

TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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EDITORIAL

Bifurcation alone not the panacea of ills

Very recently the Ministry of Telecom has issued orders for bifurcation of BSNL into four zones to arrest the present financial crisis being faced by the company. Now each Zone will be taken care of by a Director of BSNL Board for toning the working and to generate additional revenue. This is a welcome step but **this will not be panacea of the present ills being faced by the company.** The need of hour is to assess and know the ground realities of the PSU. There is hue and cry to generate extra revenue to compensate the present loss but concrete steps are still not visible. In the field there is *huge shortage of cables, Drop wires, Modem and even Telephone sets.* The cables are not being laid down in new townships and colonies. In absence of these materials, subscribers are in the waiting list in abundance for Broad band connection forgetting such subscribers' may not wait for long. The Managers adorning the chairs at BSNL Corporate office have to bestow

best attention to remove the bottle neck prevailing in the field.

The management and administration must realize that workers can contribute for the services only when there is proper working atmosphere. *It is established fact that congenial atmosphere is very much lacking in the field. Today more than 50% employees are working under terror and fear. Their problems and grievances remain un-addressed causing deep frustration amongst them. The Managers sitting at the helm of affairs must realize sooner the better that frustrated workers may not perform better for the company.*

Presently the *HR in the Corporate Office is in mess.* Since the formation of BSNL not even a single departmental examination for promotion to JTO cadre has been held. Similarly only one departmental examination for the promotion of JAO cadre has taken place. The recruitment rules of TTA and Telecom Mechanic are such that maximum

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Centre sat on CBI report against Mr. Dayanidhi Maran

Chennai: Indeed a shocking, faring robbery. A telecom central minister from Tamil Nadu got the BSNL to connect 323 telephone lines to his home, not in Delhi where he had work, but in Chennai where he had none. He got all the 323 home lines listed not in his name but in the name of the Chief General Manager BSNL Chennai. These lines virtually constituted a telephone exchange in the minister's home. It was exclusively used for his family business by laying 3.4 km long secret cable along public roads to connect the lines to the business premises. The had caused huge loss to BSNL. Who was that enterprising minister? The infamous A Raja? No. It is the famous Dayanidhi Maran; Raja's predecessor, now the central Textile Minister. The CBI, which probed the fraud, wrote to the Secretary Telecom on 10/9/2007 recommending action against Maran for the fraud.

Dayanidhi Maran was obviously not playing marbles with 323 telephones. He got the BSNL to lay separate and exclusive underground cable from his Boat Club home to the SUN TV office at Anna Arivalayam in Anna Salai and fraudulently linked the 323 lines bore numbers '243722 11' to '24372301' and the next 300 lines bore numbers '24371500' to '24371799'. Since the first four digits '2437' were common for all 323 lines, the lines constituted a home telephone exchange. The Dayanidhi home exchange was operational in the SUN TV establishment for at least months from January 2007 through the fraudulent cable connection from Dayanidhi's Boat Club home. They were no ordinary telephone lines, but costly ISDN lines, which could carry tons and tons of TV news and

programmes faster than satellites to any part of the world. These lines, the CBI says in its report, are "normally used by medium to large commercial enterprises to meet special needs such as video conferencing, transmission of huge volume of digital data of audio and video" - precisely the facility that SUN TV would need for its telecasting operations. For this the SUN TV would have paid huge cost. But it got it all free at government's cost].

NFTE'S MEETING WITH C.M.D ON 2nd JUNE, 2011 :- The General Secretary accompanied by President met the CMD BSNL and discussed some problems viz facilities to the unions. Relaxation in J.A.O. Part - II examination held in 2010, Disciplinary cases accruing after the due date, 1-10-2004 of promotion and adverse effects on promotion and hurdles in expansion of broad-band service. ■

Massive demonstration at Chennai against misdeeds of Shri D. Maran former, Telecom Ministers

The NFTE, BSNL, Chennai organised a massive demonstration on 6th June, Com. CKM, Dy GS addressed the gathering.



Any Chance of Weight age for 55 ii C

by R. Pattabhiraman, C/S Tamil Nadu

On assuming the change of Director HRD, Shri A K Garg has been discussing with Prime Unions on the issue of implementing strictly some of the provisions of CDA Rules 2006. We have yet to get any Official minutes regarding that discussions.

"An Employee may also at any time after completion the age of 55 years voluntarily retire by giving 3 months notice to the company".,

All along in our deliberations, the concern was very much on 55 ii b. we paid scant attention on 55 ii c. we do not know at what level the power is vested with to invoke 55 ii b to retire on employees on attaining the age of 55 and we do not know who is the authority to review and revoke that decision.

But 55 ii c is an enabled provision for an individual to go on VR on attaining the age of 55 years. There is no extra weight age for getting this pre matured retirement. Now HRD is mooting the idea of offering some sort of weight age up to 5 years for pension and other retirement benefits. As a matter of the fact, the offer is difficult to get implemented as it needs cumbersome procedures at various levels.

We can proudly claim that it is only because of our massive struggle barring BSNLEU, we can able to achieve 37A amendment, having specific assurance to the BSNL absorbed employees, guaranteeing Govt. pension form the consolidated fund of India. Initially 37A did not have any VR provision. That provision was later inserted by introducing sub clause 11A.

"A permanent Government Servant absorbed in a PSU or temporary/quasi permanent Government Servant who has been con-

firmed in PSU subsequent to his absorption therein, shall be eligible to seek voluntary retirement after completing 10 years of qualifying service with the Government and the PSU taken together, and he or she shall be entitled for pro rata pensionary benefits on the basis of combined qualifying service".

On seeing this insertion, Com. O. P. Gupta an behalf of NFTE started objecting the discrimination showing to us quoting Pension Rules 48A and 48B.

