

# TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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## EDITORIAL

### A Ludicrous Proposal

The BSNL Corporate Office has suddenly proposed to debar the employees from availing the financial up-gradations as per non-executive promotion policy, NEPP, in case they refuse to accept functional post based promotions. The NFTE BSNL representing near about one lakh employees was never consulted by the

management while evolving the said truncated promotion scheme for group 'C' and 'D' workers. It is good that the management has now changed its approach and kept aside the past practice of not consulting even the major registered unions. It has sought views from the unions on the proposal. The proposal, if implemented, will

definitely not help in facing the hyper-competitive telecom market as contended and may prove counter productive. We have told the management in unambiguous words that the proposal is unacceptable and financial up gradations and post based promotions may not be linked with each other. The entire issue of "NEPP" as a matter of fact be reopened and policy reframed in consultation with all the unions to remove discriminations and Controversies.



(Corrupt need such treatment)

Courtesy : Amar Ujala

Contd. on page 2

**(CHQ extends Eid-ul-Fitr greetings to all BSNL Workers)**

## **Strengthening Performance Driven Work Culture in BSNL -Revision of Benchmarks for Promotion**

In View of the precarious competitive position of BSNL, a strong and urgent need is being felt to strengthen performance driven work culture in the organization to enable it to face the challenges of hyper-competitive telecom market. For achieving that objective, one of the proposals being mulled is to discourage the practice of employees refusing functional promotional. After they have availed the benefit of up-gradation under the Non-Executive Executive Promotion Policy, including the following provision in the said policy.

"Grant of higher pay-scale under this Scheme shall be conditional to the effect that an employees, while accenting the said benefit shall be deemed to have given his unqualified acceptance for regular promotion on occurrence of agency subsequently. In case he refuses to accept the Uglier post on regular promotion subsequently, he shall be debarred from post-based promotion for a

period of one year and any further financial up-gradation. However, as and when he accepts regular promotion thereafter, he shall become eligible for the next financial up-gradation only after he completes the required eligibility service period prescribed under the Scheme in that higher grade subject to the condition that the period for which he was debarred for regular promotion shall not be counted for the purpose. However, if he continues to refuse functional promotion even after the expiry of the debarment period he will continue to remain debarred from any financial up-gradations."

2. Accordingly, you are requested to deliberate upon the proposal contained in para 1 above in the spirit it has been drafted and make available your considered views thereon keeping the overall interest of BSNL in view. It will be appreciated if your views are received latest by 5th August 2011. ■

### **Strengthening performance driven work Culture in BSNL :- Revision of Bench mark for promotion.**

#### **Proposal unacceptable to NFTE**

***NFTE letter No.TF-26/6 Dated 8/8/2011 to General Manager, (Corp. Restg.), BSNL, N.Delhi***

Kindly refer to your communication dated nil regarding revision of benchmark for promotion. Being out of Hqr. we could not respond within the prescribed date.

At the outset we are thankful for seeking the views of our union on the subject. The financial upgradation scheme (NEPP) of Non-Executive employees was evolved without consulting all the unions. It is needless to mention that the scheme is full of

discriminations, contradictions and confusions. We, therefore, strongly feel and demand that the issues be reopened in larger interest of the workers and company both. The financial upgradation scheme be framed afresh akin to executives in consultation with all the unions atleast with such which are having sizeable support of employees.

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It will not be out of context that there is no figure or statistics to show how many group 'C' and 'D' employees have refused the post based promotions. In absence of this you will appreciate, sir, it is not possible to know the gravity of the problem which forced the management to propose revision in benchmark for promotion. However, it is neither fair nor justified to link financial upgradation of employees with the post based functional promotion. Therefore, the proposal

mentioned in the letter is unacceptable to our union.

We request you to impress upon the higher authorities at Hqr. to ensure timely supply of materials and equipments to starving circles and SSAs which alone will help in facing the challenges in the market. The proposed change debarring the employees from NEPP for refusal to accept post based promotion will certainly not help in facing the competition and may prove counter productive.

**Contd. from page 1 : Editorial**

The BSNL administration must understand and realise that today a strong and urgent need is to make the materials and equipments available at circle and SSA levels to face the tough competition in the market. How competition with private companies can be faced in absence of supply of materials etc? There is shortage of indoor and outdoor BTS. The out-door BTS is badly needed in rural areas. The BTS provided in rural areas should be of outdoor type to minimize the expenditures on electricity. There is acute shortage of Telephone sets and Modem-II in the field. There is heavy requirement of ADSL ADD-ON Cards with cables. Why Corporate

Office is not providing the single phase power equipment in rural area which can curtail expenditures on Diesel. The management must pay attention on such issues and remove the present bottle-neck.

The move of administrations to deny the financial up- gradation to such employees who do not accept post based promotion in the name of facing the challenges and competition in Telecom Market is ludicrous as this will definitely not serve the purpose.

We expect the BSNL management will desist from such futile exercises and make sincere efforts to provide materials and equipments in the field. ■

**BSNL employees will now get Medical facilities on revised pay scale effective from 1-1-2007**

The BSNL absorbed, unabsorbed employees will now get Medical perks/Allowances with and without vouchers on the revised IDA pay scale in the analogy of Executives orders have been issued on 10 August.

The NFTE has made representations against the discrimination and convinced the management for the settlement.

**National Executive Meeting at Coimbatore**

The preparations are full swing under the leadership of Com. Gopal Krishnan, General Secy, Reception Committee. Contact him on No. 09443057220, if necessary

## Letters from Administration

### Office order

#### **Revision of Medical Allowance for non-executive staff**

**No. BSNL/Admn.I/14-15/09 Dated: August 10, 2011**

**Ref: 1. No. BSNL/Admn./1 dated 28th February 2003**

**2. OM No. BSNL/Admn.I/14-15 dated 24th August 2009,**

**3. Corrigendum to OM dated 30<sup>th</sup> September 2009**

The Management Committee of BSNL has revised the perks and allowances to all non-executives (absorbed, or directly recruited including un-absorbed officials who are working in BSNL on deputation/deemed deputation basis), subsequent to the revision of Pay Scales of the non-executives. Accordingly, the limit of reimbursement of expenditure on out door treatment is revised as under.

#### **i) Outdoor treatment; Reimbursement against Vouchers:**

Limit of reimbursement of expenditure on outdoor treatment against voucher has been revised from one month's Basic Pay + DA of unrevised pay to 25 days of revised Basic pay + DA.

#### **ii) Outdoor treatment; Entitlement without Voucher:**

Medical allowance (without voucher) has been revised from half month's Basic Pay+ DA of unrevised pay to 12 1/2 days of revised Basic Pay + DA.

The provisions under Clause 2-1-0 and 2.1.1 of the above referred order may be

suitably replaced and the limits revised accordingly for all the non-executives. The revised limits are effective from the financial year 2011-12.

#### **Dispose Scraps by 31-10-2011**

**No:BSNL/Admn-I/2-8/2011 (Pt) Dated: 4.08.2011**

Instructions have already been issued in the past to review the renting of accommodation for office and operational purposes and make all efforts to reduce the expenditure on renting of such accommodation. In spite of such instructions it has been observed that in some of the field units rented accommodation is being used to store scrapped items which is resulting in dual loss to the Company. Firstly, we are not realising the cost of the scrap which reduces with time. Secondly, we are paying rent for storing scrapped material. Management desires that such cases may be immediately attended to and the scrapped material should be disposed within 90 days following all the laid down procedures of the Company. If any case of using rented accommodation for storing scrapped material is found on or after 1 st November, 2011, I am directed to inform that responsibility will be fixed against the officers responsible for inaction and causing avoidable loss to the Company. It is also reiterated that many residential quarters are lying vacant and instructions have been issued in the past to make all out efforts to utilise the quarters for office and operational purposes where ever feasible.

