नति: विभागीय परीक्षा में विलम्ब हो रहा है। केरल सर्किल ऑफिस मुकदमों की उचित पैरवी नहीं कर रहा है।

4) नियमित मजदूर की पेंशन: वेज एग्रीमेन्ट के पैराग्राफ का अभी तक संशोधन नहीं हुआ है।

5) दैनिक मजदूरों का नियमितिकरण : दस वर्षों के दैनिक मजदूरों के नियमितिकरण के लिए सुप्रीम कोर्ट की मनाही नहीं है।

6) अर्हता प्राप्त तथा प्रशिक्षित आर एम्स का अपग्रेडेशन: मामले पर उचित विचार नहीं हुआ है।

कृपया बैठक करके समस्याओं का समाधान सुनिश्चित करें

### संवेदनशील पदों पर रोकना

**टीएफ-36/2 दिनांक 29.9.2011 सी वी ओ को**

कृपया बीएसएनएल हेडक्वार्टर के पत्र संख्या 22-19 /2008-बीएम II दिनांक 3.12.2008 का संदर्भ लें।

एनटीपी में कुछ ऐसे लेखाधिकारी हैं जिन्हें अधिक समय से संवेदनशील पदों पर रखा गया है। इसी भांति एसएसए हेड्स भी हैं।

कृपया उचित आदेश जारी करें।

### फील्ड में अधिकारियों की नियुक्ति

**टीएफ 36/2 दिनांक 5.10.2011 सीएमडी को**

निगमीकरण के समय कार्पोरेट कार्यालय में 22 एचएजी/एसएजी अधिकारी थे। वर्तमान में यह संख्या 72 हो गई है। यह आश्चर्यजनक है। अधिकारियों की वृद्धि होने पर भी कार्पोरेट कार्यालय क्षेत्र में सामान /उपकरण आदि उपलब्ध कराने में असमर्थ रहा है।

क्षेत्र में ऐसे एसएसएज हैं जहां पर जीएम/टीडीएमस नहीं है। कुछ स्थानों पर लोगों को अतिरिक्त कार्यभार दिया गया है यद्यपि कि डीजीएम/अतिरिक्त जीएम मौजूद है। दिनांक 27 सितम्बर की बैठक में निदेशक (कार्मिक) से मुद्दे पर चर्चा हुई थी।

कृपया उचित कार्यवाही सुनिश्चित करें।

### संघों को न्यूनतम ट्रेड यूनियन सुविधाएं तथा मान्यता के नियम

**टीएफ-1/(सी-5) ..... दिनांक 7.10.2011 श्री उपाध्याय, सीएमडी बीएसएनएल को**

कृपया विषय पर संघ के पत्र संख्या टीएफ-1/1 (सी-5) दिनांक 27.8.2011 का संदर्भ लें। कार्पोरेट कार्यालय का 'एसआर सेल' मुद्दे पर चुप्पी साधे हुए हैं तथा पत्र संख्या बीएसएनएल /5-1/एसआर /2010 दिनांक 20.9.2010 में आवसानों की भी अनदेखी कर रहा है आप इससे सहमत होंगे कि मुद्दों के समाधान को टालना उचित नहीं है।

कृपया हस्तक्षेप करें जिससे कि "एसआर सेल" कार्यवाही प्रारंभ करें। चुप्पी औद्योगिक हित में नहीं है।

### अक्टूबर, 2011 के वेतन का भुगतान

**टीएफ-8/7 सीएमडी, बीएसएनएल को**

दीपावली का पर्व 31 अक्टूबर से पूर्व मनाया जाएगा। यह एक महत्वपूर्ण त्यौहार है।

कृपया पर्व के पूर्व कर्मचारियों को वेतन भुगतान सुनिश्चित करें।

### प्रबंधन से पत्र

**वर्ष 2008 हेतु टीटीए वर्ग में प्रोन्नति हेतु सीमित विभागीय परीक्षा (40 प्रतिशत कोटा)**

**बीएसएनएल पत्र संख्या 250-27/2008-पर्स III दिनांक 19.10.2011 सीजीएम तमिलनाडू, असम, झारखंड तथा यूपी (पूर्व) को**

कोर्ट के निर्णयानुसार पूरक परीक्षा गैर-कानूनी है क्योंकि यह भर्ती नियम में नहीं है। अतः सीजीएम वर्ष 2008 के लिए विभागीय परीक्षा तत्काल सुनिश्चित करें।