48 A 1 "At any time after a Government servant has completed 20 years qualifying service, he may, by giving notice of not less than 3 months, in writing to the appointing authority, retire from service".

48B1 " The qualifying as on the date of intended retirement of the Government servant retiring under Rule 48A... with or without permission shall be increased by the period not exceeding 5 years, subject to the condition that the total qualifying service rendered by the Government servant does not in any case exceed 33 years and it does not take him beyond the date of superannuation"

Unfortunately both our management BSNL and Owner DOT were not able to clinch the issue and we were told that the rules 48A and 48B not applicable to the BSNL absorbed employees. BSNLEU was also replied thro the minutes of 13th National Council that the issue of weight age of 5 years was not acceptable to DOPPW.

The question of getting weight age provisions 48A and 48B could not gain currency in our case. Later, on the recommendations of 6th CPC, GOI has decided and issued order to withdraw the weight age benefit itself.

"Linkage of full pension with 33 years of qualifying service should be dispensed. Once on employees renders the minimum pensionable service 20 years, pension should be paid at 50% of average emoluments received during the last minutes or the pay last drawn, whichever is more beneficial to the retiring employees, simultaneously, the extant benefit of adding years of qualifying service for computing pension/related benefits should be withdrawn as it no longer be relevant."

Now our management is mooting the discussion on the basis of their earlier proposal during 2003 NC. If it is pushed as VR scheme, then Trade Unions are bound to fight it our VRS as scheme should have some specific period-opening and closing dates. Provision is something different.

If management is ready to amend 55 ii c by adding some weight age provision, then TUs have some role to play to shape it. The weight age proposal should be first decided by the management and Board should give its specific approval for that amendment. The decision of the Board has to be vetted by DOT.

The pension Rules 48 48A are all specifying year of service as 30 years, 20 years etc. but not spelling age. FCI staff Regulatory Rules are having provision on the basis age.

Rule 22 2 ii: "Employees by giving 3 months notice retire after 50 years. The qualifying service as on the date of intended retirement of the employees of the corporation under this provision shall be increased by a period not exceeding 5 years subject to the condition that the total qualifying service rendered by employees does not in any case exceed 33 years and it does not take him beyond the dated of superannuation."

This rule has been in vogue at FCI since 26-7-1990 and not withdrawn even after 6th

CPC guidelines. In BSNL 55 iii c also specifies age only not service, as 55 years. The need of the amendment to the provision of 55 ii c may be of this type.

"If any employees voluntarily retires vide 55 ii c, he or she may be considered by giving all the increments, which the official otherwise would have earned by continuing in service corresponding to the age of superannuation. The pensionary benefits including commutation be settled taking into consideration the additional increments".

If this amendment is added as a provision in the Rule 55 ii c, then the individual employee who retires voluntarily on attaining the age of 55 years can get some benefits in his pension. Allowing 55 ii c in CDA Rules, without seeking any benefit like weight age is not good. Trade union should be in a position to distinguish the question of making some provision and announcement of any scheme.

Seeking and shaping weight age for 55 ii c need not be construed as Violation of Trade union Principle of opposing VR Scheme. Let us discuss and decide things, instead of simply waiting and allowing thing after mere protests. ■

HEROIC STRUGGLE AT DHANBAD IN JHARKHAND:

The employees belonging to NFTE (BSNL) organized heroic struggle on 1st and 2nd June against inattention and hostile approach of local management towards staff problems and grievances. The Central headquarter and Circle union intervened for amicable settlement. The Central Headquarter congratulates the workers of Dhanbad and appeal to them to maintain peace and concentrate on the business of BSNL. ■

Letters to Administration

Effective date of I.D.A. pay scale in NEPP where Disciplinary / Vigilance case is involved after due date of upgradation.

No.TF—26/6 Dated 2/6/2011 to the Chairman-cum-Managing Director, B.S.N.L New Delhi

Vide BSNL Headquarter letter No. 400/1/47/2009-Pers I dated 29/3/2010 it has been clarified that if an employee not having Disciplinary / Vigilance case on due date of his upgradation faces any Disciplinary / Vigilance case subsequently which is concluded with penalty in that case date of effect of upgradation will be after completion of punishment. This is not only unfair and unjustified but against natural justice also.

The clarification is denying the financial upgradation which is due to the employees as per NEPP from 1-10-2004.

It is proper to mention that the implementation of NEPP commenced from 2010 whereas 1st upgradation was due to workers from 1st October 2004. You will agree that any disciplinary case arising out after the due date should not bar the official from upgradation.

We, therefore, request you to get the matter looked into in correct perspective so that meager benefits due to 1st upgradation are not denied to the employees.

Non-holding of scheduled meeting of NFTE-BSNL at ALTTC Ghaziabad.

No.TF-026/ALTTC Ghaziabad Dated 4.6.2011 to the Director (HR), BSNL

It is stated that our union has secured more than 50% votes at ALTTC Ghaziabad and is entitled for certain facilities including

scheduled meeting. We are surprised that the instructions of BSNL Central Headquarters are not being followed and NFTE is not getting formal meeting with the Circle management. This is causing irritation among the workers as their grievances are not being redressed.

Kindly take appropriate action so that the facilities as granted by the BSNL HQR are afforded to the union in the interest of harmony and industrial peace.

Expansion of Broad-band services.

No.TF-19/1—C Dated 4/6/2011 to the Chairman-cum-Managing Director, B.S.N.L, New Delhi

There is great demand for BSNL Broad-band services. As a matter of fact there is waiting list of subscribers and field units are not in a position to provide the service on account of shortage of modume-2 and Telephone sets. This aspect has been intimated to General Manager, Broad-band BSNL HQR in courses of our informal discussions.

There is also shortage of drop-wire and cables in the field due to which expansion of service is affected.

Kindly take appropriate action so that the bottle-neck is removed.