*(orders issued on NFTE's representation)*

## **Punctuality**

**No BSNL / Adm - 1 / 27 - 3 / 2005**  
**Dated: 4.08.2011 to 1.CMD, 2.Dir (CM)/Dir (CFA)/Dir (HR), 3. All EDs**

Instructions have already been issued that punctuality should be maintained by all the Executives and Non-executives of BSNL and it was instructed that already laid down procedure must be used to maintain the attendance register. All the Circles may explore the feasibility of using the CTD model of marking their attendance on the Intranet. GO may be consulted for further guidance in this regard if required. Compliance report may please be sent latest by 31.8.2011.

## **Revenue Target for 2011-12 from leasing a Vacant Staff Quarters.**

**BSNL No. 482-9/2009-BG Dated : 26-07-2011 All Chief General Managers, Bharat Sanchar Nigam Ltd.**

This is in continuation to this office letter of even numbers dated 19-01-2011, 24-02-

2011 & 29-03-2011 vied which it was requested to achieve target mentioned in letters by leasing out the Staff Quarters during 2010-2011 to CPSU and generate maximum revenue and submit quarterly achievement report of revenue earned to this office.

It is however seen that no adequate progress has so far been achieved in this regard as per details enclosed. The quarterly reports are also not being received from your unit on time i.e. and of June, 2010, September, 2010 December, 2010 and March 2011.

It is a matter of concern at the present financial condition of BSNL & needs to be looked into by your personally.

The Revenue Target for the period 2011-12 is enclosed at Annexure 'A'

It is therefore once again requested that efforts may please be made to achieve target to maximum extent and quarterly report may please be sent in time to this office regularly of Fax No. 011-23865303 & Email Id: dgmbw2bsnl@gamil.com.

**Annexure 'A'**

## **Revenue target for leasing vacant staff quarter (2011-12)**

<b>S.No.</b>	<b>Name of Circle</b>	<b>Revenue Earned in 2010-11 in Lakh</b>	<b>Target for 2011-12 in lakh</b>	<b>Remarks</b>
1.	A.P	0	3	
2.	ALLTTC	4.1488	5	
3.	A&N	0	1	
4.	Assam	0	1	
5.	Bihar	0	2	
6.	BRBRAITT	3.3536	4	
7.	Chennai Teleph	3.0346	4	
8.	Chattisgarh	0	2	
9.	ETP Kolkata	0	0.5	
10.	ETR Guwahati	0	0.5	

11.	Gujrat	0	5
12.	Haryana	0	2
13.	HP	0	2
14.	J&K	0	1
15.	Jharkhand	0	2
16.	Karnatka	0	5
17.	Kerala	27.9083	30
18.	Kolkata TD	0	8
19.	MP	0	8
20.	Maharastra	118.63579	150
21.	NE-I	0	1
22.	NE-II	0	0.5
23.	NTR	0	5
24.	Orissa	0	4
25.	Punjab	4.94325	5
26.	Rajasthan	15.01283	18
27.	STR	0	1
28.	T&D Circle	2.77246	3.5
29.	Tamilnadu	0	4
30.	TF Jabalpur	0	1
31.	TF Kolkata	0	1
32.	TF Mumbai	0	1
33.	TS Kolkata	0	0
34.	UP (East)	1.85406	5
35.	UP (West)	0	7
36.	Uttranchal	0	1
37.	West Bengal	0	4
38.	WTR	0	1
39.	WTP	0	3
40.	QA	0	0.5
41.	NTP	0	0
42.	STP	0.09106	0.5
	<b>Total</b>	<b>181-75 Lakh</b>	<b>300Lakh</b>

**Accounting for sanctioned strength of live cadres & excluding the wasting cadres.**

***BSNL File No. 2-10/2008-TE-I Dated 26-7-2011 to All Heads of Telecom Circles/ Metro districts & Administrative Units, Bharat Sanchar Nigam Limited***

Kind reference is invited to this office letter no. 2-10/2008-TE-I dated 02-03-2009 whereby all field units were informed of the decision of the Management Committee for abandoning the process of permanency of posts as well as retention of temporary posts & the posts created/retained on temporary or permanent basis as on 1-4-2008 may be treated as sanctioned strength of the com-

pany for the present.

During the course of review of the sanctioned and working strength of few establishments of BSNL, it has come to light that they are including the sanctions corresponding to wasting cadres also while reporting the sanctioned strength, working strength and the vacancy position.

During the DOT period as well as subsequently after formation of BSNL due to fast changing technical scenario and for other administrative reasons some cadres have been declared as "wasting". A detail of such posts which have been declared "wasting" and the corresponding letter and date are give in the table below:-

<b>S.No</b>	<b>Name of Post</b>	<b>Letter No. &amp; date</b>
1	Draughtsman	15-2/2005 TE-II dtd 21-02-2007
2	Sr. Accountant	16-11/2002 SEA (Pt.ii) dtd 18-05-2004
2	Jr. Accountant	16-11/2002 SEA (Pt. ii) dtd 18-05-2004
4	LDC (TA)	27-1/2003 TE-II dtd 15-06-2004
5	TOA (Phone)	27-8/2003 TE-II dtd 18-11-2003
6	TOA (General)	27-8/2003 TE-II dtd 18-11-2003
7	TOA (Telegraph)	27-8/2003 TE-II dtd 18-11-2003
8	TOA (TG)	27-8/2003 TE-II dtd 18-11-2003
9	Sr. TOA (P)	27-8/2003 TE-II dtd 18-11-2003
10	Sr. TOA (TD)	27-8/2003 TE-II dtd 18-11-2003
11	Sr. TOA (TG)	27-8/2003 TE-II dtd 18-11-2003
12	Lineman	27-4/87 TE-II DTD 17-12-92
13	Wireman	27-4/87 TE-II DTD 17-12-92
14	Cable splicer	27-4/87 TE-II DTD 17-12-92
15	Technician	27-4/87 TE-II DTD 17-12-92
16	Transmission Asstt	27-4/87 TE-II DTD 17-12-92
17	Wireless Operator	27-4/87 TE-II DTD 17-12-92
18	Auto Exchange Asstt.	27-4/87 TE-II DTD 17-12-92
19	Phone Inspector	27-4/87 TE-II DTD 17-12-92

The above list is not comprehensive and there may be other cadres also like in Accounts, Civil, Electrical and Architecture etc where some posts, may have been declared as wasting. Since these posts have been declared as wasting and there is no prospect of filling up these posts in the future, therefore, there is no reason for inclusion of these posts in the Sanctioned Strength reporting.

Accordingly, approval of the competent authority is hereby conveyed that the strength of wasting cadres may not be taken into account while projecting Sanctioned Strength position. In case officials are occupying such posts it may be treated as personal to them and the posts shall stand abolished once the officials vacate that posts on account of his retirement/resignation/promotion etc. No further induction is to be made against these wasting cadres posts. While projecting/reporting the sanctioned/working/vacancy position, the wasting Cadre posts which are occupied by the employees may be indicated separately.

