



Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

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Editor - Chandeshwar Singh

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EDITORIAL

Tower Corporation- Dismantling Our Aerial Assets

In the name of Project Unnati KPMG consultant was appointed two years back to specify the augmentation of tower business with suitable organizational structure as in the lines of private operators. A meeting with KPMG people was arranged for all unions to know their recommendations. All the unions participated and in one voice opposed the recommendations and agreed to improve tenancy ratio by enhancing the sharing of number of towers. The following are some of the prime observations and recommendations of KPMG.

"Potential scenario: Market opportunity for 26-28,000 tenancies over FY14-FY18

Higher tenancy ratio with right pricing and focus on sales

Efficient operations with high site uptime: Separate financial and performance indicators

Subsidiarisation Structure : It is proposed that all tower business related assets, liabilities and operations be transferred to a subsidiary owned by BSNL

Because BSNL (a PSU) will hold majority stake in the subsidiary, the subsidiary will also be a PSU, and will follow all rules and guidelines applicable for PSUs

Advantages : Growth of tower business will not be affected by shortage of funds in BSNL. Tower business expansion will not burden BSNL's cashflows

BSNL pays an unnecessary license fee

of 8% on the external revenues of towers business as well. No license fee to be paid by the Tower Subsidiary BSNL saves the unnecessary outgo of license fee on the external revenues of towers business

Creation of SBU and Stabilization of business

Creation of subsidiary ■ Identification of assets to be transferred to (shared with) the Subsidiary

Registration of the Tower Subsidiary

Transfer of all assets, liabilities and contracts to the new company

Hiring of personnel, if required

Establishment of mechanism for billing with BSNL

Creation of organization structure and transfer / deputation of personnel for Induct Strategic Partner: Because BSNL (a PSU) will hold majority stake in the JV, the business will be governed by rules and guidelines applicable for PSUs. **Impact of restructuring on employees:** No down-sizing of BSNL employees.

No change in salary structure for employees. For employees transferred / deputed to Tower JV, same PSU guidelines for salary and retirements will be applica-

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"OPPOSE FORMATION OF SUBSIDIARY TOWER COMPANY"

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ble. More employees may be hired to handle specific functions in the Tower JV”

During the same time CMD BSNL has informed the unions that the company is in an urgent need to revenues to meet capital expenditure and to modernize its existing assets in addition to meeting huge and disproportionate employees cost. To address the situation to some extent other revenue streams have got to be tapped using assets of the company. A proposal is under consideration to create subsidiary tower company to improve substantially the operations of our passive infra thereby generate additional revenue. But the findings of all the unions are having different facts and we opposed the proposal and cleared that it is nothing but striping out of BSNL's core networks and creating way forward for its privatization.

We come to know by Aug 6th 2015 thro press coverage that the Cabinet gave ‘in-principle’ approval for hiving off state-run Bharat Sanchar Nigam Ltd's (BSNL) tower assets into a separate company, aiming to generate additional stream of revenues for the loss-making unit. The department of telecommunications (DOT) has been asked to constitute an inter-ministerial group consisting of representatives from public enterprises, department of pension and pensioners' welfare and department of economic affairs for working out the capital structure and organisational structure of the new company, sources said. In turn DOT addressed the concern authorities to nominate joint secretary rank officers for the IMG.

On knowing this, NFTE BSNL had reacted sharply and addressed DOT for the non inclusion of the major stake holder BSNL's representatives even in the IMG. We were told that representative of BSNL

was included. No Union was updated including the recognized unions about the development. We were also not given any copy of the BSNL note given to IMG or the decisions of IMG for preparing Cabinet note by DOT.

We come to know that the Govt is in hurry and preparing for cabinet approval to form and register separate tower company. We have our own misgivings that it is the surest way for bringing some corporate giant as strategic partner and subsequently handover the BSNL's hard earned thousands of crores of assets that private giant.

There are hell a lot of questions that need some healthy discussion and arrival at some understanding before the mad push of any subsidiary PSU for our towers.

- a. What is the guarantee that the new subsidiary company would be a Govt company having 100% share of BSNL?
- b. What will be the long run impact on BSNL financials due to the loosing of Aerial assets?
- c. What are the guarantees for the employees sending on deputation? No employee will be sent without knowing the proper service conditions till agreement with the concerned Unions/Associations? Implications of BSNL Pay, 37A etc?
- d. Is there any guarantee to opt back to the parent company if any apprehension of future of the tower company?

On further discussion amongst the unions and the management few more Questions may arise. In this uncertain situation, our National Forum has decided to voice our protest thro demonstration on Oct 27th. The other forum also synchronized its programme on the same day. Let us fight unitedly to safeguard the interests of BSNL financials as well as interests of our employees.

"Message from CMD BSNL on BSNL formation day"

Dear Colleagues

Today, we complete 16 glorious years of service to the nation and enter into another bright and successful year. At the outset, I convey my hearty greetings to you on this occasion and would like to place on record my deep appreciation to the "Team BSNL". I am delighted and really feel honoured to lead the country's leading Public Sector Telecom Service Provider, which has been serving the nation for over a century tirelessly.

Although our Company faced decline for couple of years, but it rose like a phoenix owing to your enthusiastic response to my earlier calls with utmost dedication. Our efforts have sustained the growth and, during 15-16 your organization continued its journey of revival. These efforts did not go unnoticed when it was aptly recalled by our Hon'ble Prime Minister from the ramparts of the Red Fort during his Independence Day address to the nation. The most proud moment for all of us.

Friends, this historic turnaround was not possible but for your whole hearted and tireless efforts in execution of most of the strategic initiatives of the management aiming for market penetration and revenue augmentation, not to forget the pledge we all took to serve our nation and the customers with a Smile (SwaaS), a term coined by you and your representative associations and unions.

I am fully aware that Team BSNL is looking forward to the 3rd PRC recommendations. Our Financial performance during 2016-17 will be a crucial factor for implementation. Therefore, I call upon all of you to put "all your might to make it happen".

And, dear colleagues, all of you being our brand ambassador, tremendous responsibility vests on your shoulders to create awareness amongst our esteemed customers across the country about the unique plans and schemes like

**"Thanks to Comrades for observing call
Attention day on 18-10-2016 and holding
Successful "Dharna" on 24-10-2016**

Free Night Calling and Free Calling on Sundays through BSNL Landline, All India Free Roaming on BSNL Mobile Network and the recent BSNL Landline Broadband plans 49 and 249.

As you all know that in response to our free incoming call facility, the number of mobile customers on month on month basis shown significant addition to our customer base. To take the benefit of the growing Data services demand. We have offered tariffs to attract more customers e.g., Plan 1099 providing unlimited downloads.

Although we are making renewed effort to market our brand image & products, needless to say, friends, mandate for popularization of the schemes vest on your shoulders as well. Through melas, marches and other innovative measures, we should continue to do sales & marketing.

We are fortunate to have the dynamic support and valuable guidance of Shri Manoj Sinhaji, the Hon'ble Minister for Communications and Shri J.S.Deepak Secretary Telecom in the midst of us, in the turnaround journey.