**दिनांक 1.10.2011 से लोक उपक्रम कर्मियों के महंगाई भत्ते में वृद्धि**

एफ नं. 2 (70) 2008 डीपीई (डब्ल्यूसी) जीएल XVII /2011 के द्वारा लोक उपक्रम विभाग - भारत सरकार ने विज्ञप्ति जारी कर केंद्रीय लोक उपक्रम के कर्मचारियों के लिए दिनांक 1.10.2011 से औद्योगिक महंगाई भत्ते में वृद्धि की है जो निम्न प्रकार है।

प्रभाव की तिथि	अ.भा. के मूल्य सूचकांक	प्रतिशत में महंगाई भत्ते की परिवर्तित दर
1.10.2011	182	52 प्रतिशत

महंगाई भत्ते में की गई वृद्धि केंद्रीय लोक उपक्रम के वैसे कर्मचारियों के लिए लागू होगा जिनके वेतनमानों का पुनर्संशोधन सन 2007 से डीपीई के ओएम दि. 26.11.2008, 9.2.2009 एवं 2.4.2009 के द्वारा किए गए हैं।

**पचास प्रतिशत कोटे के अधीन टेलीकाम मैकेनिक के लिए सीमित विभागीय प्रतिस्पर्धा परीक्षा के लिए परिवर्तित स्कीम का अग्रसरण**

**बीएसएनएल पत्र संख्या 250-74/2001 (पार्ट) दिनांक 18.**

### 10.2011 सभी सर्किल प्रमुख बीएसएनएल को

इस कार्यालय के समयक पत्रांक तिथि 31.7.2006 में आंशिक संशोधन के साथ टेलीकाम मैकेनिक के लिए 50 प्रतिशत कोटे के अधीन सीमित विभागीय प्रतिस्पर्धा परीक्षा का परिवर्तित स्कीम की प्रति आगे की कार्यवाही के लिए संलग्न है। यह संशोधित एवं परिवर्तित स्कीम आगे आयोजित होने वाली परीक्षाओं पर प्रभावी होगी।

### परीक्षा की स्कीम

दो पाली की परीक्षा प्रत्येक 2.30 घंटे के लिए होगी। दो पत्र में प्रत्येक 50 अंक के होंगे।

विषय	अधिकतम अंक	देय समय
<b>सेक्शन-1</b>		
सामान्य विज्ञान एवं गणित	50	2.30 घंटा
<b>सेक्शन-2</b>		
विभागीय व्यवहारिकता	50	2.30 घंटा

### परीक्षा के सिलेबस

**सेक्शन -1 सामान्य विज्ञान-** माप-तौल की ईकाई, लंबाई, पिंड, समय एवं तापक्रम, चालक, कुचालक, अर्धचालक, गुण, विद्युत धारा, वोल्टेज, ओम के नियम, प्रतिरोधक, सीरिज एवं पैरेलल कनेक्शन ऑफ इलेक्ट्रिक करंट, विद्युत बल्व, हीटर, फ्यूज, स्विच, रेगुलेटर, एवं फ्लुरीसेंट ट्यूबलाइट, मापतौल के बेसिक, मजरिंग इंस्ट्रुमेंट, मोल्ट मीटर, अमीटर एवं मल्टी मीटर।

**गणित** - प्रतिशत, लाभ एवं हानि, साधारण ब्याज औसत की गणना, अनुपात-समानुपात, लीनीचर इक्वेशन, त्रिकोणमितीय अनुपात।

**सेक्शन 2- विभागीय व्यवहारिकता, (i)** विभिन्न प्रकार के स्विच बोर्ड, केबुल उनके वर्गीकरण, लाइंग एवं टर्मिनेशन।

ii) बीएसएनएल द्वारा प्रदत्त विभिन्न सेवाओं के बैंड नाम।

iii) बाह्य-प्लांट, डीपी पिलर, कैबिनेट, प्राइमरी, सेकेन्डरी, और डिस्ट्रीब्यूशन केबुल।

iv) एमडीएफ, आइडीएफ, प्रोटक्टिव डिवाइस।

v) छोटे साइज, के सी - डाटा एक्सचेंज का परिचालन।

vi) फ्लोट रेक्टिफायर, पावर प्लांट, इंजन-जेनरेटर,

बैटरीज, उनके परिचालन एवं संरक्षण।

**एक अतिरिक्त बीसीआर इंफ्रीमेंट का पेंशन में गणना डीओटी पत्र सं. 40-12/2004-पेन (टी) दिनांक 27.7.2009 सीएमडी, बीएसएनएल तथा सभी सीसीएज/ज्वाइंट सीसीएज को**