**JAO (Pt-II) Internal Competitive Examination against 40% quota held in January 2010 by U.P. (E) Telecom Circle - Declaration of result.**

***BSNL No. 4-14/2009-SEA Dated 21-07-2011 to The Chief General Manager, U.P. (East) Telecom Circle, BSNL Lucknow & CGM, MP.***

A kind reference is invited to your office letter No. Dy. GM. (Rectt)/M-21/JAOPt-II/Misc Correspondence/11-12 dated 19-4-2011 on the above mentioned subject wherein it was stated that a total of 66 vacancies were notified against OC category for JAO (Pt-II) exam (40% quota), which was held in January 2010. As intimated, all these notified vacancies have been filled up on the

basis of merit, however, after retotalling and verification of marks, one more candidate in OC category is securing higher marks than the marks obtained by last appointed candidate. As such the no. of successful candidate is getting more than the notified vacancies, which have already been filled up.

The matter has been examined in consultation with Rectt. Branch in the above context and I have been directed to convey that the candidate who is getting successful in the ***merit list after retotalling and verification of marks may be accommodated against the vacancy of Direct Recruits by diverting the same number of vacancy from Direct Recruits quota (50%) under OC category to Departmental quota (40%) under OC category.***

In the light of above, necessary action may be taken at your end all concerned and be intimated.

*(Above orders issued on intervention of NFTE BSNL)*

**Implementation of Social Security Measures (EPF/ESI) to Casual Labourers including TSMs -reg.**

***F.No. 272-5/2006-Pers-IV/LE Dated: 20th July, 2011 to All Heads of Circles/Units BSNL***

The Board of Directors of BSNL in their 132nd meeting held on Thursday, the 18th Day of November, 2010 had vide item No. 132.14 approved implementation of Social Security measures for Casual Labourers and Temporary Status Mazdoors engaged in field units. The above decision was circulated vide this office letter of even number dated 11.1.2011.

In this connection, I am directed to request you to provide the following information to this office:-

1. Total number of casual labourers for whom EPS/ESI have been implemented SSA wise.
2. Names of the casual labourers along with EPF Numbers and ESI Number.
3. Details of any casual labourer who have not been provided EPF/ESI facilities so far.
4. Reasons for non-implementation of the above said orders, in case the same has not been implemented.

The above information may be provided to this office on return fax within 3 days positively. Soft copy of the information may also be sent on tyagi.brijesh58@yahoo.com and raghul\_vs@hotmail.com.

### **Holding of Limited Internal Competitive Examination (LICE) for promotion of educationally qualified**

Paper	subject	Marks	No. of questions	Date of Exam.	Duration
Paper (Objective type multiple Choice having four option with one Correct option)	i) General Awareness	80	40	Sunday the 20th November 2011	3 Hours
	ii) General English	80	40		(10.00 A.M.
	iii) General Hindi	80	40		A.M. 1.00 P.M)
	iv) Arithmetic	60	30		
Total		300	150		

3. Eligibility to appear in the above examination shall be strictly in accordance with the CSS Branch circular stated in Para 1 and 2 above. Any doubt regarding eligibility for admission to the examination may kindly be addressed to AGM (CSS), BSNL Corporate office, 4th floor, Bharat Sanchar Bhavan, New Delhi. Officials who are eligible in accordance with the eligibility conditions and who desire to appear in this examination should submit their application in the enclosed Proforma to

### **Group 'D' candidates to the grade of LDC in BSNL Corporate office.**

**No.2-1/2011-DE Dated:-2nd August, 2011 to The CGM, NTR, New Delhi All Pr. CEs/ CEs (Civil/Elect) All Chief Architect.**

It has been decided to hold a Limited Internal Competitive Examination (LICE) to fill up the vacant posts in the grade of LDC of BSNL C.O. pertaining to the vacancy year 2011-12 as per the provisions of the Recruitment Rules issued Vide BSNL C.O. letter No. 110-3/2005-CSS dated 12-8-2009.

2. The scheme and syllabus of the examination will be as circulated vide BSNL C.O.'s O.M. No. No110-3/2009 CSS dated 17-11-2009. The details of papers and timetable of the examination (LICE) will be as under:-

Addl. GM (Pers), BSNL Corporate Office. Closing dated for receipt of application by Addl. GM (Pers.) BSNL Corporate office is 15-9-2011. Application received after the due dated, i.e. 15-9-2011 will not be entertained in any circumstances. AGM (CSS) BSNL Corporate office will, in turn, forward the application of eligible candidates to CGM, NTR, New Delhi, after determining their eligibility, latest by 23-9-2011 under intimation to DE Section, BSNL CO.

4. Examination shall be conducted strictly in accordance with the rules laid down in Appendix 37 of P&T Manual Vol IV (Fifth Edition) and instructions issued in this regard from time to time. The examination shall be held in a centralized manner at NTR, New Delhi. The Chief General Manager, NTR, New Delhi, will be responsible for actual conduct of the examination.

5. Examination will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble in the OMR answer sheet accordingly. In case of wrong answer, 0.25 marks would be deducted for each incorrect answer and as such the candidates are advised not to resort to arbitrary selection of answer.

6. The NTR, New Delhi may issue the admit cards to the eligible candidates through CSS Section, BSNL Corporate Office and may also communicate the information as detailed below to R.S. Malik AGM(DE), Eastern Court, 2<sup>nd</sup> floor, Room No.222, New Delhi -110001, latest by 7<sup>th</sup> October, 2011. positively.

- (i) Name/ Address/Telephone Nos. (Office, Residence and Mobile)/E-mail Address of the exam Co-ordinator,  
(ii) Name of the Centre,

- (iii) Name, Designation and Address of the Center Supervisor, and  
(iv) List of candidates appearing in the examination alongwith Roll No. allotted.

7. No electronic gadget or mobile phone will be permitted to be taken inside the examination premises by the candidate.

8. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

**Holding of Limited Internal Competitive Examination (LICE) for promotion of LDC to the grade of UDC in BSNL Corporate office.**

**No.3-1/2011-DE Dated:-3rd August, 2011 to The CGM, NTR, New Delhi All Pr. CEs/ CEs (Civil/Elect) All Chief Architect.**

It has been decided to hold a Limited Internal Competitive Examination (LICE) to fill up the vacant posts in the grade of LDC of BSNL C.O. pertaining to the vacancy year 2011-12 as per the provisions of the Recruitment Rules issued Vide BSNL C.O. letter No. 110-3/2005-CSS dated 12-8-2009.