It is indeed a moment of pride for Team BSNL, whom I call again on this glorious occasion to take a pledge to sustain the forward march to match the expectations of the Hon'ble Prime Minister

TELECOM

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Message from Shri Manoj Sinha, Hon'ble Minister MOC on 27th September, 2016

BSNL should connect 1 lakh Gram Panchayats with broadband connectivity at the earliest—Manoj Sinha

The Telecom Minister Shri Manoj Sinha today gave a stern message to BSNL that he will not tolerate any delay and the Telecom PSU should connect one lakh Gram Panchayats (GPs) through Optical Fibre Cable (OFC) to set up a network infrastructure to serve the rural masses. He said, all are working with zeal to achieve the target of connecting 2.5 lakh Gram Panchayats with Broadband Network within stipulated time-frame, which is the vision of the Prime Minister Shri Narendra Modi for Digital India. Speaking at an award ceremony function of BSNL here, Shri Sinha said, those who are working with zeal should be rewarded and those should take VRS from where reports of negative growth is coming on a continuous basis.

The Minister urged the BSNL to find new invention, new research and new technology and to give World Class products for achieving Prime Minister's vision of Transforming India through Digital Revolution. He said that there is need for innovation as India cannot afford to emulate the Developed Economies due to limited resources. He said, if India will lag in catching up with emerging technologies, the very existence of the country will be at stake. He exhorted the officials and other stakeholders to "Walk the Talk" and underlined that it is our bounden duty to digitally empower the huge chunk of population particularly in rural areas who are still deprived of IT revolution.

Shri Sinha asked BSNL officers and employees to set an ambitious target of 15 percent Telecom penetration within a time frame from the existing 10.4 percent and asked the PSU to any competition head on and compete with other big Telecom Operators as BSNL is now equipped with new technology, dedicated work force, equipment and financial resources. He also expressed concern that despite the worldwide trend, the number of land line connections in India is decreasing every day and BSNL should think seriously about this issue.

He said, unless the BSNL will not improve its service quality, Plan-49 or **Plan-II-49** will not succeed to have connection at Rs 49. BSNL through the above two plans have made call free on Sunday and from 9.00 pm to 7.00 am each day and the Telecom PSU is also providing Broadband connectivity at cheaper rates. He also asked BSNL to resolve all the complaints promptly and any reluctance on this front will not be tolerated.

Shri Sinha said that the Country is on the verge of Data Revolution, and if India will lag behind on this front, history will not forgive us. He said, it is easy to befooled through jugglery of data and facts, but ultimately work should be seen to have been done.

Speaking on the occasion, Secretary, Telecom Shri J.S.Deepak said that it is a matter of pride that since April, 2015, BSNL has come to operating profit it is gaining market share on a regular basis but it should work hard to become the global giant. Referring to connectivity initiatives in North East, Left Wing Extremist areas, where 2200 towers were installed for better connectivity for the security forces and for the rural masses living in the remotest areas, Shri Deepak said that in the 2nd phase 2,000 additional towers will be installed in the naxal-hit areas. He also called for performance audit of the PSU from time to time.

In his address, the CMD of BSNL Shri Anupam Srivastav said that the revenue of BSNL in 2015-16 was Rs. 28,450 crore, which is 4.4 percent more than the revenue in the year 2014-15. He assured the Minister that BSNL is ready to compete tariff to tariff with any Telecom Operator and also called for collaborative efforts where the country's interest is involved.

Shri Srivastav said that due to paucity of instruments and equipment from 2006-2012, BSNL missed the voice bus, but in the last two years several initiatives were taken and BSNL is ready for any challenge. He informed that in the last two years 26,000 mobile towers were installed and in this financial year 20,000 additional towers will be installed.

CALL ATTENTION DAY (18.10.2016) OBSERVED AT VARIOUS PLACES - VIEW OF PHOTOS



Chennai



Ranchi



Mangalore

Raipur



Mumbai

Bangalore

Demonstration at Corporate office New Delhi



Com. C. Singh addressing at Corporate office



Reply from management on 13 demands point wise details

(L.No- BSNL/7-12/SR/2016 dt. 21-10-2016)

1.	PLI for 2015-16.	Orders for PLI 2014-15 has been issued. The issue of PLI for 2015-16 shall be examined.
2.	Formation of 3rd Wage Negotiation Committee.	DPE/DoT is being pursued for necessary guidelines.
3.	Concession to SC/ST Employees in NEPP. (i) No linkage of Post Based Promotion in NEPP. (ii) No down grading scale in NEPP.	<p>The above issue raised by NFTE has already been covered under NEPP Scheme. In respect of (a) at Para III (i) of NEPP order no.27-7/2008- TE-II dated 23.03.2010 it is clearly stated that the post based promotion will be regulated by the Recruitment Rules.</p> <p>Para III (i) :Post Based Promotion will continue along with the Non-Executive Time Bound</p> <p>Promotion Policy, in the cases where post based promotions already exist. Such regular promotions will continue to be regulated as per the provisions of the Recruitment Rules of the posts already notified/ to be notified by BSNL. Management reserves the right to review and revise the sanctioned strength based on workload, justification and new norms in various scales.</p> <p>Further in regard to point 3(b) it has been mentioned in the NEPP Scheme at para 6.2 that grading criterion has been relaxed for SC/ST employees.</p> <p>Para -6.2 : Time bound IDA pay scale up-gradations are not linked with the availability of posts and thus, the provisions relating to application of rosters are not applicable. However, as a concession to SC/ST employees, the grading criteria have been relaxed for SC/ST employees in comparison to OC employees.</p> <p>Therefore, the issue does not need to be examined further.</p>
4.	Settle the issue of stagnation for thousand of RM/ Group D.	<p>As per the direction of RLCC, meeting was convened with the representatives of JAC on 11.1.2016. In the meeting JAC requested for referring the issue of grant of stagnation increments every year to DOT/DPE.</p> <p>On examination of the demand of JAC on the subject of stagnation increments, it is held that there appears to be no merit in referring this matter to the Administrative Ministry at this juncture.</p> <p>Matter can only be taken up during the next wage revision pursuant to the ensuing III PRC.</p>
5.	Settle the issue of left out RM opting TM (Telecom Technician) vacancy available.	The left out qualified candidates who could not be promoted owing to non-availability of vacancies in their SSA/Circle were given another chance to opt for SSA/Circle , where vacancies exist, vide Lr. No.250- 69/2001 Pers.111 dated 23.10.2015. The options were to be submitted by 15.12.2015. However, only