Allotment of work to employees working at Telecom Factories

No.TF-18/7 Dated 4/6/2011 to the Chairman - cum-Managing Director, BSNL, N.Delhi

It has been represented to Union Headquarter that there is no work at Telecom Factories and the staff are sitting idle. This situation has arisen due to non-allotment of item of works to be done by workers.

It is proper to mention that earlier Drop-Wire, O.F.C. pipes, Cable jointing kits etc. were being manufactured by the factories through employees.

Kindly, therefore, take appropriate action so that the items of work are allotted particularly to Alipore Telecom Factory, Kolkata and staff don't sit idle.

No.TF-1/1 (d) Dated 4/6/2011 to Shri R.K. Upadhyay, Chairman-cum-Managing Director, B.S.N.L, New Delhi

Kindly recall our discussions of 2nd instant regarding extension of facilities to the

Registered unions and grant of recognition to more than one union for redressal of staff grievances. If we recollect correctly you mentioned that the issues will be decided as per rules and procedure. We hope that the BSNL Headquarter will ensure that rules are followed on issues and not ignored

It is stated that the extension of facilities to the Registered Unions is prerogative of the management and the administration. Presently all the Registered Unions are getting subscription through check off system. This facility has been extended by the management without any discrimination. However, there is no proper machinery or facility to ensure that the problems / grievances and suggestions relating to employees are considered and settled. This vacuum has serious repercussions on the company and this needs on dilution from us. Under the circumstances you will appreciate that arrangement for dialogue with the Registered and unrecognised union for redressal of staff grievances is necessary.

It will not be out of context to mention that as per present set-up more than 50% non-executive employees are not represented in the negotiating machinery at different levels. This has affected the staff relation as griev-

ances of such workers remain unrepresented and unredressed. You will agree, sir, that this has affected the performance of the company to a very large extent. The National Federation of Telecom Employees (NFTE-BSNL) has secured more than 80,000 votes in last election which is 35% of total staff strength. The NFTE-BSNL has not given any undertaking to abide by the Code of Discipline and is eligible and entitled for recognised status. The granting of recognition to the union is also prerogative of the management. All these aspects have been explained to the management in number of representations submitted by the union.

It is added for your information that the National Council composed and constituted is also not as per well established rules. This has already been represented to the BSNL Headquarter vide our letter No. TF-2/1 (a) dated 19-4-2011 (copy enclosed).

Under the circumstances we request you to get the issues resolved in the interest of harmony and Industrial peace and for betterment of the company. ■

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number of staff will not be able to rise and progress in service. All these are increasing frustration in the workers. There is urgent need to address these burning issues of employees. Instead of clearing the mess the Director HR has been burdened with the supervision of zone as well.

We trust that the Ministry and BSNL Board will take broader view of all these aspects and keep in mind that further delay in resolving the core issues will affect the performance of company.

Management has to act faster for larger interest of the company. ■

Letters from Administration

Performance Monitoring of Territorial Circles/Metro districts: Incentivizing Performers/Dis-incentivizing Non-Performers

No. 3-3/2011-Restg. dated 25.5.2011

A commercial organisation like ours operating in a hyper competitive sector, has to essentially follow a Profit-center approach for our various units so as to have a focused orientation towards monitoring the Revenue Performance, Top Lines/Bottom Lines of various circles. It is felt that this way we in BSNL would not only be able to identify strong as well as weak points of our operations/business, but would also be in position to devise unit-wise strategies to further the performance.

2. In line with this approach, we have made three categories of our circle, based upon their current annual revenue earnings:

Category A : Circles with annual Revenues More than INR 2000 crores.

Category B : Circles with annual Revenues in the Range of INR 2000-1000 crores.

Category C: Circles with annual Revenues less than INR 1000 crores.

3. The performance of various circles in terms of growth in Gross Revenues would be monitored at the highest level. The best performers in each of the category of circle would be duly appreciated, rewarded and given due empowerment on various relevant areas of personal/organisational decision making. On the contrary, the worst performers in each category of circles, would be subject to dis-incentives like non-preferred postings, due reflection into APAR and lesser weightage in the decision making processes.

4. It is also proposed that the budget al-

location would be made in the ratio/proportion of the performance /revenue receipts of various circles.

5. In line with the above scheme, the performance of territorial circles during the year 2010-11, has been evaluated which is compiled and placed at Annexure. Following circles have been selected for the award 'Circle the Year-2010-11' in each of the categories, as below:

Category A : Karnataka Telecom Circle.

Category B : Chennai Telephones

Category C : Orissa Telecom Circle & Himachal Telecom Circle

6. Hon. MOC&IT has kindly consented to give away awards to the winners on 26th May 2011 at 17.30 hrs. at Bharat Sanchar Bhwan, New Delhi.

7. This monitoring mechanism would start forthwith and the first review of the performance of various circles would be carried out in Sept. 2011.

8. I would accordingly like all the Heads of Circles to make a note of this and align their efforts for the maximized revenue returns for the organisation.

Modification in Policy for provision of Concessional Broadband connection to below JAG level BSNL employees at their residence.

No. 64-133/BB/Tariff/10-11/May/09 dated 16-5-2011.

It is to be informed that the Management committee has decided to modify the policy for provision of concessional Broadband connection to below JAG level BSNL employees at their residence as follows:

"BSNL employees below JAG level may be given the option to take concessional broadband plans at below:

(a) Since presently 60% discount on rental is being offered on the residential broadband connection (under limited plan of Rs. 250/-) to BSNL employees below JAG level, the same discount (60% on rental) may be offered in BB Home UL 499 plan (256 Kbps unlimited, monthly rental Rs. 499/-), or in any other plan as opted by any BSNL employee below JAG level in BSNL area subject to a maximum limit of Rs. 300/- per month (for example a rebate of Rs. 240/-) in a plan for which monthly rental is Rs. 400/-)

(b) Concessional broadband connection to BSNL employees in MTNL area may be allowed under any tariff plan chosen by the individual and the concession will be restricted to monetary equivalent of the concession Rs. 150/- Pm only as per the existing scheme.