2. The scheme and syllabus of the examination will be as circulated vide BSNL C.O. O.M. No. No108-3/2009 CSS dated 11-11-2009. The details of papers and time-table of the examination (LICE) will be as under:-

Paper	Subject	Marks	No. of questions	Date of Exam.	Duration
Paper (Objective type multiple Choice having four option with one Correct option)	i) General Awareness	50	25	Sunday the 20th November 2011	3 Hours
	ii) General English	50	25		(10.00 A.M.
	iii) Computer Fundamental	50	25		A.M. 1.00 P.M)
	iv) Service Rules	150	75		

3. Eligibility to appear in the above examination shall be strictly in accordance with

the CSS Branch circular stated in Para 1 and 2 above. Any doubt regarding eligibility for

admission to the examination may kindly be addressed to AGM (CSS), BSNL Corporate office, 4th floor, Bharat Sanchar Bhavan, New Delhi. Officials who are eligible in accordance with the eligibility conditions and who desire to appear in this examination should submit their application in the enclosed Proforma to Addl. GM (Pers), BSNL Corporate Office. Closing dated for receipt of application by Addl. GM (Pers.) BSNL Corporate office is 19-9-2011. Application received after the due dated, i.e. 19-9-2011 will not be entertained in any circumstances. AGM (CSS) BSNL Corporate office will, in turn, forward the application of eligible candidates to CGM, NTR, New Delhi, after determining their eligibility, latest by 26-9-2011 under intimation to DE Section, BSNL CO.

4. Examination shall be conducted strictly in accordance with the rules laid down in Appendix 37 of P&T Manual Vol IV (Fifth Edition) and instructions issued in this regard from time to time. The examination shall be held in a centralized manner at NTR, New Delhi. The Chief General Manager, NTR, New Delhi, will be responsible for actual conduct of the examination.

5. Examination will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble in the OMR answer sheet accordingly. In case of wrong answer, 0.25 marks would be deducted for each incorrect answer and as such the candidates are advised not to resort to arbitrary selection of answer.

6. The NTR, New Delhi may issue the admit cards to the eligible candidates through CSS Section, BSNL Corporate Office and may also communicate the information as

detailed below to R.S. Malik AGM(DE), Eastern Court, 2nd floor, Room No.222, New Delhi -110001, latest by 10th October, 2011, positively.

- (i) Name/ Address/Telephone Nos. (Office, Residence and Mobile)/E-mail Address of the exam Co-ordinator,
- (ii) Name of the Centre,
- (iii) Name, Designation and Address of the Center Supervisor, and
- (iv) List of candidates appearing in the examination alongwith Roll No. allotted.

7. No electronic gadget or mobile phone will be permitted to be taken inside the examination premises by the candidate.

8. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

Hindi version Will follow. ■

### **Bring Complete addresses of Distt/Branch Secretaries at NE Meet**

***No.TF—3/2 Dated 8/8/2011 to All Circle Secretaries, N.F.T.E, B.S.N.L***

The CHQ is receiving every day calls from Districts / Branches complaining that they are not receiving Journals (Telecom / Tele-Labour). The CHQ is sending regularly to the addresses which were available in the CHQ. CHQ is receiving only election list without correct address of District / Branch Secretaries.

We request you all to kindly bring the correct address of District / Branch Secretaries to N.E.C. at Coimbatore.

It is not possible to send Telecom / Tele-labour from December, 2011 to circles which fails to send correct and upto date addresses of District / Branch Secretaries. ■

## Letters to Administration

### **Non-redressal of staff grievances in Chhattisgarh Telecom Circle.**

**No.TF—39/1 Dated 29/7/2011 to Shri A.K.Garg, Director (HR), B.S.N.L, New Delhi**

In last verification the NFTE-BSNL has secured more than 50% votes of the employees and as per rule of department the union is entitled for certain facilities including formal meeting with the management. We are surprised to know the Circle Administration is denying formal and informal meeting to the union and is not alive for redressing the staff grievances. Due to non-cooperative and indifferent attitude of the administration the grievances of employees are multiplying.

We, therefore, solicit you to kindly advise the Circle management appropriately in the interest of industrial peace and harmony.

### **Introduction of solar panel system for stand by power supply in Bihar Circle.**

**No.TF—40 Dated 29/7/2011 to The Chairman-cum-Managing Director, B.S.N.L, New Delhi**

It is learnt that there is excessive consumption of diesel in the S.S.A's of Bihar Circle. As a matter of fact 50% of the consumption is artificial. It is true that there is shortage of electric supply but the consumption of diesel is inflated beyond description.

In course of discussions it is learnt that the Circle head has sent a proposal to BSNL. Headquarter for introduction of solar system to minimize consumption of diesel. The proposal of Circle office is pending at Corporate office and till date approval has not been conveyed.

According to information the Corporate intends to get report from other circles which will be time consuming process.

Therefore, we request you that the proposal of Bihar Telecom Circle be considered separately and necessary approval be conveyed for introduction of solar system on experimental basis. We further request you to consider the matter to minimise the expenditures on diesel consumption.

### **Promotion and posting to the cadre of T.T.A. under 40% quota :- Case of Chhattisgarh Telecom Circle.**

**No.TF—24/2 (d) Dated 28/7/2011 to Shri D.P.De, Sr. General Manager (Est.), B.S.N.L New Delhi**

The Limited Departmental Competitive examination to the TTA cadre in 40% quota was held in Chhattisgarh Telecom Circle. The successful candidates are selected and waiting for training.

As per recruitment Rules the selection is done SSA wise. The power to post the employees within the SSA rests with the SSA Head and not with the Circle office. It is strange that the Circle office even without completion of training has posted the selected candidates in different units.

Such candidates have being given pay scale of TTA without training. This has been done due to obvious reasons. There has been no instance when the selected candidates have been posted to different places without completion of requisite training. The action of Circle office is not only erroneous but reflects the motive as officials have been extended the pay scale of TTA prior to completion of training.

We, therefore, urge upon you to very kindly cancel the impugned orders of posting issued vide circle office letter of 8/7/2011 (copy enclosed).

### **Outsourcing of the job of collection of revenue at S.S.A. Headquarters.**

**No.TF—40 Dated 2/8/2011 to Chairman-cum-Managing Director, BSNL New Delhi**

It is brought to our notice that the revenue collection machines have been installed at many C.S.Cs to collect money from the subscribers. These machines are handled and cared by the private persons. This is additional arrangement for collection of money. We feel the arrangement is unnecessary specially when sufficient BSNL staff are available and company is in financial crisis.

Kindly, therefore, take appropriate action to dispense with the outsourcing of collection of money.

### **Presentation of gifts at meetings.**

**No.TF—2/3 (C) Dated 8/8/2011 to Chairman-cum-Managing Director, B.S.N.L New Delhi**

As per financial balance sheet of BSNL, the company is in loss. Keeping this in mind we have suggested that the system and convention of giving gifts after councils meeting be stopped in BSNL.

Of late we have observed that the gifts are offered members of management and staff side both lavishly after conclusion of meetings of Councils at different levels. We have no ill will or grudge but cannot appreciate such acts specially when the Company is in loss. An enquiry in this respect will reveal how much expenditures are being incurred in holding meeting of councils. The Circle management of NTR held the Circle Council meeting at Lucknow instead of New Delhi. According to report watches have been offered. Similar is the situation in Andhra, Eastern U.P. Circles etc.

Kindly look into the matter and take remedial action in larger interest of the Company.

### **Violation of transfer policy :- Case of Andhra Telecom Circle.**

**No.TF—01 Dated 8/8/2011 to Shri A.K.Narang, Principal General Manager (SR), B.S.N.L New Delhi**

The Chief General Manager, Andhra Telecom Circle issued orders in respect of transfer policy vide letter No. TA/STB/40/BSNL. Transfer policy/Corr/09/77 dated 25-6-2011 (copy enclosed) and denied TA/TP in respect of the officials who completed two years stay at any station and requested for transfer to his choice of place. This is against the Corporate office orders/instructions vide letter No.TA/STB/BSNL-Transfer policy/NE/2007 dated 13/5/2008 and No.250-7/2007-Pers-III(Part) dated 7/3/2011. The fabricated orders created unpleasant atmosphere among the staff in A.P.Circle.