		very few cases were received from the Circles and all cases received have been approved. As far as the case of the official in Chengalpattu SSA of Chennai TD is concerned, it has been informed that discussions have been held with the Unions by the Circle Authorities to sort out the issue amicably. Further details are awaited from the Circle.
6.	Leave encashment facility to DR employees.	Encashment of EL/HPL at the time of retirement is available to all BSNL employees including D R employees.
7.	Protect the families of deceased DR employees through family pension.	Pension Scheme as per DPE guidelines on superannuation benefit is being implemented after the approval of DOT.
8.	No business area formation without consultation of staff side	The 'consolidation of SSA with Business Area is almost complete.
9.	Early finalization of superannuation benefit to DR employees.	Same as above 7 above
10.	Scrap 55 II (b) provision in CDA Rules.	The issue has already been examined and replied vide letter dated 22.03.2016 to NFTE
11.	Improve the BSNL MRS and finalize in the committee.	The issue is under active consideration. Committee already constituted. Second meeting is proposed in November 2016.
12.	Relaxation of educational qualifications to RM/ Group 'D' for TM (Telecom Technicians).	The issue of relaxing the eligibility conditions for appearing in the LICE for TM was reviewed on numerous occasions by the management, the last review was in August 2016 and it was decided that it would not be appropriate to relax the qualification prescribed in the Recruitment Rules for promotion to the cadre of TM.
13.	4th Saturday kindly akin to Bank.	A similar demand was raised in the National Council for declaring 2nd Saturday as holiday for operating staff was earlier examined. The demand was not agreed upon as it would adversely affect customer care and better quality of service and hence will not be in the larger, interest of BSNL. In the above backdrop declaring 4th Saturday as close holiday on the same holiday is not feasible. In this regard, functions and nature of operations of Banks and Telecom provider such as BSNL are fundamentally different and not amenable to any comparison.

Dharna at Corporate office on 24-10-2016



Glimpses of 24th Oct. 2016 Dharna



Vijayawada(A.P.)



Hyderabad(A.P.)



Akola

Baripada



Berhampur (Ganjam)

Bhopal(M.P.)



Mumbai

Gwalior



Hissar



Indore SSA



Jabalpur SSA



Odisha



Sagar SSA



J&K



Sambalpur(Odisha)



Jalandhar SSA



Tamilnadu





TF-Mumbai



Sangrur SSA



Pathankot SSA



Amritsar SSA



Gurgaon(Haryana)



Ranchi(Jharkhand)



Karnataka



Hassan(Karnataka)



Pune(MH)



Kolkata



Jamshedpur



Mangalroe SSA



Bulandshaher (UP West)



Raipur



Jagdalpur



Chennai



LETTERS FROM BSNL MANAGEMENT

Grant of productivity Linked Incentive (PLI) to BSNL employees for the year 2014-2015.

1-5/2012-Restg Dated 7th October, 2016

The approval of the BSNL Board is conveyed for payment of Productivity Linked Incentive (PLI) 2014-15@Rs. 3000/- per employee of following categories:-

- (i) For Non-executive employees either absorbed in or appointed by BSNL and the unabsorbed employees of Group 'C' & 'D'.
- (ii) For executive employees either absorbed in or appointed by BSNL and the un-absorbed employees of Group 'A' & 'B'.
- (iii) To Casual Labourers (including Casual Labourers with temporary status) who have worked at least 240 days (250 days for those working in offices having 5 day week pattern) during the preceding 3 years as on 31st March of the concerned financial year. Circle-wise number of Casual Labourers as on 31-03-2015 is shown in Annexure-A. No PLI shall be admissible to part-time employees and the contract labourers.
- (iv) PLI will be calculated proportionately on the basis of period actually served by the employees in BSNL during 2014-2015.

2. The proposal shall have no linkage whatsoever, nor shall have any bearing on the criteria for PLI in respect of any other year.

3. The above decision is being conveyed for making necessary payment of PLI to the staff of BSNL.

4. The payment of PLI will be chargeable to the Head "Salaries" under the relevant Sub-Head of Account to which pay and allowance of the staff is debited. The payment will be made from the sanctioned grant for the year 2016-2017.

5. All the concerned units may be directed to ensure the payment of Productivity Linked Incentive (PLI) for the year 2014-15 at the earliest. After payment, the total expenditure incurred and the number of employees paid may be ascertained from all the units and consolidated figures be intimated to BSNL Finance by last week of November, 2016.

Conducting of LICE for promotion to the grade of JAO 40% held on 17.07.2016- reg.

File No. 4-1/2010-Trg. Pt. Dated 04.10.2016 to the Chief General manager NATFM, Hyderabad

Ref: NATFM/2-Trg/TC/JAO-DEPTL/PH-I/2016-17/12 dated 30-09-2016

This has reference to the above mentioned letter on the cited subject.

In this respect with approval of the competent authority I am hereby directed to convey that:

Training w.r.t. the Circles who have provided the list of all qualified and eligible for appointment as JAO may be started.

Implementation of provision of EPF/ ESI regd.

No.2-1/2015-WS& I/(ii) Dated 7.10.2016, All CGMs, BSNL.

From the reports received from circles, it has been noticed that in number of cases, contribution card/ pehchan cards have not been issued/ maintained as well as the details/proof of EPF/ ESI contributions have not been obtained on monthly basis from the contractor by the due date. It is not sufficient to check the details of contributions recovered and paid only at the time of making payment Non-adherence to such perversions has both legal & financial implications to BSNL.

It is to be understood that as per EPF & MP Act, 1952, any person, employed through a contractor in an establishment would need to be enrolled under the PF Code No of the contractor. It is the principal employer's duty to ensure that contributions of EPF/ESI, at the prescribed rates, are deducted and remitted by the contractor. In respect of the said contract employees timely, failing which, being the principal employer, the establishment will be held liable for the payment of such contributions, along with any other liability on account of delay. Thus, it eventually puts the final responsibilities on the (Principal) employer to pay both the contributions i.e employer's contribution and also, **menders'** because recovery of amount from the contractor, at times, is not feasi-

ble. In case, these provisions are not complied by the contractors, the onus of making payments & extending benefits falls on principal employer.

Important provisions, as follow, must be complied unfailingly:

- (i) Ensuring EPF/ESI registrations,
- (ii) Maintenance of contribution card,
- (iii) Pehchan card,
- (iv) Timely deposit of contributions of EPF and ESI such as

-EPF contributions to be submitted monthly by 25th of following month or as prescribed under the relevant rules.

-ESI contribution to be deposited latest by 21st of following month or as prescribed under the relevant rules.

(v) Obtaining and maintaining the relevant records/proof from the contractor etc. such as,

-Details of wages and contributions in respect of each member (to be prepared financial year-wise) to the PF office by 30th April every year or as prescribed under the relevant rules.

-Details of the employees enrolled newly to the PF to be submittals within 15 days of the following month or as prescribed under the relevant rules.

These records may also be required at any time for the inspection of BSNL CO / Labour authorities/parliament standing committee an labour etc.

Above measures will not only safeguard the legitimate interests of contract labour but also prevent undue liability on BSNL. Attention is also invited to this office letter/circular No. 14-8/2015-WS&I; dated 12.04.2016, vide which it was requested to use the online facility available at official website of EPFO i.e. www.epfindia.gov.in to ensure compliance of the provisions under para-30 (Responsibility of Principal employer) and para-36B (Duties of Contractor) of EPF and MP Act, 1952. It is through strict maintenance/Compliance of the provisions of the relevant Labour Acts/Statutes that we can safeguard BSNL from incurring the liability/penalities on account

of non-compliance. Success of such actions for safeguarding the interest of BSNL would depend upon dealing the matter promptly and issuing notices to/taking actions against the erring contractors, timely.