सक्षम अधिकारी ने एक अतिरिक्त बीसीआर इंफ्रीमेंट का पेंशन में गणना का अनुमोदन किया है। यह वेज एग्रीमेंट का भाग था। निर्णय वित्त शाखा की सहमति से है।

(i) डिस्मिस्ड किये गए कर्मचारियों को पेंशन (ii) बीएसएनएल में सम्मिलित तथा सेवानिवृत्त कर्मचारियों के पेंशन में कटौती

**बीएसएनएल पत्र सं. 40-20/2010 -पेन (बी) दिनांक 4.10.2011 सभी सीजीएमस को**

बीएसएनएल में सम्मिलित कर्मचारियों को डिस्मिस्ड बिना डीओटी के अनुमोदन के नहीं हो सकता है। यह अनुमोदन सीवीओ, बीएसएनएल के माध्यम से होगा।

पेंशन में कटौती डीओटी करेगा। कार्पोरेट कार्यालय का स्थापना अनुभाग सीओओ को कर्मचारी से संबंधित सूचनाएं उपलब्ध करेगा।

### माता/पिता को पारिवारिक पेंशन

**डीओटी पत्र संख्या 1/2/07 - पी एंड डब्ल्यू (ई) दिनांक 2.9.2011**

विधवा/विधुर अथवा बच्चों के नहीं रहने पर आश्रित माता/पिता की पारिवारिक पेंशन की पात्रता है।

**बीएसएनएल में 1.10.2000 से सम्मिलित कर्मचारियों की पेंशन विसंगति**

**डीओटी पत्र संख्या 40-10/2005-पेन (ओ) दिनांक 27.9.2011**

डीओपी तथा पी डब्ल्यू ने निर्णय दिया है कि 1.1.96 से संशोधित वेतनमान का पूर्ण न्यूनतम पेंशन वेतन के 50 प्रतिशत से कम नहीं होगा। सेवानिवृत्त तिथि से इसका संबंध नहीं होगा। बीएसएनएल में सम्मिलित कर्मचारियों को डीओटी तथा बीएसएनएल कार्यकाल के योग से नियम 37 ए से पेंशन मिलता है। अतः उनकी भी न्यूनतम पेंशन रिटायरमेंट

शेष पृष्ठ 19 पर

**CMD's Message for NFTE All India CWC & Seminar at Coimbatore on  
15<sup>th</sup> October 2011**

Dear colleagues,

I extend my greetings and good wishes to all of you on the occasion of All India CWC Meet of NFTE. Let me first of all apologise for not being able to attend this function due to emergence of sudden official exigencies which require my presence at Delhi. I greatly appreciate the initiative taken by NFTE to conduct a Seminar on the most relevant subject relating to 'Maximisation of BSNL's Revenue', on this occasion.

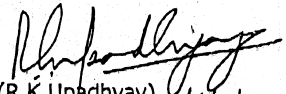
As you all know accounts of the company for the year 2010-11 have been finalized and the company has posted loss of approximately Rs.6384 Crore during last year which is three times more when compared to 2009-10. The depleting reserves and declining trend in revenue generation is a matter of serious concern for the financial health of the company. All of us have started feeling the pinch of this decline and lot of efforts have to be put in by each one of us to come out of the present predicament. Our performance is being monitored closely by the Government and we have to explain reasons of shortfall in meeting the targets.