(c) All other charges including charges for modem etc. will be come by the employees."

This is only for the information to make preparation for implementation in the billing and commercial systems. The formal letter in this regard shall be issued by PHA section, BSNL C.O.

Non-Executive Promotion policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-10 of Bharat Sanchar Nigam Limited - Clarification thereof.

No. 13-2/2010 -TE dated 4-5-2011.

1. Kindly refer to this office letter of even no. dated 4-3-2001, vide which it has been clarified that the extra increment granted vide BSNL C.O. letter No. 27-8/2003 -TE-II (I) dt. 18-11-2003 comes under the concession given by BSNL in relation to BCR/Gr. IV and

if an official opt for his erstwhile promotion policy viz. OTBP/BCR/Gr.TV, the extra increment is not to be granted for one year to him prior to his retirement.

2. After issuance of the aforesaid clarification, it has come to the notice of this office that in some circles/Units, the aforesaid clarification has been interpreted as if the extra increment given in all cases after 01/10/2000 has to be withdrawn and accordingly these circles/Units are resorting to the recovery of the of this extra increment in BCR Gr. III.

3. In this connection, it is clarified that vide para 5-2 of NEPP order dated 23-3-2010, it has already been stipulated that the cases settled prior to the issue of this order, need not be reopened unless the employee himself opts for this non-executive promotion policy.

4. Accordingly, it is reiterated that the cases of granting of extra increment in BCR Gr. III to the non-executive employees settled before 23-3-2010 need not be reopened and accordingly there is no need for resorting to the recovery form these need for resorting to the recovery from these employees, if these employees opt for continuing in the OTBR/BCR/Grade-IV promotion policy.

5- However, in the cases of the non-executive employees who have been granted the extra increment in BCR Gr. III, opt for NEPP, then these employees may be regulated as per the opening given by these employees in option Form-11, under para- 6.4 of NEPP Order dated 23-3-2010. If these employees opt to avail their first upgradation as per NEPP by forging the extra increment granted to them under OTBP/BCR/Gr.IV Schemes, then action may be taken in accordance with the clarification given vide point No. 1 of this office letter of even No. dated 20-8-2010.

6. It is, therefore, requested that immediate necessary action for implementation of Non-Executive Promotion Policy (NEPP) in accordance with the aforementioned clarifications.

7. This issues with concurrence of BSNL Finance.

Availing of medical facility by the retired employees from offices located in place of settlement of the retired employees.

No. BSNL/Adman.J/1 (Pt.) dated 16-5-2011.

It has been observed that employees continue to avail medical facility from the place of retirement even after shifting their place of settlement. For the convenience of the employees and the administration, the competent authority has approved that the employees may change their claim office to their place of settlement. Provisions are made in Clause 1.4 of the orders referred above for change for place of settlement. Therefore retired employees who change the place of settlement may change their claim office to their place of current settlement for early settlement of their claims and also for availing credit facility from the local empanelled hospital during hospitalization.

Consultation with Administrative Ministry (DoT) in respect of cases of withholding pension/gratuity or withdrawing pension in respect of absorbed employees of BSNL - Regarding

Rule 61(4)(1) of BSNL CDA Rules, 2006 empowers the CMD, BSNL to issue sanction to institute the departmental proceedings against the absorbed employees after retirement for withholding a pension for combined service of BSNL and DoT period (herein re-

ferred as pension) or gratuity or both either full or in part or withdrawing a pension in full or in part whether permanently or for a specified period and of ordering recovery from a pension or gratuity of the whole or part of any pecuniary loss caused to the Company if any disciplinary or judicial proceedings the pensioner is found guilty of grave misconduct or negligence during the period of service, including service rendered upon re-employment after retirement: Provided that the administrative ministry shall be consulted before any final orders are passed.

2. Accordingly, the following modality for dealing with the cases of imposition of penalty of withholding a pension for combined service of BSNL and DoT period or gratuity or both either full or in part or withdrawing a pension in full or in part whether permanently or for a specified period and of ordering recovery from a pension or gratuity of the whole or part of any pecuniary loss caused to the Company by BSNL (herein after called Penalty) is hereby prescribed:

(i) All cases of imposition of Penalty requiring consultation with DoT may be sent by BSNL to the Vigilance Section of DoT.

(ii) A checklist as per the enclosed proforma, duly signed by an AGM level officer of BSNL, may be enclosed by BSNL along with all such proposals indicating all relevant information including total retirement benefits, the quantum of benefits to be withheld as penalty and the retirement benefits for the service rendered by the employee under the government.

(iii) The calculations shown in checklist shall be verified by Pension section of DoT.

(iii) Cases of imposition of Penalty requiring consultation from Administrative Ministry under BSNL CDA rule 61(4)(1) will be examined in Vigilance Section of DoT to check up the following parameters:

a) Whether proper procedure for imposition of Penalty as defined in BSNL CDA Rules has been followed.

b) Whether decision to impose Penalty has been taken by the authority competent for the group/ grade/ cadre to which the employee belongs.

c) Whether the decision to impose Penalty is resulting in affecting retirement benefits of the employee for the service rendered in government, and if yes, whether there is a need to protect the same based upon merits of the case.

d) Any other relevant information available with Vigilance Section like input from CBI/ CVC applicable to the case in general or in particular.

(iv) If the decision of BSNL to impose Penalty is found to be in conformity with the above points, Vigilance Section may put up the case for approval of competent authority to convey result of DoT's consultation on the proposal. In this regard, the competent authority will, be as follows:

- a) Non-Executives : (NE-1 to NE-11 IDA pay scales) : Director(Staff)
- b) Executives (E1 to E3 IDA pay scales): DDG(Estt.)
- c) Executives - (E4 and higher IDA pay scales) : Member(Services)

(v) After obtaining approval as per para (iv) above, result of DoT's consultation shall be communicated by Vigilance Wing of DoT to BSNL.