Therefore, it is reiterated that the executive in charge of supervision should be instructed to monitor the contract works strictly and enforce the compliances of the said provisions of EPF/ESI Act through the contractor concerned.

Limited Internal Competitive Examination (LICE) for promotion from Group 'C' to the grade of JTO (T) under 50% quota for the vacancy year 2013-14 held on 22/05/2016 and 16/07/2016 - Declaration of list of candidates of Andhra Pradesh Telecom Circle, who have secured minimum qualifying marks -reg

No.12-1/2016-Rectt. Dated : 07.10.2016 The Chief General Manager, Andhra Pradesh Telecom Circle, Bharat Sanchar Nigam Limited, Hyderabad.

In continuation to this Office letter of even no. dated 09.08.2016 and with reference to Andhra Pradesh Telecom Circle letter No. TA/RE/3-5/JTO/LICE/REP/27 dated 29/08/2016, furnishing revised verification report on the eligibility of the candidates for appearing in the JTO (T) LICE for the vacancy year 2013-14 held on 22/05/2016, the additional list of candidates of Andhra Pradesh Telecom Circle, who have secured minimum qualifying marks, as prescribed vide letter No. 5-11/2009-pers-VI dated 20/10/2009 and corrigendum letter No. No. 5-11/2009-Pers-IV dated 01/11/2011, are given in Annexure-A. The marks secured by these candidates, their Roll Nos., HRMS Nos. category and name of the parent Circle have also been mentioned against their names.

2. Rule-8 transfer case (at Annexure-B) : parent circle of these candidates has been modified.

3. Regarding deletion of name in the result, corrigendum will be issued.

This is issued with the approval of Dir. (HR)

**Modification in policy for provision
of Pre- Paid GSM SIM Card to all Non
Executives working in BSNL- reg.**

**No. 2-22/2012-PHA(Pt.) Dated 04.10.2016 All
the Chief General Managers/General Man-
agers, Telecom Circles/Telephone Districts &
Other Administrative Units, BSNL**

Your kind attention is invited to BSNL Corporate Office Circular No.-01/2016-PHA dated 09.03.2016 vide which the OFF-NET Call facility was allowed on pre paid GSM SIM cards with a talk time of Rs.200/-pm, to all non executives employees working In BSNL for the period of six months on experimental basis but no report of Improvement in FRS from the circles has been received so far.

You are therefore once again requested to send the FRS improvement report and other benefit if any, to the BSNL Corporate Office immediately, so that facility may be regularized on Pre-Paid SIM Cards to all non executives on Fax No .23718288.

This is issued with the approval of competent authority.

**Regarding forgoing/deferring the PLI
amount**

No.1-5/2012-Restg Dated 21st Oct., 2016

In view of appeal of Director (HR) to forgo/ defer the productivity linked incentive (PLI) for the year 2014 -15 granted vide GM(Restg& WS&I) order No. 1-5/2012-Restg. dated 07.10.2016, it is hereby requested that those who are willing to forgo/defer the PLI may intimate the concerned Drawal & Disbursing Officer, accordingly, latest by 24th Oct.2016. The action for payment of PLI shall be taken by all concerned without delay.

**Board level and below Board level
posts including non-unionised
supervisors in Central Public Sector
Enterprises (CPSEs) - Revision
of scales of pay w.e.f.01-01-2007
- Payment of IDA at revised rates-
regarding.**

No.14-1/2012-PAT (BSNL) Dated ----.10.2016

The Department of Public Enterprises O.M. No.W-02/0002/2014-DPE(WC)-GL-IX/16 dated 4th October 2016 on the above mentioned subject for revised IDA rates @ 120.3% w.e.f. 01-10-2016, is forwarded herewith for taking immediate necessary action by all concerned.

**Deployment of Junior Engineers
(erst-while TTAs) in the Non-Recruit-
ing Circles Furnishing of information
thereof.**

**No.250-10/2016-Estt-III Dated. 07.10.2016 All
Heads of the Telecom Circles, Bharat Sanchar
Nigam Limited* (*Recruiting Circles only)**

The undersigned is directed to say that the process of filling, up of 2700 vacancies of Junior Engineer through Direct Recruitment has been conducted in all the Telecom Circles of BSNL. This office is in receipt of communication from several non-recruiting Circles with regard to servers shortage of manpower at **TTA/JTO** levels.

With the view to examine shortages in non-recruiting circles vis-a-vis sanctioned strength, you are requested to furnish the following information in the prescribed tabular form to this office latest by 20.10.2016 positively on Fax No. 011-23734051 or on e-mail bsnlestt.3@gmail.com.

(A) J.E.Cadre

1. Name of the Non Recurring Circles attached to your Circle, 2. Sanctioned strength of JEs as on 30.09.2016 in the Non-territorial Circle
3. Working strength of JEs as on 30.09.2016

(B) J.T.O (Cadre)

1. Name of the Non-Recruiting Circles attached to your Circle, 2. Sanctioned strength of JTO (T) as on 30.09.2016 in the Non-territorial Circle, 3. Working strength of JTO (T) as on 30.9.2016 in the Non-territorial Circle

Note: All the CGMs of the Non-Recruiting Circles are requested to coordinate with their respective Recruiting Circles and provide the relevant Information on the subject at the earliest in order to enable Recruiting Circles to furnish the desired information to this office latest by 20-09.2016 positively.

LETTERS TO BSNL MANAGEMENT

Review of Result of JAO LICE held on 17th July 2016 against 40% Quota.

**TF-14/2 Dated :- 18-10-2016 To Director (HR),
BSNL Corporate Office, New Delhi.**

In continuation of our letter no. TF-14/2 Dt. 04/10/2016, we are enclosing detailed note of on wrong and ambiguous questions also along with necessary annexures, received from UP (W) Circle in support of our demand.

We request you, kindly intervene in the matter and do justice.

Payment of HRA to the staff working on deputation under WTP from Ahmadabad TD - Discrimination thereof.

**TF-07 Date : 18-10-2016 To Director (HR),
BSNL, New Delhi.**

Kindly refer our letter No.-TF-07, dt-29-09-2016 on the subject through which we drew your kind attention towards the wrong decision of CGMT WTP in payment of HRA to non-executive staff recruited by Ahmadabad TD(Gujarat circle) and posted on deputation under WTP at Ahmadabad. Latter, the GM WTP Ahmadabad deputed those staff in different SSAs to manage the work of WTP in those area.

Now, the CGM WTP Bombay has ordered to pay them HRA as per the rate of cities where they are working.

It is not fair at all as the staff is recruited by Ahmadabad TD to work under the jurisdiction of Ahmadabad SSA only and if they are being deputed beyond the jurisdiction they should get deputation allowance alongwith HRA of Ahmadabad city.