We, therefore, request you that the orders given by A.P.Circle are to be cancelled and advice the CGMT Andhra Circle to implement Corporate office transfer policy without any deviation.

### **Posting of SSA Head at Pathankot in Punjab Circle.**

**TF-36/2 Dated : 9/8/2011 to Shri R.K. Upadhyay, C.M.D., B.S.N.L. New Delhi**

Kind attention is invited to our letter No. TF-36/2 dated 19/4/2011 regarding posting of SSA Head at Pathankot. Almost five months have passed but the posting has not materialised. Those who were posted got the orders either cancelled or modified as per usual practice of Corporate Office. The G.M. Amritsar, Shri Labh Singh, who was transferred from Pathankot itself is holding dual

charge although Dy. G.M.T. is available. The Officer comes twice in a month to see the work at Pathankot. This is affecting the service. The officer has completed the prescribed tenure at Pathankot as such the present arrangement defeats the very purpose of his shifting. Moreover the present arrangement is in the interest of the officer but certainly not for company.

We, therefore, request you to please take appropriate action in the matter.

### **Grant of Dies-non to staff at Pathankot in Punjab.**

**No.TF-020 Dated : 9/8/2011 To, P.G.M. (S.R.), BSNL, New Delhi**

Kindly recall our discussions of 8th instant on the above noted subject.

The employees at Pathankot have participated in Dharna / Demonstration programme on 21.07.2011 as per call of Central Head Quarter. The Head Quarter has served proper and legal notice as required under ID Act. The demonstration has been organised during lunch hours. The staff who sat on Dharna have applied for leave in advance for the day. There has been no untoward and unpleasant incident. The service also was not at all disturbed. Despite this the local management has granted dies-non to staff who had applied for leave. This has been done to settle the scores with staff who fought in the past against the wrong policy and action of SSA Head who stands transferred to Amritsar but holding additional charge of Pathankot also.

We are afraid that vindictive action may affect the harmony and peace at Pathankot.

Therefore, we implore upon you to please intervene and get the matter resolved at the earliest.

### **Posting of SSA Head at Pathankot in Punjab Circle.**

**TF-36/2 Dated 9/8/2011 to Shri R.K. Upadhyay C.M.D., B.S.N.L. New Delhi**

Kind attention is invited to our letter No. TF-36/2 dated 19/4/2011 regarding posting of SSA Head at Pathankot. Almost five months have passed but the posting has not materialised. Those who were posted got the orders either cancelled or modified as per usual practice of Corporate Office. The G.M. Amritsar, Shri Labh Singh, who was transferred from Pathankot itself is holding dual charge although Dy. G.M.T. is available. The Officer comes twice in a month to see the work at Pathankot. This is affecting the service. The officer has completed the prescribed tenure at Pathankot as such the present arrangement defeats the very purpose of his shifting. Moreover the present arrangement is in the interest of the officer but certainly not for company.

We, therefore, request you to please take appropriate action in the matter. ■

### **Financial Crisis in America**

USA is once in again financial crisis. If no remedial measure is taken this may affect entire world including India and China. There is loot in Britain on account of inequality globalisation and liberalisation have brought USA, Europe on the path of bankruptcy India has to take timely action to prevent ruination. ■

### **NFTE BSNL getting stronger**

There is increase of more than 500 and 600 membership in Gujrat and UP (West) circle respectively.

Membership have further increased in Chhattisgarh, Jharkhand, Bihar, West Bengal, Punjab etc. circles. ■

## हास्यास्पद—पहल

बीएसएनएल प्रबंधन ने अचानक यह प्रस्तावित किया कि नये पदोन्नति नीति के तहत होने वाले आर्थिक उन्नयन को वैसे नॉन-एकटीक्यूटिव कर्मचारियों को वंचित कर दिया जायगा जो कि व्यक्तिगत पदअधारित पदोन्नति लेने से इनकार करते हैं। लगभग एक लाख कर्मचारियों का प्रतिनिधित्व करने के बावजूद भ्रामक पदोन्नति नीति के सृजन में प्रबंधन ने कभी भी एनएफटीई से बातचीत नहीं किया।

यह अच्छी बात है कि **प्रबंधन की सोच में अब बदलाव प्रतिलक्षित हो रही है और वह अपने पुरानी नीति से हटकर बृहद पंजीकृत संघों से भी सलाह मांग रही है।** प्रबंधन ने हमारे संघ से उपर्युक्त प्रस्ताव पर विचार आमंत्रित किये हैं। हमारा मत है कि उक्त प्रस्ताव में लागू होने से जैसा कहा जा रहा है हम निजी कंपनियों के प्रतिस्पर्धा के चुनौती नहीं दे सकते वरना इसका कुप्रभाव परिलक्षित हो सकता है। हमने शालीनता से प्रस्ताव को अस्वीकार करते हुए कहा है कि आर्थिक उन्नयन और व्यक्तिगत पद आधारित पदोन्नति के एक साथ जोड़ना उचित नहीं है।

नॉन-एकजीक्यूटिव पदोन्नति नीति को फिर से सभी यूनियनों से विचार-विमर्श करके इसके त्रुटियों को निकालते हुए इसका नया संस्करण अनिवार्य है।

बीएसएनएल प्रबंधन को यह समझना और महसूस करना चाहिए कि बढ़ती हुई प्रतिस्पर्धा के मुकाबले के लिए परिमण्डलीय एवं जिला स्तरों पर साज-समान की आपूर्ति अत्यावश्यक है। बिना साज-समान के निजी कंपनियों से क्या मुकाबला

हो सकता है? बी.टी.एस उपकरणों का घोर अभाव है और ग्रामीण क्षेत्रों में इसकी भारी मांग है। ग्रामीण क्षेत्र में संचालित बी.टी.एस ऐसे तकनीकी के हैं जिससे कि विद्युत खपत में कमी आये। टेलीफोन सेट एवं मोडम-II की आपूर्ति ठप है। ड्राप वायर, केबल के बिना बाह्य इकाइयों में रखरखाव ठप्प है। एडीएसएलएडीडी ऑन कार्ड्स का घोर अभाव है। प्रबंधन एकल पथ विद्युत आपूर्ति ग्रामीण क्षेत्रों में मुहैया नहीं करा रही है जिससे डीजल पर भारी खर्च हो रहे हैं। प्रबंधन को त्वारित कार्यवाई कर इस यथा स्थिति को बदलना चाहिए।

**प्रशासन/प्रबंधन का प्रतिस्पर्धा एवं चुनौती के नाम पर व्यक्तिगत पदाधिकारिता पदोन्नति अस्वीकार करने वाले कर्मचारियों को आर्थिक उन्नयन से वंचित करना हास्यास्पद है।**

हम समझते हैं कि प्रबंधन निरर्थक प्रयास बंद कर साज-सामानों की आपूर्ति को प्राथमिकता दे जिससे कि चुनौती एवं प्रतिस्पर्धा का मुकाबला सापेक्ष गति से हो।



(भ्रष्टाचारियों को ऐसी सबक आवश्यक)