We are required to increase our revenue by 25% during 2011-12 over the revenue of 2010-11. Our gross sale target for the year are Rs 37000 crore and in five months i.e. upto August 2011 we have earned around Rs 9855 crore which is about 26.6% of the target. Half the year has gone but we are far behind our target. Let us consolidate our sources and resources to maximize the revenue of BSNL and save the company from further erosion. We need to deliver quality service to the customers by meeting their aspirations from the service. The customers have often praised the good service delivery by BSNL staff and they convey their appreciation to me through email. I know no one

can match the competence and skill of BSNL staff. With a little more effort and determination we can certainly regain our market dominance. I would like to add here that although mobile is the buzzword of the day and we need to focus attention on wireless business but wireline segment needs equal focus as we are earning about 65% revenue from the wireline segment. We need to upkeep our external network to leverage the broadband potential in this segment. Special focus has to be given to Enterprise business to boost the bulk business.

Apart from generating additional revenue streams, we need to exercise control on the unproductive expenditure. While we are doing our best to correct the present situation I need your wholehearted support for various decisions taken or that might have to be taken in future in the overall business interest of the company. You belong to this company and the company belongs to you. I know that you will deliberate all these issues dispassionately in this Seminar and come out with a dedicated action plan to meet the agenda of maximizing BSNL's revenue.

I wish this Seminar to be a great success and convey my good wishes to all of you for a happy and prosperous Deepawali.

  
(R K Upadhyay) 14/11/2011

#### पृष्ठ 17 का शेष

के समय के वेतन का 50 प्रतिशत से कम नहीं होगा। अतः ऐसे कर्मचारी जो कि 1.10.2000 के पश्चात् दस माह के अंदर रिटायर हो गए हैं उन्हें भी उपर्युक्त लाभ दिया जाय।

#### एनईपीपी में एन ई 12 स्केल का सृजन

एनईपीपी में एनई - 12 वेतनमान के सृजन में निरन्तर विलम्ब हो रहा है। सी एम डी के अनुमोदन के पश्चात् मान्यता प्राप्त संघ से लिखित समझौता होगा तत्पश्चात् बीएसएनएल बोर्ड में प्रस्तुत होगा। प्रत्येक माह कर्मचारी रिटायर हो रहे हैं। उनकी हानि की पूर्ति नहीं होगी।

आखिर विलम्ब का उत्तरदायी कौन है?

#### भूतपूर्व संचार मंत्री, श्री मारन के खिलाफ सीबीआई जांच

सी बी आई श्री मारन भूतपूर्व संचार मंत्री के खिलाफ

औपचारिक जांच प्रारम्भ कर दी है। उनके विरुद्ध दोषारोपण है कि चेन्नई निवास पर 300 टेलीफोन्स लाईन का दूरभाष केन्द्र स्थापित करके उसे सन टीवी कार्यालय से जोड़ दिया गया। यह कृत्य सन टीवी को लाभान्वित करने के लिए किया गया था। इससे बीएसएनएल को करोड़ों रूपए की हानि हुई है। भूतपूर्व सीजीएम जांच को हल्का करने हेतु प्रयासरत हैं।

#### लुधियाना में संघर्ष

स्थानीय प्रशासन के काले कारनामों तथा भेदभावपूर्ण व्यवहार के विरुद्ध एनएफटीई ने संघर्ष प्रारम्भ किया है। हेडक्वार्टर की अपील पर अस्थायी रूप से संघर्ष को रोका गया है। हेडक्वार्टर तथा सर्किल मामले को उच्च स्तरों पर लेगा।

#### वीआरएस

ज्ञात हुआ है कि बीएसएनएल बोर्ड ने वीआरएस प्रस्ताव को अनुमोदित किया है। यह डीपीई के दिशा-निर्देशनों के अनुसार है। मामला अब डीओटी में है। ■

## श्री एन टी सजवानी के यूनियन से निष्कासन की पृष्ठभूमि

ज्ञातव्य है कि पटना में दिनांक 9 से 11 अप्रैल 2010 तक एनएफटीई (बीएसएनएल) का अखिल भारतीय सम्मेलन सम्पन्न हुआ था, जिसमें पूरे देश से लगभग तीन हजार से अधिक प्रतिनिधियों ने हिस्सा लिया। पटना में चुनाव सम्पन्न हुआ तथा श्री सजवानी मुख्यालय सचिव निर्वाचित हुए। उन्होंने सभा में नव निर्वाचित साथियों को बधाई दी तथा मंच से साथ काम करने का आह्वान किया। उसके पश्चात् की घटना पर गौर करें-