3. This issues with the approval of the competent authority.

Zonal Set up

No.4-2/2010-Restt Dated 25.05.2011

This has reference to this office letter No.4-2/2010-Restructuring dated 20.09.2010

whereby Reporting & Reviewing Structure at various circles was enunciated. Though the structure was suggested quite some time back, it is felt that the same has not been implemented in the real spirit and true sense.

2. I Wish to emphasize accordingly that we intend to put this model of supervision through segmentation of our territorial circles around four zones, each zone headed by a functional Director of BSNL, Board.

Director (CM) : North Zone Director (Enterprise) : East Zone

Director (HR) : West Zone

Director (CF A) : South Zone ;

3. The Directors would be the board level supervising & controlling officer for their respective territorial circles. They would monitor all aspects of performance of circles placed under them as above in terms of Revenues, Service delivery, Quality of Service, New Services, Customer interface, Network built up & maintenance etc., With Revenue Growth being the Key Performance Indicator(KPI).

4. The Board Directors, as Nodal officers of their respective circles would also take the issues related to various needs of these units and in a broader sense would be the facilitator at the BSNL corporate office for the resolution of their issues, empowerment and demands, as raised from them from time to time, on dynamic basis.

5. Similarly as Reviewing officers of performance of various SSA units, the Board Directors would objectively assess these subordinate units of various circles, guiding, supporting & controlling these, along the way.

6. I would like to request each of the Board Directors to bestow their personal attention on the performance assessment of their respective territorial circles so as to help BSNL,

adopt a path of comprehensive monitoring, evaluation and redressal of issues.

MOU Singned with Corporation Bank for extending various Loan Schemes to BSNL Employees.

No. 1-9-BBF/Staff Loan/11-12 Dated 26-05-2011

MOU with Corporation Bank for extend-

ing various loans to BSNL employees has been signed on 26-05-2011. The General terms and conditions and details of rates of interest are given in Annexure-1.

A copy of the agreement has been on our intranet site www.intranet.bsnl.co.in under lead Director (Fin and sub-head Budget & Finance Control.

Annexure 1

General Terms & Conditions

The various Kinds of loans facilities under respective Corp Scheme with special offer/terms and conditions

	Housing Loan	Vehicle Loan	Personal Loan
Eligibility	Confirmed employees with a minimum of 5 years of service	Four Wheelers: Confirmed employee with a minimum basic pay of Rs. 20000/- per month Two Wheeler: Confirmed employee	only confirmed employee
Minimum Loan Amount	100 times of Basic Pay subject to the maximum of Rs. 30 Lakhs.	Four Wheelers: 20 times of Basic pay subject to the maximum of Rs. 5 lakhs. Two Wheeler: 5 times of Basic pay subject to minimum & maximum loan of Rs. 50000/-	10 times of Basic pay subject to the maximum of Rs. 5 Lakhs.
Margin	As per the Scheme	Four Wheeler : 10% Two Wheeler : 25%	-NA-
Repayment period	General Scheme : 20 years Ghar Shobha Scheme: 10 years	Four Wheeler : 7 years Two Wheeler : 5 years	3 to 5 years
Processing charges	-Nil-	-Nil-	-Nil-
Payment Charges. If paid form own sources.	-Nil-	-Nil-	-Nil-

Rate of Interest [Floating rate]	General Scheme:	Upto 3 Years:	Base Rate +
	Loan upto Rs.20 Lacs:	Base Rate + 1.60% [Presently 11.50 %]	4.10% [Presently
	Tenor: 5 to 15 years BR+0.85% [Presently 10.75%]		14.00%]
	Tenor: 15 to 20 years BR+1.10% [Presently 11.00%]	Above 3 years to 5 years Base Rate & 2.10 % [Presently 12.00]	
	Loan Rs. 20 Lacs to Rs. 30 Lacs:		
	Tenor: 5 to 15 years BR+1.10% [Presently 11.00%]	Above 5 years to 7 years Base Rate & 2.60 % [Presently 12.50]	
	Tenor: 15 to 20 years BR+1.35% [Presently 11.25%]		
	Ghar Shobha Scheme: Base Rate +1.75 % [Presently 11.65%]		

Note: Education loan shall be extended as per the extant guidelines of the Scheme. ■

भूतपूर्व संचार मंत्री, मिस्टर डी.मारन की डकैती की जांच हो

भूतपूर्व संचार मंत्री, मिस्टर मारन, अपने कार्यकाल में बीएसएनएल को मजबूर करके चेन्नई निवास में 323 टेलीफोन लाइन्स ली। ये सभी लाइन्स उनके नाम नहीं होकर चीफ जनरल मैनेजर चेन्नई के नाम लिस्ट हुए। वास्तविक रूप से मंत्री के निवास पर सीजीएम के नाम एक दूरभाष केंद्र स्थापित किया गया। यह पारिवारिक व्यवसाय के लिए था। 3.4 किलोमीटर लम्बी केबिल्स को गोपनीय ढंग से डालकर इसे व्यवसायिक केंद्र से जोड़ दिया गया। इस कारण बीएसएनएल को अत्याधिक हानि उठानी पड़ी है। सीबीआई ने इस कृत्य की जांच करके वर्ष 2007 में रिपोर्ट सचिव, टेलीकाम को भेजी जिस पर कोई कार्यवाही नहीं की गई। मारन ने बीएसएनएल को मजबूर किया तथा पृथक अन्डरग्राउन्ड केबिल्स