सौजन्य से अमर-उजाला

## उपलब्धता आधारित कार्य संस्कृति हेतु" पदोन्नति के लिए "बेंचमार्क" में संशोधन

कार्पोरेट कार्यालय पत्र सं. 4-5/2011 रिस्ट्रक्चरिंग दिनांक 01.08.2011

महामंत्री एनएफटीई, बीएसएनएल को बढ़ते प्रतिस्पर्धा की दृष्टि से त्वरित रूप से यह महसूस किया जा रहा है कि बीएसएनएल के अंतर्गत" उपलब्धता आधारित कार्यसंस्कृति का समावेश किया जाय, ताकि बाजार के बढ़ते प्रतिस्पर्धा का मुकाबला किया जा सके तथा बाजार जनित चुनौती को स्वीकार किया जा सके।

इस लक्ष्य की प्राप्ति हेतु एक प्रस्ताव लाने का विचार किया जा रहा है, जिसमें ऐसे अभ्यास को हतोत्साहित करना है जिसमें कर्मचारी आर्थिक उन्नयन प्राप्त कर लेते निर्वहन से बचने के लिए पद आधारित पदोन्नति को अस्वीकार कर देते हैं।

इस व्यवस्था को हतोत्साहित करते हुए निम्नांकित प्रस्ताव है:- अगर कोई कर्मचारी आर्थिक उन्नयन (एन.ई.पी.पी) स्वीकार करता है तो यह माना जायगा कि उक्त कर्मी स्थायी रिक्ति होने पर पदोन्निकूल कार्य से पादन हेतु बाहर जाना भी पदस्थापित किया जा सकता है अगर कर्मचारी इस रिक्ति के विरुद्ध अपना पदोन्नति अस्वीकार करते हैं तो उनका आर्थिक उन्नयन अगले एक वर्ष तक बंद कर दिया जायगा और जब तक वे पदआधारित पदोन्नति को स्वीकार करने का हामी नहीं देते तो उन्हें आर्थिक उन्नयन से वंचित कर दिया जायगा।

इस परिपेक्ष में आग्रह है कि आप अपना विचार 5 अगस्त 2011 तक भेंजें।

**उपलब्धता आधारित कार्य संस्कृति को मजबूत करने के लिए बेंचमार्क का संशोधन – प्रस्ताव स्वीकार नहीं**

टीएफ-26/6 दिनांक 8.8.2011

महाप्रबंधक नियमित पुनर्गठन, बीएसएनएल दिनांक शून्य के अपने पत्र का संदर्भ लें जिसमें पदोन्नति के लिए बेंचमार्क तय करने की बात है। मुख्यालय से बाहर होने के कारण हम नियत तिथि के पूर्व अपने विचार नहीं दे पाये।

हमारे यूनियन से उक्त विषय पर विचार मांगने के लिए हम धन्यवाद ज्ञापित करते हैं। नान-एक्जीक्यूटिव कर्मियों के लिए आर्थिक उन्नयन स्कीम को लागू करने के पूर्व सभी यूनियनों से विचार-विमर्श नहीं किया गया। एनईपीपी पूर्ण रूपेण भ्रामक, भेदभावपूर्ण, एवं विरोधाभास से परिपूर्ण है। इसलिए हमारा यह स्पष्ट मांग है कि इस मुद्दे पर पुनर्विचार अनिवार्य है। आर्थिक उन्नयन स्कीम बिल्कुल एक्जीक्यूटिव कर्मियों से समानता के साथ सभी यूनियनों से विचार विमर्श के उपरांत लागू किया जाय।

हमें यह आंकड़ा उपलब्ध नहीं है कि अभी तक कितने ग्रुप सी एवं डी कर्मियों ने व्यक्तिगत पद आधारित पदोन्नति लेने से इंकार किया है। इस आंकलन के बिना उस गंभीरता को समझना नामुमकिन है जिसके चलते प्रशासन पदोन्नत आर्थिक उन्नयन के "बेंचमार्क" का परिवर्तन चाहती है। परंतु आर्थिक उन्नयन (फाइनेंशियल अपग्रेडेशन) को पद आधारित प्रोन्नति से जोड़ना उचित तथा न्यायसंगत नहीं है। अतएवं संदर्भित पत्र में प्रस्तावित आधार हमें बिल्कुल ही स्वीकार नहीं है।

हम निवेदन के साथ अनुरोध करते हैं कि आप मुख्यालय के उच्चाधिकारियों को अभावग्रस्त परिमंडलों में त्वरित गति से साज-समान एवं उपकरणों की उपलब्धता सुनिश्चित करायें जो कंपनी की गिरी हुई साख को बाजार में पुनः स्थापित कर सकता है। कर्मचारियों को पद आधारित प्रोन्नति स्वीकार नहीं करने पर उन्हें आर्थिक उन्नयन से वंचित करना प्रतिस्पर्धा एवं चुनौती का मुकाबला

करने में मददगार नहीं होगा अपितु इसका परिणाम उल्टा भी हो सकता है।

### प्रशासन से पत्र

**किराए के मकान खाली करो**

**न. बीएसएनएल/एडीएनएन-1/2-8/2011 (पी.टी)  
दिनांक 04 अगस्त 2011**

सभी मुख्य महाप्रबंधक भारत संचार निगम लि. पूर्व में यह निर्देशित किया जा चुका है कि कार्यालय एवं परिचालन कार्य को हर हालत में विभागीय परिसर से संचालित किया जाये एवं किराये पर होने वाले खर्च में कमी लायी जाये। इस निर्देश के बावजूद यह पाया गया है कि बहुत क्षेत्रीय ईकाई किराये के आवास में पुराने साज-सामान को रखे हुए है। इस हालत में हम दोहरी हानि में हैं, प्रथम सामानों की कीमत में गिरावट और दूसरा किराये का भुगतान। अतएवं यह निर्देशित किया जाता है कि मान्य प्रावधानों के तहत अगले 90 दिनों में रद्दी सामानों का निस्तारण कर किराये आवासों को खाली करा दें। किसी भी हालत में 30 नवम्बर के उपरान्त यह स्थिति बरकरार नहीं रहनी चाहिए।

**समय की पाबंदी हो**

**न. बीएसएनएल/ए.डी.एम.एन-1/27-3/2011 दिनांक  
4/8/11**

सभी मुख्यमहाप्रबंधन भारत संचार निगम लि. पूर्व में निर्देशित किया गया है कि बीएसएनएल के सभी एकजीक्यूटिव एवं नॉन-एकजीक्यूटिव कर्मचारियों को समय की पाबन्दी रखनी है और इस हेतु पूर्वनिर्धारित मापदंड का पालन कर उपस्थिति सुनिश्चित करनी है। सभी परिमण्डलों के सी.टी.डी. माडल से इन्टरनेट द्वारा उपस्थिति बनाने की प्रक्रिया की पहल करनी चाहिए। इस सम्बंध में विस्तृत जानकारी हेतु सी.टी.डी. से सम्पर्क करें तथा उपलब्धि की सूचना अधिकतम 31.8.2011 तक नियमित