We therefore, request you to kindly intervene and ensure justice to the staff.

Request to release salary for the month of Oct., 2016 well before Diwali festival.

**TF-9/11 Date :18-10-2016, To Director (F),
BSNL, New Delhi - 1**

We are getting several requests from field units for payment of salary for the month of Oct,

2016 well before Diwali festival, which is falling on 29th/30th Oct, 2016.

In this connection we may submit that the Diwali festival is very much popular throughout the country and everyone needs money for celebration of this great festival.

We will be highly obliged if the salary of the staff may kindly be paid up to,25th of this month.

Non settlement of problems --Case of Bihar Circle.

**TF-05 Dated:-18-10-2016 To Director(HR),
BSNL, C.O. New Delhi.**

The Bihar Circle union has submitted genuine problems to CGMT for early settlement. No action was initiated by the management to settle them since long time. In the unavoidable circumstances, our circle leaders are preparing to go on indefinite fast w.e.f. 20-10-2016.

We therefore request you to, kindly intervene in the matter and instruct the CGMT Bihar circle to settle the long pending issues with a dialogue with our circle union representatives.

Reduction in Pay -- Protection regarding...

**TF-9/2(E) Date: 26/09/2016 To Dir.(HR), BSNL,
CO, New Delhi**

Kindly refer our letter of even no dated 27-07-2016 through which, we urged to remove the discrimination in respect of left out cadre viz- Asst. Telecom Tech. (RMs) and Telecom Office Associates (Sr.TOA) who have been recruited in BSNL after 01-01-2007 and before 07-05-2010. The loss of pay has been removed for DR TTA's, but other cadres which are few in numbers have been deprived.

We may submit that, the issue was raised in National Council on 14-05-2015 to remove the erosion in pay in respect of all the non executive cadres in BSNL who were recruited after 01-01-2007 and before 07-05-2010.

We there for request you kindly intervene personally to remove the discrimination in name of justice.

Nomination of the members for designation Committee on behalf of NFTE (BSNL)

TF-014 Date : 29.9.2016 To G.M. (SR) BSNL, Co New Delhi.

We are nominating the fallowing members to designation committee of BSNL on behalf of NFTE (BSNL)

- 1) Shri Chandeshwar Singh, General Secretary NFTE (BSNL)
- 2) Shri Mahabir Singh, O.S O/o GM TD Ranchi. Circle Secretary NFTE BSNL Jharkhand Circle

Superannuation Scheme in respect of BSNL recurred D/R employees-reg.

TF-11/3(c) Dated 6.10.2016 To CMD, BSNL, New Delhi

The union has been demanding continuously for evolving of pension scheme for BSNL D/R employees. It is heartening to know that the DOT in their letter No.61-4/2016-SU dated 20/09/2016 has conveyed their approval of the proposal sent by the Company. The PSU has to form a Trust for the management of Pension Fund and complete certain other necessary formalities.

We will, therefore, request you for appropriate action to finalize the scheme on priority basis.

JAO LICDE result - reg.

TF-14/2(C) dated 03.10.2016 To The Director (F) BSNL, New Delhi

A list of employees qualified in JAO LICDE has been endorsed to CGMs to promote them as per their merit taking into account the roster points.

It is stated that there are large number of JEs (formerly TTAs) who have qualified in LICE but not interested to accept JAO promotion and are keen to get promoted to JTO cadre. Two LICDEs have taken place and one more is scheduled in November, 2016 for promotions to JTO cadre. We strongly feel such TTAs who have qualified but not interested to accept JAO promotion be identified and in their places others should be promoted.

We, therefore, request you to get the matter considered and appropriate instructions are issued to CGMs to fill up the vacancies.

Review of Result of JAO LICE held on 17th July 2016 against 40% Quota.

TF-14/2 Dated :- 04-10-2016 To Director (HR), BSNL Corporate Office, New Delhi. Director (F), BSNL Corporate Office, New Delhi

It has been reported that in the above mentioned LICE many questions were wrong and discrepancies have taken place in question paper as well as in answer key. Surprisingly result has been declared without reconciling the discrepancies of question papers and answer key. This has put the candidates in disadvantageous position. Moreover vacancies also could not be filled up.

Kindly, therefore get the results reviewed after correcting the mistakes. We are also enclosing a detailed note of mistakes along with necessary annexures in support of our demand.

Wrong ambiguous and out of syllabus questions in Online JTO LICDE held on 24th Sept., 2016 - reg.

TF-14/2(b) Date : 03 -10-2016, To The Director (HR) BSNL, New Delhi.

We are compelled to bring to your kind notice that many questions specially in paper One in online JTO LICDE, held on 24.09.2016, were out of syllabus, wrong and ambiguous resulting in disadvantages to the candidates, you will agree that the candidates due to this should neither suffer nor put to disadvantage for their no mistake and fault.

The syllabus of paper-A. is appended below for perusal and ready reference - .

(1) General English - 25 Marks

The pattern of questions shall be broadly as below - a) Comprehension of given passage. b) Usage of vocabulary. c) Grammar

(2) General Studies - 25 Marks

(a) General Science. (b) Geography of India and its natural resources. (c) Current events of National and International importance. (d) General mental ability test.

It is reported that the omissions, discrepancies have occurred in Part-A some of which are stated below.

A. There has been no question from Comprehension of given passage syllabus although it is compulsory.

B. According to syllabus questions on Current Events should be from such which occurred 6-months before. In paper such question relating Current Events were listed which took place in the year 2015.

C. MNP was launched in year 2011 at Circle level and in year 2015 at National level but question was ambiguous as it was not clear if it relates to Circle or National levels.

D. There has been no question from General Mental Ability test syllabus although it is compulsory.

E. Questions were wrong in combination of words also. It is mentioned below -Graim:Salt:Blades?:, the correct answer will be combination of Chip: Glass but it is missing and not incorporated.

Apart from above we are enclosing an annexure consisting of discrepancies and wrong question for consideration in accordance with BSNL No. 37-1/2015-Rectt dt. 24.2.2016.

We, therefore, implore upon you to kindly get the issues considered before declaration of result to protect the interest of the candidates.

Annexure-A

Discrepancies in Section A of JTO LICDE held on 24.09 .2016

Question details	Wrong question/ Wrong options	Correct answer	Remarks as per letter No.5-8/2013 DE(Pt.) dated 8.4.2016
1. BSNL launch online wallet A. Pocket money B. E-money C. Pay Bill D. MobiPav	All options are wrong	The correct answer is 'Speed Pay'	All candidates should be awarded full marks
2. When we get ready for dinner, I have to take my books --- the table. A. Off marks B. From C. Out D.Of	Multiple Answers	Both preposition off and from are Suitable	All candidates Should be awarded full marks
3. GRAIN:SALT:Blade? (A) Glass (B) Cut (C) Grass (D) Steel	Multiple Answers	More than one options is correct	All candidates should be awarded full marks
4. Odd Man Out A. Honey B. Pearl C. Coral D. Resin	All options are wrong	Its correct answer is WAX which is not in option.	All candidates should be awarded full marks awarded full marks
5. Who was the first lady Prime Minister of the World A. Sirimavo Bhandaranaike B. Margaret Thatcher C. Indira Gandhi D. Golda Meir	Wrong Question (Question related to International History which is not in syllabus)	A. Sirimavo Bhandaranaike (Out of Syllabus question) Wrong question	All candidates should be awarded full mark

In May 2016 exam Questions on current events were asked from events of 2016 but in this exam (September 2016) questions of Current events were asked from events of 2015, which will not be treated as current events, as the question's of events which occurred more than 1 year before the exam date.