अपने बोट क्लब निवास से अन्ना आखिलयम में स्थित "सन टी वी कार्यालय" से कनेक्ट करवाया तथा गलत ढंग से 323 टेलीफोन लाइन्स जुड़वाया। यह फ्राड जनवरी, 2007 से अनेक माह तक जारी रहा। ये साधारण कनेक्शन नहीं होकर कीमती आईएसडीएन लाइन्स थी। जो कि टनों टीवी खबरों लाइट से भी तेजी से दुनिया के किसी भी भाग में ले जा सकते हैं। इसके लिए "सन टी वी" को बीएसएनएल को काफी धन देना पड़ता परन्तु मारन की कृपया से मुफ्त में दी गई।

इस फ्राड में सीजीएम से लेकर अन्य अधिकारी लिप्त थे। जिनके बिना यह कार्य सम्भव नहीं हो सकता था।

एनएफटीई ऐसे कृत्य में लिप्त अधिकारियों के विरुद्ध जांच कार्यवाही की मांग करता है। ■

संपादकीय

विभाजन बीमारी का पर्याप्त इलाज नहीं

दूरसंचार मंत्रालय ने बीएसएनएल को चार जोन में बांटने का एक आदेश अभी हाल में इसलिए जारी किया है जिससे कि कम्पनी जिस वित्तीय संकट से जूझ रही है, उसका हल निकाला जा सके। बी एस एन एल बोर्ड के निदेशक स्तर का अधिकारी प्रत्येक जोन की कार्य प्रणाली एवं अतिरिक्त राजस्व पैदा करने के लिए संभावनाएं तलाशेगा। यह एक स्वागत योग्य कदम है किंतु कम्पनी की वर्तमान खराब स्थिति को देखते हुए केवल यह इलाज पर्याप्त नहीं होगा। समय की मांग है कि हम जमीनी सच्चाई को समझें जिससे कम्पनी की कार्यप्रणाली प्रभावित हो रही है। इस बात का शोर तो बहुत है कि कम्पनी की वर्तमान क्षति को पूरा करने के लिए अतिरिक्त राजस्व पैदा किया जाय किंतु सही और निर्णायक कदम नहीं उठाए जा रहे हैं। फील्ड में केबुल, ड्राप वायर, मॉडम और यहां तक कि टेलीफोन सेटों का घोर अभाव है। नए बस रहे टाउन एवं कालोनियों में केबिल नहीं बिछाई जा रही है। उपरोक्त संसाधनों को अभाव में ब्राडबैंड उपभोक्ताओं की एक लम्बी प्रतीक्षा सूची तैयार हो गई है लेकिन प्रतीक्षारत ये उपभोक्ता बहुत दिनों तक इंतजार नहीं कर सकते। बीएसएनएल मुख्यालय में पदस्थ प्रबंधकों को इस और ध्यान देना होगा और जो भी अवरोध आ रहा है उसे दूर करने का प्रयास करना होगा।

प्रबंधन और प्रशासन को यह ध्यान देना होगा कि कर्मचारी बेहतर सेवाएं तभी दे पाएगा जब काम करने का वातावरण अच्छा हो। यह स्थापित सत्य है कि फील्ड में अच्छे वातावरण का सर्वथा अभाव है। पचास फीसदी कर्मचारी भय के वातावरण में कार्य कर रहे हैं। निचले स्तर के स्टाफ की समस्याओं और आवश्यकताओं का समाधान न होने से कर्मचारियों में कुंठा व्याप्त होती जा रही है। प्रबंधन को ध्यान देना होगा कि कुंठाग्रस्त कर्मचारी कम्पनी के लिए अच्छी सेवाएं नहीं दे सकता।

वर्तमान समय में बीएसएनएल मुख्यालय में डायरेक्टर

एचआर में काफी मामला लम्बित है। बीएसएनएल बनने के बाद से जेटीओ में प्रोन्नति के लिए एक भी परीक्षा नहीं ली गई, जेएओ संवर्ग में भी इसी तरह सिर्फ एक बार ही परीक्षा आयोजित हुई। टीटीए और टेलीफोन मैकेनिक का भर्ती नियम इस तरह से बनाया गया है कि अधिकतम स्टाफ परीक्षा परिधि के बाहर ही रहेंगे। इन सब कारणों से स्टाफ में कुंठा-बेचैनी पैदा हो रही है। कर्मचारियों के इन ज्वलंत मुद्दों को शीघ्र समाधान करने की आवश्यकता है। डायरेक्टर एचआर जिन्हें जोन का अतिरिक्त उत्तरदायित्व सौंपा गया है, वे कर्मचारियों की समस्याओं का समाधान कैसे सुनिश्चित करेंगे?

हमें पूर्ण विश्वास है कि बीएसएनएल प्रबंधन एवं प्रशासन उपरोक्त सभी मुद्दों पर व्यापक रूप से विचार विमर्श करेगा और यदि इन मुद्दों के समाधान में विलम्ब हुआ तो कम्पनी का कामकाज प्रभावित होगा।

हम सभी को व्यापक हित में कार्य करने का संकल्प लेना होगा।

प्रबंधन/प्रशासन को पत्र

टीएफ-1/1 (डी) दिनांक 4.6.2011 श्री आर.के उपाध्याय, सी एम डी बीएसएनएल को

कृपया दिनांक 2 जून के वार्तालाप का सन्दर्भ लें। संघ ने दूसरे संघ की मान्यता तथा अन्य रजिस्टर्ड संघों को सुविधाएं प्रदान करने का अनुरोध किया था। आपने नियमानुसार कार्यवाही की चर्चा की थी। हम आशा करते हैं कि बीएसएनएल मुद्दों का समाधान नियमानुसार ही करेगा तथा आदेशों की अनदेखी नहीं करेगा।