मुख्यालय को भेंजे।

**चिकित्सा भत्ते में संशोधन**

**बीएसएनएल पत्र संख्या बीएसएनएल/एडमिन/1  
दिनांक 10.8.2011**

**कार्यालय आदेश**

वेतन संशोधन के फलस्वरूप खर्चों की वापसी की सीमा निम्नवत होगी।

(i) आउटडोर चिकित्सा वाऊचर के साथ 25 दिनों का संशोधित मूल वेतन + डी ए

(ii) आउटडोर -बिना वाऊचर के 12/1/2 दिनों का संशोधित मूल वेतन + डीए

**वेस्टिंग कैडर्स का विस्तृत ब्यौरा**

बीएसएनएल हेडक्वार्टर ने पत्र संख्या 2-10/2008 I दिनांक 26.7.2011 में वेस्टिंग कैडर्स का विस्तृत नाम जारी किया है। ये निम्नवत है।

ड्राफ्ट्समैन, सीनियर एकाउन्टेंट, जूनियर एकाउन्टेन्ट, एल डीसी (टीए), टीओए (फोन्स), टीओए (जनरल), टीओए (टेलीग्राफ), टीओए (टीजी), सीनियर टीओए (पी), सीनियर टीओए (टी), सीनियर टीओए (टीडी) लाइनमैन, वायरमैन, केबिल स्पलायर टेक्नीशिएशन, ट्रान्समिशन अस्सिस्टेन्ट, वायरलेस आपरेटर, ऑटो इक्सचेंज अस्सिस्टेन्ट, फोन इन्सपेक्टर।

**रिक्त क्वार्टरों को किराए पर देने से धन की उगाही का लक्ष्य**

**बीएसएनएल पत्र संख्या 482-9/2009 बीजी दिनांक  
26.7.2011 सभी सीजीएमस को**

कार्पोरेट कार्यालय ने सभी मुख्य महाप्रबंधकों को निर्देशित किया है रिक्त क्वार्टरों को किराए पर दे दें। इस दिशा में वर्ष 2011-12 के धन राशि अर्जित करने का सर्किलों का लक्ष्य भी निर्धारित किया गया है।

**टीएसएमस /कैजुअल लेबर्स हेतु (ईपीएफ/**

## ईएसआई की सामाजिक सुरक्षा हेतु उपाय

बीएसएनएल पत्र संख्या 272-5/2006 पर्स IV/एलई दिनांक 20.7.2011

पत्र संख्या संख्या 272-5/2006-पर्स प्/एलई दिनांक 11.1.2011 द्वारा सामाजिक सुरक्षा के उपायों के कार्यान्वयन हेतु आदेश जारी किया गया था। किन कारणों से आदेशों का कार्यान्वयन नहीं किया गया है।

### प्रशासन को पत्र

#### उपहार की परम्परा बंद हो

टी.एफ.-2/3(सी.) दिनांक 8.8.2011 बैठकों में उपहार देने सम्बन्धित

अध्यक्ष सह प्रबंध निर्देशक बीएसएनएल वित्तीय गणना के अनुसार कम्पनी हानि में है और इसके मद्देनजर हमने सहमति दी है कि अब परिषदों की बैठक में उपहार देने की परम्परा बंद कर दी जाय।

हमें ज्ञात हुआ है कि परिषद के बैठक की समाप्ति पर अन्य स्तरों पर प्रबंधन एवं कर्मचारी पक्ष के सदस्यों को उपहार दिये जा रहे हैं। हमें इसका कोई प्रतिकार नहीं है परन्तु कम्पनी जब घाटे में हो तो इसे स्वीकार नहीं किया जा सकता। इस संबंध में यह जांच होनी चाहिए कि कौंसिल की बैठकों पर कितना खर्च हो रहा है। एन.टी.आर. के परिमण्डलीय प्रबंधन के कौंसिल की बैठक लखनऊ में आयोजित कर अय्याशी खर्च का कीर्तिमान स्थापित किया तथा सदस्यों को घड़ी देकर उपकृत किया गया है। ऐसे ही स्थिति, आन्ध्र प्रदेश, झारखण्ड, पूर्वी उत्तर प्रदेश परिमंडलों की है। कृपया हस्तक्षेप कर इस पर पाबंदी लगायें।

#### बाह्य क्षेत्र द्वारा वसूली

टी.एफ. 40 दिनांक 8/8/2011 अध्यक्ष सह प्रबंधक निदेशक बीएसएनएल नई दिल्ली

राजस्व वसूली कार्य को बाह्यश्रोत को सौंपने के

संबंध में।

यह हमारे संज्ञान में लाया गया है कि राजस्व वसूली हेतु मशीन का उपयोग किया जा रहा है और इस मशीन का संचालन एवम् अनुरक्षण का कार्य बाह्यश्रोत से कराई जा रही है। यह अपने कर्मचारियों द्वारा राजस्व वसूली के अतिरिक्त व्यस्था है। ज्ञातव्य है कि बीएसएनएल में कर्मचारी इस कार्य हेतु उपलब्ध हैं। अति: इस फिजूलखर्ची को बंद किया जाय क्योंकि कम्पनी घाटे में है।

कृपया उचित कार्यवाई द्वारा बाह्यश्रोत पर होने वाले निर्भरता को समाप्त कराने की व्यवस्था करें।

टी.एफ.36/2 दिनांक 9/8/2011 पठानकोट में एस. एस.ए. प्रधान के पदस्थान संबंधित श्री आर. के. उपाध्याय अध्यक्ष सह प्रबंध निदेशक बीएसएनएल नई दिल्ली को।

हम अपने पत्रांक टी.एफ. 36/2 दिनांक 19/4/2011 की ओर आपका ध्यान आकृष्ट करना चाहते हैं जिसके माध्यम से हमने पठानकोट (पंजाब) के एस.एस.ए. प्रधान के पदस्थापन से संबंधित निवेदन किया था। पांच माह की समाप्ति के उपरान्त भी पदस्थापन का मुद्दा यथावत है। जिनकी भी पदस्थापना की गई या तो वे अपना आदेश संशोधित अथवा निरस्त करा लिये।

श्री लाभ सिंह जी.एम.पठानकोट से स्थानान्तरित होकर अमृतसर में पदस्थापित हैं परन्तु फिर भी पठानकोट के प्रभारी हैं। जबकि वहां उपमहाप्रबंधक की पदस्थापित है। श्री लाभ सिंह प्रति माह एक या दो बार पठानकोट आते हैं जिससे सेवा पूरी तरह क्षत-विक्षत है। इनका स्थानान्तरण समय पूरा होने पर किया गया था परन्तु इसका कोई अर्थ नहीं निकला। इस तरह की व्यवस्था श्री लाभ सिंह के लिए हितकारी हो सकती है परन्तु कम्पनी के लिए नहीं।

अतः निवेदन है कि उपर्युक्त मुद्दे कार्यवाई की जाय।

## छत्तीसगढ़ सर्किल में समस्याओं का निस्तारण नहीं होना

टीएफ-39/1 दिनांक 29.7.2011 श्री ए.के.गर्ग, निदेशक (कार्मिक) को

छत्तीसगढ़ सर्किल में एनएफटीई ने 50 प्रतिशत से अधिक मत प्राप्त किए हैं। परन्तु सर्किल प्रशासन संघ को औपचारिक/अनौपचारिक बैठक से वंचित कर रहा है। इस असहयोग के कारण कर्मचारियों की समस्याओं का समाधान नहीं हो रहा है।