Compassionate appointment - Case of Bihar Circle

TF-05 dated 25-10-2016 To, GM (Est) BSNL New Delhi

In Bihar circle HPC was conducted for compassionate appointments and recommended 21 candidates eligible for appointment by taking vacancies up to 31-03-2015. Ignoring the corporate office instructions to take the vacancy position up to 31-03-2016. Due to this, only 12 officials were approved by corporate office by living 9 candidates for appointment.

Therefore, we request you to kindly review the matter by taking the vacancies position up to 31-03-2016.

Relaxation of 3 days in eligibility criteria for appearing JTO LICE to be held in December, 2016 - regarding. TF-14/2(b) Dated:-25-10-2016, To Director (HR) BSNL, C.O. New Delhi.

We would like to bring to your kind notice that there was special recruitment drive against old vacancies of TTA for 2009-10 was held and qualified candidates were joined training on 04-07-2011 instead of 01-07-2011. The cutoff date of eligibility for the LICE to be held in December, 2016.

Now as per JTO RR due to shortage of 3 days in 5 years residency period of TTA Cadre for eligibility criteria for appearing in JTO LICE. Further, it is learnt that there was hardly 10 candidates are coming in this category.

Under the circumstances, we request you to kindly do the needful by relaxing the residency period in TTA Cadre by condoning 3 days and allow the candidates to appear in the said examination in Dec, 2016.

Filling up the post of A.D.(O.L.) in West Bengal Circle regarding. TF- 24/2 (k) Dated :-24-10-2016 to Sr.G.M.(Estt.) BSNL New Delhi.

Kindly find enclosed herewith the letter from

West Bengal Circle addressed to corporate office, regarding filling up vacant post of A.D.(O.L.) in West Bengal Circle.

Further, we would like to inform you, that Shri. Kamleshwari Kumar working as Junior Hindi Translator in Siliguri SSA has qualified for A.D.(O.L.) post after appearing in the internal departmental Exam held on 24.05.2011.

Because of miscalculation in roster points, his promotion was denied to the cadre of A.D.(O.L.). Now, West Bengal Circle corrected the roster points.

Therefore, we request you kindly do the needful by promoting the official to A.D.(O.L.) post in Siliguri.

पत्रांक –250/2014 –इ.एस.टी.टी–III दिनांक 13.10 .2016 के माध्यम से निगमित कार्यालय ने सभी मुख्य महाप्रबंधकों से टेलीकाम टेक्नीशियन (यूविटी.एम.) वर्ष 2016 कि रिक्तियों के लिए सीमित विभागीय प्रतिस्पर्धा परीक्षा आयोजित करने के लिए सूचना मांगी है।

पत्रांक 250/2016 ई एस.टी.टी – III दिनांक 07.10 .2016 के द्वारा सभी मुख्य महाप्रबंधक दूरसंचार रिफ्रॉटिज़ सर्किल से कनीय अभियंता (पूर्व टी.टी.ए) के नॉन रिफ्रॉटिंग यूनिट में रिक्तियों की सूचना मांगी गयी है।

एनएफटीई ने अपने कार्यालय पत्रांक टी.एफ.-14/2 दिनांक 04.10 .2016 के माध्यम से माननीय निदेशक (कार्मिक) एवं निदेशक (वित्त) से निवेदन किया है कि जे.ए.ओ. परीक्षा के प्रश्न पत्र में कई प्रश्न गलत और भ्रामक हैं। इस पर समीक्षा करते हुए कार्यवाई शीघ्र की जाय क्योंकि ऐसे प्रश्नों से परीक्षार्थियों को क्षति हुई है। हम गलत, भ्रामक एवं विषय सूची से बहार के प्रश्नों की सूची संलग्न किये हैं।

एनएफटीई ने पत्रांक टी.एफ.-14/2 (बी) दिनांक 03.10 .2016 के माध्यम से 24.09.2016 को सम्पन्न जे.टी.ओ. परीक्षा के गलत, भ्रामक एवं सिलेबस से बाहर के प्रश्नों की सूची अर्पित करते हुए निदेशक (कार्मिक) से मांग की है कि उक्त प्रश्नों के एवज में पूर्ण अंक दिया जाना ताकि परीक्षार्थी जो इन कारणों से क्षति उठाये हैं उसका परिमार्जन हो सके।

टावर कार्पोरेशन – बाह्य संसाधनों का विनाश

दो वर्ष पहले उन्नति परियोजना के नाम पर के.पी.एम.जी कम्पनी को सलाह देने के लिए नियुक्ति दी गई थी। उस कम्पनी को विशेषतः टॉवर बिजनेस के लिए निजी कम्पनियों के अनुरूप संगठनात्मक स्वरूप बताने को कहा गया था। के.पी.एम.जी के साथ सभी श्रमिक संघों की बैठक भी बीएसएनएल ने करायी। सभी संघों ने एकस्वर एवं एकतम होकर के.पी.एम.जी. के अनुशंसा को अस्वीकार कर दिया तथा टावरों की उन्नत करके अधिक से अधिक हिस्सेदारी देकर राजस्व बढ़ाने की बात से सहमत हुए थे। के.पी.एम.जी. की कुछ अनुशंसाएं निम्न प्रकार हैं।

वर्ष 2014 से 2018 तक 26000–28000 की काश्तकारी की व्यापरिक संभावना।

उच्च काश्तकारी को उचित मूल्य एवं बिक्री पर दबाव के अनुपातिक प्राप्ति सम्भव: दक्षता के साथ संचालन एवं उच्चतर अपटाइम संभावित।

अलग परफॉर्मेंस एवं वित्तीय सूचक उपाधिकार—आकार—यह प्रस्तावित है कि टावर व्यापर से सम्बंधित सभी उपकरण, स्थानातरित किया जायेगा।

क्योंकि बीएसएनएल सहायक टावर कम्पनी की अधिकतम हिस्सा रखेगी फिर भी टावर कम्पनी एक अलग लोक उपक्रम के हर दायित्व का वाहक होगा।