संघों को सुविधा देने का अधिकार प्रबंधन को है। वर्तमान में सभी संघों को चेक ऑफ सिस्टम द्वारा चन्दा कटौती की सुविधा है। प्रबंधन ने यह सुविधा बिना भेदभाव के संघों को प्रदान की है। परन्तु ऐसा कोई प्रबंध नहीं है जिसके द्वारा कर्मियों की समस्याओं तथा सुझावों पर

समुचित विचार करके निराकरण हो। इसका कंपनी पर बहुत कुप्रभाव पड़ा है जिसका उल्लेख करना कठिन है ऐसी परिस्थिति में पंजीकृत था मान्यता रहित संघों से कर्मचारियों की समस्याओं के समाधान हेतु चर्चा तथा बैठक की सुविधा आवश्यक है।

आज की परिस्थिति में पचास प्रतिशत से अधिक कर्मचारियों का विभिन्न स्तरों के निगोशिएटिंग मशीनरी में प्रतिनिधित्व नहीं है। इससे स्टाफ रिलेशन प्रभावित हुआ है क्योंकि कर्मचारियों के कष्टों का समाधान नहीं होता है। इस कारण कम्पनी का परफार्मेंस भी प्रभावित हुआ है। पिछले चुनाव में एनएफटीई 80,000 से अधिकतम प्राप्त किया है जो कि कुल कर्मचारियों का 35 प्रतिशत है। एनएफटीई बीएसएनएल कोड ऑफ डिस्सपलिन मानने हेतु कोई अन्डरटेकिंग नहीं दी है। अतः इसकी मान्यता की पात्रता है। संघ ने अपने पूर्व के प्रतिवेदनो में इसका विस्तृत उल्लेख किया है।

संघ आपको बताना चाहता है कि नेशनल कौंसिल का गठन नियमानुसार नहीं है। इसके सम्बंध में संघ ने पत्र संख्या टीएफ-2/1 (ए) दिनांक 19.4.2011 प्रतिवेदन दाखिल किया है।

उपर्युक्त परिस्थिति में हम आपसे अनुरोध करते हैं कि औद्योगिक शांति तथा कम्पनी के हित में मुद्दों का समाधान सुनिश्चित करें।

ब्राड बैंड सेवाओं का विकास

टीएफ-19/1 सी दिनांक 4.6.2011 सी एमडी, बीएसएनएल को

बीएसएनएल के ब्राड बैंड सेवाओं की अत्यधिक मांग है। ग्राहकों की लम्बी प्रतीक्षा सूची है। यह स्थिति मॉडम-2 तथा टेलीफोन सेट्स की कमी के कारण है। जी एम, ब्राड बैंड से मुद्दे पर चर्चा हुई है।

फील्ड में ड्रापवायर तथा केबिल्स की भी कमी है। जिसके परिणामस्वरूप विकास बाधित है।

कृपया उचित कार्यवाही करें जिससे गतिरोध समाप्त हो।

टेलीकाम फैक्टरीज हेतु कार्य

टीएफ-18/7 दिनांक 4.6.2011 सीएमडी बी.एस.एन. एल को

संघ के संज्ञान में आया है कि टेलीकाम फैक्टरीज को कार्य नहीं दिया गया है जिसके कारण कर्मचारी खाली बैठा है। ड्राप वायर, ओएफसी पाइप, केबिल ज्वाइंटिंग किट्स आदि का उत्पादन फैक्टरीज में कर्मचारियों द्वारा किया जाता था परन्तु यह कार्य वर्तमान में नहीं आवंटित हुआ है।

कृपया उचित कार्यवाही करें।

एएलटीटीसी गाजियाबाद के संघ से औपचारिक बैठक नहीं करना

सं. टीएफ-26/ए एल टी टी सी गाजियाबाद दिनांक 4.6.2011 निदेशक (कार्मिक) को

एएलटीटीसी में एनएफटीई ने पचास प्रतिशत से अधिकतम प्राप्त किया है। कार्पोरेट कार्यालय के आदेशानुसार संघ औपचारिक बैठक हेतु अधिकृत है। परन्तु एजेंडा देने के उपरान्त भी बैठक नहीं हो रही है। जिसके कारण कर्मचारियों की समस्याओं का समाधान नहीं हो रहा है।

कृपया हस्तक्षेप करें।

अनुशासनात्मक/सतर्कता कार्यवाही के कारण एनईपीपी में अपग्रेडेशन की प्रभावी तिथि

टीएफ-26/6 दिनांक 2.6.2011 सीएमडी बीएसएनएल को

बीएसएनएल हेडक्वार्टर के पत्र संख्या 400/1/47/2009-पर्स I दिनांक 29.3.2010 के अन्तर्गत स्पष्टीकरण आदेश जारी हुआ है कि अनुशासनात्मक तथा सतर्कता कार्यवाही के फलस्वरूप दंड की समाप्ति के उपरान्त ही एनईपीपी में अपग्रेडेशन आदेश जारी किया जाय। यह अनुचित है। इस कारण जिन कर्मचारियों का अपग्रेडेशन 1.10.2004 से है उन्हें बाद में लाभ दिया जा रहा है। पात्र तिथि के उपरान्त अनुशासनात्मक कार्यवाही का प्रभाव

अपग्रेडेशन में नहीं होना चाहिए। कृपया मुद्दे पर समुचित विचार सुनीश्चित कराएं जिससे कर्मचारियों को लाभ मिले।

प्रशासन से पत्र

श्री आर.के.उपाध्यक्ष चेयरमैन एंड मैनेजिंग डायरेक्टर का श्री चन्द्रेश्वर सिंह, महामंत्री एनएफटीई को सम्बोधित अर्धशासकीय पत्र संख्या बीएसएनएल/ 20-10/एस आर/2011 दिनांक 30 मई, 2011