1. श्री सजवानी दिल्ली लौटते ही 19.4.2010 को संघ के केंद्रीय मुख्यालय का "लेटर हेड" का गलत इस्तेमाल करते हुए प्रबंधन को पत्र लिख दिया कि पटना में कोई चुनाव नहीं हुआ तथा पूर्व के निर्वाचित पद धारक ही आगे संघ का संचालन करते रहेंगे।
2. जब नवनिर्वाचित महामंत्री ने अपना कार्य संभाल लिया तो श्री सजवानी ने संबंधित बैंक को खाता का संचालक रोक देने के लिए पत्र लिखा।
3. उन्होंने डाक विभाग के आला अधिकारियों को 'संघ की पत्रिकाओं' को डिस्पैच नहीं करने के लिए पत्र लिखा।
4. संघ की पत्रिका टेली लेबर एवं टेलीकाम में संपादक एवं मुद्रक का नाम बदलने हेतु डिपुटी पुलिस कमीश्नर (लाइसेंसिंग) को अनापत्ति प्रमाण नहीं दिया जिससे संघ के दोनों पत्रिकाओं का प्रेषण 25 पैसे प्रतिकापी की जगह दो रूपये प्रति कापी देनी पड़ रहा है।
5. श्री सजवानी की इन गतिविधि से वापस मोड़ने तथा आपसी एकता स्थापित करने हेतु दिल्ली में राष्ट्रीय कार्यकारिणी की बैठक दिनांक 13 एवं 14 जून 2010 को बुलाई गई जिसमें श्री सजवानी भी शामिल हुए और फिर से केंद्रीय मुख्यालय में कार्य करना स्वीकार किया।
6. दिल्ली कार्यकारिणी में किये गये वचनबद्धता को भोपाल जाते ही भूल गये और पुनः संघ विरोधी कार्य में संलग्न हो गए।
7. निर्वाचित महामंत्री के लिखित आग्रह के बाद भी संघ

का नया लैपटाप नहीं लौटाया।

8. पांचवी सदस्यता जांच के समय विरोधी यूनियन इनके फोटो का इस्तेमाल किया परंतु इन्होंने इसका खंडन नहीं किया।
9. चुनावी प्रचार के लिए कई सर्किलों के आमंत्रण को स्वीकार कर एन मौके पर वहां नहीं गए और विरोधी यूनियन को वोट दिलाने का कार्य परोक्ष रूप से करते रहे।
10. मध्य प्रदेश के परिमंडलीय मंत्री पद से हटा दिये जाने के बाद भी यूनियन के खाते से पैंतीस हजार रुपये निकाल लिये।
11. मध्य प्रदेश सर्किल का यूनियन कार्यालय में किरायेदार को रखकर नवनिर्वाचित सर्किल मंत्री को यूनियन के कार्य के लिए आवास नहीं हस्तगत कराया।
12. एक नयी पंजीकृत यूनियन में उपमहासचिव का पद स्वीकार कर लिया और लिखित आग्रह के बाद भी स्पष्टीकरण नहीं दिया।
13. उक्त यूनियन के तथाकथित सम्मेलन में कानपूर में सम्मिलित होकर उपमहासचिव की भूमिका अदा की।
14. जनसूचना अधिकार के अंतर्गत पूछे गये प्रश्न के उत्तर में बीएसएनएल प्रबंधन ने स्वीकार किया है कि श्री सजवानी का नाम नवीन यूनियन में उपमहामंत्री के पद पर सूची में शामिल हैं।

उक्त समस्त संघ विरोधी गतिविधियों पर स्पष्टीकरण हेतु महामंत्री ने अनेकों पत्र इन्हें पंजीकृत डाक से दिये परंतु इन्होंने किसी का जवाब देना उचित नहीं समझा। इसके अतिरिक्त भी श्री सजवानी द्वारा किये गये संघ विरोधी कार्यों की एक लंबी दास्तान है। इन समस्त स्थितियों के मद्देनजर कोयम्बटूर में दिनांक 15 से 17 अक्टूबर 2011 को सम्पन्न हुए कार्यकारिणी समिति ने पूर्ण चर्चा -परिचर्चा के उपरांत श्री सजवानी को एनएफटीई (बीएसएनएल) से सर्वसम्मति से प्रस्ताव पारित कर निष्कासित कर दिया। ■