के.पी.एम.जी. के अनुशंसा के अनुसार टावर के विकास वित्तीय अभाव में अवरुद्ध नहीं होगा। टावर व्यापर के उत्थान में बीएसएनएल का अर्थाभाव वाधक नहीं होगा। बीएसएनएल अनावश्यक टावरों के लिए लाइसेंस शुल्क दे रही है। अलग कम्पनी बनने से लाइसेंस शुल्क नहीं देना पड़ेगा। ये सभी बाते केवल आम जन एवं कर्मचारियों को गुमराह करने के लिए कही गई है। वास्तविकता यह है कि बीएसएनएल को भी उक्त कम्पनी को किराया देना होगा टावरों के इस्तेमाल के लिए। जब टावर कम्पनी को बड़े आधार पर टावर की संरचना स्थापित करनी होगी तो धनाभाव के नाम पर निजी क्षेत्र के लिए दरवाजा खोल दिया जायेगा और सहायक टावर कम्पनी निजी क्षेत्र के हाथ में चली जायगी।

उसी समय सी.एम.डी. सभी श्रमिक संघों को सूचना दी कि कम्पनी की विकास एवं भारी कर्मचारी संख्या पर होने

वाले खर्च के मुकाबला के लिए अतिरिक्त राजस्व प्राप्ति का श्रोत दूदना होगा और इस सम्बंध में सहायक टावर कम्पनी हमारी हित रक्षा कर सकती है, हमें बिना खर्च किये इस कम्पनी से राजस्व की प्राप्ति होगी परन्तु श्रमिक संघों ने वास्तविक स्थिति को भांपते हुए इसका विरोध किया क्योंकि यह महसूस किया गया कि यह बीएसएनएल को निजी हाथों में देने का परोक्ष तरीका है।

विगत 6 अगस्त 2015 को समाचार पत्रों के माध्यम से यह ज्ञात हुआ कि संघीय मंत्री परिषद ने बीएसएनएल के टावरों के लिए एक अलग कम्पनी बनाकर अतिरिक्त राजस्व की प्राप्ति करने, जो आर्थिक रूप से पिछड़ते हुए बीएसएनएल के हित में होगी। कैबिनेट ने सिद्धान्त रूप में सहायक कम्पनी बनाने की पुष्टि कर दी।

दूरसंचार विभाग को निदेशित किया गया कि अन्तर मंत्रालय समिति जिनमें लोक उपक्रम विभाग, पैशन एवं पैशनर कल्याण विभाग तथा आर्थिक मामले के विभाग से अधिकारियों का एक समिति गठित कर नयी कम्पनी के लिए आधारभूत संरचना एवं संगठनात्मक पहलू पर अध्ययन करे विस्तृत रिपोर्ट तैयार करें। इस समिति में संयुक्त सचिव स्तर के अधिकारियों को नामित करने को कहा गया। विशेष आश्चर्य की बात तब हुई जब पता चला कि बीएसएनएल कम्पनी को तोड़कर अलग कम्पनी बनानी है, उस संगठन से कोई अधिकारी उस समिति नहीं लिया गया। एनएफटीई ने इस निर्णय का विरोध किया तथा बाद में पता चला कि बीएसएनएल से भी अधिकारी उक्त समिति में शामिल किये गये हैं।

समिति के गठन के उपरान्त एक वर्ष से अधिक का समय बीत जाने के बावजूद भी यूनियन को वस्तु स्थिति की जानकारी नहीं दी गई। हमें बीएसएनएल द्वारा तैयार की गई नोट की प्रति भी नहीं दी गई।

अभी हमें ज्ञात हुआ है कि सरकार बहुत जल्दबाजी में कैबिनेट से इस कम्पनी की स्थापना का अनुमोदन कराकर इसकी स्थापना शीघ्र सुनिश्चित करना चाहती है और हम यह ठोस रूप से जानते हैं कि इसके पीछे बीएसएनएल में कार्पोरेट दैत्यों को स्टैटिक एवं पार्टनर बनाकर प्रवेश कराना है।

और अन्ततः इस विशालकाय बीएसएनएल को निजी हाथों में धकेल देना है।

सरकार के इस कदम से कर्मचारियों के मन में बहुत प्रश्न कौंध रहे हैं। यथा क्या गारंटी है कि बनने वाली कम्पनी की शत प्रतिशत हिस्सा पूँजी बीएसएनएल की होगी। टावर को खोकर बीएसएनएल की वित्तीय स्थिति क्या होगी? कर्मचारियों के साथ क्या होगा। आदि अनेक प्रश्न हैं जो कर्मचारियों को उद्देलित कर रहे हैं।

नेशनल फोरम ऑफ बीएसएनएल वर्कर्स ने 27 अक्टूबर 2016 को प्रदर्शन के माध्यम से विरोध दर्ज करा रही है अन्य फोरम भी उसी तिथि को प्रदर्शन करेंगे। कर्मचारी पक्ष का सम्पूर्ण विरोध इस मामले में रेखांकित करती है कि सरकार को पुनर्विचार करते हुए इस कम्पनी के गठन की बात बंद करनी चाहिए।

श्री मनोज सिन्हा माननीय मंत्री दूरसंचार का सम्बोधन

27 सितम्बर 2016 को भारत संचार निगम लि. द्वारा आयोजित पुरस्कार समारोह को सम्बोधित करते हुए माननीय मंत्री महोदय ने बीएसएनएल को हिदायत दी कि एक लाख ग्राम पंचायतों को ओ.एफ.टी. द्वारा जोड़ना होगा। हमें ढाई लाख ग्राम पंचायतों को ब्राड-बैंड सेवा से जोड़कर ग्रामीण समुदाय को सूचना प्रौद्योगिकी से लाभान्वित कराना है तथा माननीय प्रधानमंत्री मान्यवर श्री नरेन्द्र मोदी जी ने डिजीटल इंडिया की परिकल्पना को साकार करना है। मंत्री महोदय ने कहा निष्ठावान कर्मी को पुरस्कृत करना होगा तथा जहां से लगातार गिरवट की सेवा सुनी जाय उन्हें स्वैच्छिक सेवानिवृत्ति देनी होगी।

माननीय मंत्री ने बीएसएनएल से नई तकनीकी आधारित नई खोज एवं अविष्कार के माध्यम से विश्व स्तरीय उत्पाद लाकर माननीय प्रधानमंत्री ने डिजीटल क्रान्ति के जरिए भारत को बदलने के सपने को साकार करने की अपेक्षा बीएसएनएल से की है। उन्होंने कहा कि सीमित संघासम के साथ इच्छित विकास सम्भव नहीं है अतएव नये अविष्कार से संसाधन की व्यवस्था करनी है।

मंत्री जी ने अगाह किया कि तत्कालिक तकनीकी विकास में पिछड़ने से राष्ट्र अवरुद्ध हो जायेगा। उन्होंने सभी कर्मचारियों को “वाक दी टाक” को आत्मसात करते

हुए ग्रामीण क्षेत्र की आवाम को डिजीटल तकनीकी से जोड़ने की व्यवस्था में पूर्ण भागीदारी देने पर बल दिया।