सर्वप्रथम मेरे द्वारा सी एम डी पद का कार्यभार ग्रहण करने पर भेजी गई शुभकामनाओं का धन्यवाद तथा आपके सहयोग तथा सहायता की आशा करता हूँ। मैं आपके संघ के इस दृष्टिकोण की प्रशंसा करता हूँ कि सीएमडी पद का विभाजन नहीं हो तथा दूरसंचार का अनुभवी व्यक्ति ही संगठन की अगुवाई करे।

आपको मालूम है कि कंपनी इस समय कठिन परिस्थितियों से गुजर रही है। बाजार में हमारी भागीदारी तथा रेवेन्यू दोनों में गिरावट हुई है। टीम भावना से हमें कार्य करना होगा जिससे कि कंपनी पुनः आर्थिक रूप से मजबूत तथा सुदृढ़ हो। जहां तक आपकी मांग-कर्मचारियों की समस्याओं तथा कष्टों की समुचित व्यवस्था का प्रश्न है मुझे आशा है उचित समय में इसका हल हो जाएगा।

मुझे आशा है कि पूर्व की बुलन्दियों की प्राप्ति के संघर्ष में आपका संघ प्रबंधन के साथ रहेगा तथा इसकी प्राथमिकताओं की कार्यवाही में समर्थन मिलेगा। श्री आर.के.उपाध्याय, सी एम डी बीएसएनएल पत्र संख्या 4.2/2011 -रिस्ट्रक्चरिंग दिनांक 25.5.2011

सर्किलों के चार निम्न जोन में विभाजित किया गया है तथा प्रत्येक जोन की अगुवाई एक फंक्शनल डायरेक्टर, बीएसएनएल बोर्ड करेगा।

निदेशक (सी एम)- नार्थ जोन, निदेशक (इन्टरप्राइज) - ईस्ट जोन, निदेशक (कार्मिक)- वेस्ट जोन, निदेशक (सीएफए)-साउथ जोन।

प्रत्येक निदेशक सर्किलों की कार्यवाहियों (रेवेन्यू, सर्विस डिलीवरी, सेवा गुणवत्ता, नई सेवाएं, ग्राहक की देखभाल,

नेटवर्क बिल्ट आदि को मानीटर करेंगे। रेवेन्यू में वृद्धि ही परफारमेंस का मूल होगा।

कारपोरेशन बैंक तथा बी एस एन एल के मध्य कर्मचारियों के लिए लोन हेतु एम ओ यू के

बीएसएम पत्र संख्या 1-9/बीबीएफ/स्टाफ लोन/11-12 दिनांक 26.5.2011

कर्मचारियों के लिए हाउसिंग लोन, वेहिकल लोन तथा पर्सनल लोन की स्वीकृति हेतु बीएसएनएल तथा कारपोरेशन बैंक के मध्य समझौता हुआ है। (विस्तृत अंग्रेजी में देखें)

सेवानिवृत्त कर्मचारियों को चिकित्सा सुविधा

बीएसएनएल/एडमिन/जे/1 (पार्ट) दिनांक 16.5.2011

सेवानिवृत्त कर्मचारियों के लिए क्लास 1.4 में प्रावधान है कि सिटिलमेंट स्थापन पर वे विकल्प का परिवर्तन कर सकते हैं। अतः सेवानिवृत्त कर्मचारी अपने सिटिलमेंट स्थान पर स्थित कार्यालय में अपने दावों को प्रस्तुत करें जिससे कि उनका शीघ्रता से निपटारा हो सके। साथ ही साथ इम्पैनेल हास्पिटल में वे क्रेडिट पर चिकित्सा सुविधा भी ले सके।

आई डी ए वेतनमान पर एनईपीपी- स्पष्टीकरण आदेश

बीएसएनएल 13-2/2010 टी ई दिनांक 4.5.2011

यह पुनः स्पष्ट किया जाता है कि 23.3.2011 के पूर्व बीसीआर के एक अतिरिक्त इन्क्रीमेंट की स्वीकृति, रिटायरमेंट के एक वर्ष पूर्व, की कटौती नहीं होगी बशर्ते कि कर्मचारी ने स्वयं एनईपीपी का विकल्प नहीं दिया है। ■

धनबाद में संघर्ष

एनएफटीई से सम्बद्ध कर्मचारियों ने एक तथा दो जून को स्थानीय प्रशासन के अत्याचार तथा अन्याय के विरुद्ध संघर्ष किया। सर्किल तथा हेडक्वार्टर के हस्तक्षेप के फलस्वरूप मुद्दों का समाधान हुआ। हमें कंपनी में सौहार्दपूर्ण वातावरण रखना है।

June, 2011
TELE LABOUR

Postal Regd. No. DL(ND)-11/6105/2009-10-11
RNI NO. 47331/88

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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)

आर. के. उपाध्याय

अध्यक्ष एवं प्रबन्ध निदेशक

R. K. Upadhyay

Chairman & Managing Director

DO No. BSNL/20-10/SR/2011
Dated, the 30th May, 2011



Dear Shri Singh,

First of all, I would like to thank you very much for the greetings and well-wishes on my assumption of the post of CMD in BSNL and sincerely look forward to your continued support and cooperation. I appreciate the stand of your union that the post of CMD in BSNL should neither be bifurcated nor any outsider be inducted to man this post and only a person with Telecom background should lead the organization.

As you know, the company is presently going through a tough time and our market share and revenues, both have considerably gone down. With a view to make BSNL once again a viable and vibrant organization, all of us have to strive hard in a team spirit. As regards your demand for a proper forum to redress the grievances of your union, I am sure the issue shall get resolved in due course & at appropriate time.

I am sure, in the struggle to regain our past glory, your union will function in a synergistic mode with the management and support its initiatives.

With best wishes,

Yours sincerely,

(R. K. Upadhyay)

Shri Chandeshwar Singh,
General Secretary,
NFTE BSNL,
New Delhi.

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Bifurcation alone not the panacea of ills

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**Centre sat on CBI report against
Mr. Dayanidhi Maran**

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