कृपया हस्तक्षेप करें।

## बिहार में पावर सप्लाय में स्टैन्डबाय के रूप में सोलर पैनल सिस्टम का कार्यान्वयन

टीएफ-40 दिनांक 29.7.2011 सी एम डी, बीएसएनएल को

बिहार में सर्किल में डीजल का खपत अत्याधिक है। बिजली की सप्लाय कम है। परन्तु इसकी तुलना में डीजल की खपत को अधिक दिखाया जाता है।

चर्चा के मध्य ज्ञात हुआ है कि सर्किल ने सोलर पद्धति के कार्यान्वयन हेतु प्रस्ताव कार्पोरेट कार्यालय में अनुमोदन हेतु भेजा गया है। यह डीजल की खपत को कम करने हेतु किया गया है। परन्तु अनुमोदन नहीं भेजा गया है।

संघ को ज्ञात हुआ है कि अन्य सर्किलों से रिपोर्ट लिया जा रहा है। इसमें समय लगेगा।

अतः अनुरोध है कि बिहार सर्किल के प्रस्ताव का शीघ्रता से निस्तारित किया जाय।

## छत्तीसगढ़ सर्किल में 40 प्रतिशत कोटे के अन्तर्गत सफल कर्मचारियों की टीटीए वर्ग में बगैर प्रशिक्षण के पोस्टिंग

टीएफ-24/2 दिनांक 28.7.2011 श्री डी पी डे, सीनियर, जीएम (स्थापना) का

टीटीए एसएसए कैडर है। इस वर्ग में नियुक्ति

तथा पोस्टिंग का अधिकार एसएसए हेड को है। सर्किल के अधिकार में यह नहीं है। सीजीएम ने परीक्षा में सफल कर्मचारियों की नियुक्ति/पोस्टिंग बगैर प्रशिक्षण के की है। यह अनुचित है।

कृपया हस्तक्षेप करें।

## रेवेन्यू की उगाही का आउटसोर्सिंग

टीएफ-40 दिनांक 8.8.2011 सीएमडी, बीएसएनएल को

संघ के संज्ञान में लाया गया है कि कस्टमर सर्विस सेन्टर्स में ग्राहकों से राजस्व की वसूली हेतु मशीन लगाई गई है। इन मशीनों की देखभाल तथा रखरखाव निजी कर्मचारी करते हैं। यह राजस्व वसूली का अतिरिक्त प्रबंध है। संघ की सोच है कि यह प्रबंधन अनावश्यक है विशेषकर ऐसी दशा में जब कर्मचारी हैं तथा कम्पनी वित्तीय संकट में है। कृपया उचित कार्यवाही करें।

टी.एफ.-1/2 दिनांक 8/8/2011 सभी परिमंडलीय मंत्री एनएफटीई (बीएसएनएल)

केन्द्रीय मुख्यालय को प्रतिदिन जिला एवं शाखा मंत्री स्तर के टेलीफोन काल आ रहे हैं, जिसमें पत्रिका नहीं मिलने की शिकायत होती है। केन्द्रीय मुख्यालय के शाखा/जिला के चुनाव के पश्चात् केवल चयनित पद धारकों की सूची प्राप्त होती है परन्तु जिला/शाखा मंत्री का वर्तमान डाक-पता उस पर अंकित नहीं होता है। पत्रिकाएं पूर्वांकित पतों पर भेजी जा रही है। खर्च हो रहे हैं पर उपलब्धता नहीं होती।

अतः हम सभी परिमंडलीय मंत्रियों से निवेदन करते हैं कि अपने परिमण्डल के सभी जिला एवं शाखा मंत्री का नाम स्पष्ट पता के साथ आगामी कोयम्बटूर कार्यकारिणी की बैठक में अथवा उससे पूर्व प्रेषित करें। ताकि पत्रिकाओं का निर्गमन की गारंटी हो। जिन सर्किलों से यही सूची प्राप्त नहीं होगी, लाचारी में उनके प्रेषण बंद करने पड़ेंगे।

### चिकित्सा सुविधा अब नवीन वेतनमान पर

बीएसएनएल कर्मचारियों को चिकित्सा भत्ता, बिना वाऊचर तथा वाऊचर सहित, अब अधिकारियों की भांति नवीन वेतनमान के आधार पर होगा। आदेश 10.8.2011 को जारी हो गया है। **एनएफटीई इस मुद्दे के समाधान में अग्रणी भूमिका का निर्वाह किया है।**

### शानदार विदाई समारोह

साथी महेन्द्रनाथ, भूतपूर्व जिला मंत्री लुधियाना तथा प्रान्तीय नेता 31.7.2011 को सेवानिवृत्त हो गए हैं। दिनांक 30 जुलाई को उन्हें कर्मचारियों ने शानदार विदाई दी। भारी संख्या में कर्मचारी तथा अधिकारी उपस्थित थे। साथी महेन्द्र काफी समय तक एनएफटीई के जिला मंत्री रहे हैं तथा अन्यायों के विरुद्ध डटकर संघर्ष किया।

समारोह में साथी इस्लाम भी सम्मिलित हुए तथा जन समूह को सम्बोधित किया।

### संगठनात्मक गतिविधियां

गुजरात सर्किल में 500 से अधिक कर्मचारियों ने एनएफटीई की सदस्यता ग्रहण की है। उत्तर प्रदेश पश्चिम में लगभग 600 कर्मचारी एनएफटीई में सम्मिलित हुए हैं।

छत्तीसगढ़, झारखंड, बिहार, पश्चिम बंगाल, पंजाब आदि सर्किलों में एनएफटीई की सदस्यता में वृद्धि हुई है।

यूपी (पूर्व) के प्रतापगढ़ एसएसए में संगठन आगे बढ़ रहा है। लुधियाना से वापसी में दिनांक 31.7.2011 को साथी इस्लाम ने सदस्यों से चर्चा की।

### राष्ट्रीय कार्यकारिणी की बैठक कोयम्बटूर में

साथी गोपालकृष्णा, महामंत्री स्वागत समिति के नेतृत्व में तैयारियां जोरों पर हैं। संपर्क करें 09443057220 पर।

### अमेरिका में आर्थिक संकट

अमेरिका में वित्तीय संकट पुनः उभर करके सामने आया है। यदि वित्तीय संकट का इलाज नहीं हुआ तो वैश्विक अर्थव्यवस्था में उथल-पुथल होगी। यह संकट दुनिया भर का झंझट साबित हो सकता है। एक रेटिंग एजेंसी ने अमेरिका की साख थोड़ी घटाई तो पूरे विश्व के बाजारों में भूचाल आ गया। यह बदलाव की आहट है। ब्रिटेन में खुलेआम लूट हुई है। यह असमानता का परिणाम है। उदारीकरण तथा भूमंडलीकरण ने पश्चिमी राष्ट्रों को दिवालिया होने का मार्ग प्रशस्त किया है। यह भी कहा जा रहा कि भारत तथा चीन का इस कारण संकट की चपेट में आना तय है।

हमें देखना होगा कि कौन से उपाय हो जिससे कि वैश्विक संकट का असर कम से कम हो। लोगों का कहना है कि हमें अपने घरेलू विकास को मजबूत करना चाहिए। भारत को अपने वित्तीय घाटे को नियंत्रण में रखना होगा। यूरोप-अमेरिका का ध्वस्त होना हमारे लिए सबक होना चाहिए। यदि इस चुनौती से निपटने को हम तैयार नहीं हुए तो हमारी बदकिस्मती होगी। अमेरिका तथा योरोप कर्ज से लदा है।