श्री सिन्हा ने बीएसएनएल के अधिकारियों एवं कर्मचारियों का आह्वान किया कि दूरसंचार विकास की गति 10 प्रतिशत से बढ़ाकर 15 प्रतिशत करने को कटिबद्धता प्रदर्शित करें और निजी क्षेत्र के दूरसंचार सेवा प्रदान करने वाले कम्पनियों के साथ प्रतिस्पर्धा में आगे आयें क्योंकि अभी कम्पनी विश्वस्तरीय तकनीक, समर्पित श्रमबल, आर्थिक क्षमता एवं संसाधन सम्पन्न है। उन्होंने याद दिलाया कि विश्व स्तरीय सम्मान के बावजूद लैंड लाइन कनेक्शन में हो रहे गिरवट पर बीएसएनएल को गंभीरता से विचार करना चाहिए।

मंत्री जी ने कहा कि बीएसएनएल अगर अपने सेवा में गुणात्मक सुधार नहीं करेगा तो प्लान -49 एवं प्लान -11 -49 की सफलता संदेहात्मक है, जिसके लिए रविवार को पूरे दिन तथा प्रत्येक दिन रात्रि 7 बजे से सुबह 9 बजे तक मुफ्त सेवा प्रदान की जाय रही है। उन्होंने शिक्यतों के त्वरित निष्पादन का आह्वान किया और कहा कि इस मामले में की गई लापरवाही को बर्दाश्त नहीं की जायगी।

श्री सिन्हा ने बताया कि राष्ट्र डाटा-क्रान्ति की दौर में है और अगर भारत इसमें पिछड़ता है तो इतिहास हमें माफ नहीं करेगा। डाटा के सम्मोहन से लोगों को मूर्ख बनाना असान है परन्तु कार्य का सम्पादन सुनिश्चित होना चाहिए।

उक्त अवसर पर श्री जे.एस. दीपक सचिव दूरसंचार विभाग ने कहा कि यह वर्ग की बात है कि बीएसएनएल अप्रैल 2015 से संचालन लाभ में है तथा मार्केट हिस्सा भी लगातार बरकरार रखे हुए है परन्तु विश्वस्तरीय मानक पर खड़े रहने के लिए कठिन परिश्रम की आवश्यकता है। उन्होंने ने पूर्वोत्तर इलाके में, वामपंथी अतिवादियों के क्षेत्र में सुरक्षा बल एवं आम जनता के संवाद के लिए लगाये गये 2200 टावर की चर्चा की और बताया कि नक्सल प्रभावित क्षेत्रों में अतिरिक्त 2000 टावर लगाये जाने हैं। उन्होंने समय-समय पर परफार्मेंस आडिट पर बल दिया।

इस अवसर पर श्री अनुपम श्रीवास्तव सी.एम.डी. ने बताया कि वर्ष 2014-15 के अपेक्षा वर्ष 2015-16 में राजस्व में 4.4 प्रतिशत की वृद्धि के साथ 28,450 करोड़ की प्रति हुई। उन्होंने माननीय मंत्री महोदय को आश्वस्त

किया कि हम किसी भी निजी संचालक से दर से दर के आधार पर मुकाबला के लिए तैयार है तथा राष्ट्र हित में सहयोगत्मक तरीकों को भी तैयार है।

श्री श्रीवास्तव ने बताया कि वर्ष 2006 से 2012 के बीच मंचों की कमी के कारण बीएसएनएल पिछड़ गया परन्तु पिछले दो वर्ष से किये गये प्रयास काफी लाभप्रद हैं। पिछले दो वर्ष में हमने 26000 मोबाइल टावर संस्थापित किये हैं और इस राजस्व वर्ष में 20,000 अतिरिक्त टावर लगाये जायेंगे।

बीएसएनएल स्थापना दिवस पर अध्यक्ष सह प्रबंध निदेशक, बीएसएनएल का संदेश (भावार्थ)

प्रिय सहकर्मी,

आज हम गौरवपूर्ण सोलह साल पूरे करते हुए प्रकाशय मय एवं सफलता के साथ अगले वर्ष में प्रवेश कर रहे हैं। इस अवसर पर मैं बीएसएनएल टीम को शुभकामनाएं प्रेषित करता हूँ तथा उनके प्रशंसनीय कार्य की सराहना रिकार्ड करता हूँ। दूरसंचार क्षेत्र में शत वार्षिकी जन सेवा हुए इस कम्पनी का नेतृत्व करते हुए मैं, गौरवान्वित एवं सम्मानित महसूस करता हूँ।

यद्यपि हम कई वर्षों से पिछड़ रहे थे लेकिन मेरे प्रारम्भिक आह्वान पर आप लोगों ने निष्ठापूर्ण सेवा देकर कम्पनी को उपर उठाया है। हमारे प्रयास ने विकास को रेखांकित किया है तथा वर्ष 15–16 में लगातार उत्थान पर बढ़े रहे हैं। हमारे प्रयास की सराहना माननीय प्रधानमंत्री जी ने स्वतंत्रता दिवस को लाल किले के प्राचीन से किया है जो हमारे लिए अन्यन्त गौरव का क्षण था।

मित्रों, इतिहास को दुहराना सम्भव नहीं है परन्तु आप द्वारा दिल से किया गया अथक प्रयास प्रबंधन द्वारा जारी संभवनाओं को गति दे सकता है और इसके लिए हमें अपनी शपथ याद रखनी चाहिए कि हमने मुस्कान के साथ सेवा देने की शपथ ली है, जो आप के यूनियन एवं एशोसियेशन के प्रतिनिधियों द्वारा प्रस्तावित है।

मुझे ज्ञात है कि बीएसएनएल टीम की निगाह तृतीय वेतन पुनरीक्षण समिति की रिपोर्ट की ओर लगी है। हमारा वर्ष 16–17 का आर्थिक स्थिति इसे लागू करने में महत्व रखेगा। अतएव मैं आप को सारे प्रयास लगाकर इसे सम्भव

बनाने का आह्वान करता हूँ।

आप सभी कम्पनी के ब्रांड एम्बेसेडर हैं और आप सम्मानित उपभोक्ताओं के कम्पनी के महत्वपूर्ण प्लान, जैसे रात्रि मुफ्त सेवा, रविवार को मुफ्त सेवा तथा बीएसएनएल मोबाइल पर रोमिंग फ्री एवं बीएसएनएल लैन्ड लाइन-ब्राउंड बैंड 49 एवं 249 प्लान के विषय में जानकारी दे सकते हैं।

जैसा कि आप सभी जानते हैं कि हमारी फ्री प्लान सेवा के मद्देनजर हम माह-दर माह मोबाइलउपभोक्ता की संख्या में बढ़ोत्तरी कर रहे हैं। अभी डाटा-क्षेत्र की सेवा के मांग को देखते हुए हमने प्लान – 1099 दिया है जिसमें असीमित डाउन लोड की सुविधा है।

हम बाजार में अग्रणी होने के लिए लगातार प्रयासरत हैं परन्तु आप मेला एवं मार्च तथा अन्य उपाय से हमारे बिकी को बढ़ा सकते हैं।

हमारा सौभाग्य है कि हमें श्री मनोज सिन्हा मानवीय संचार मंची एवं श्री जे. एस. उदीपक दूरसंचार सचिव जैसे प्रबुद्ध पथ प्रदर्शक का सहयोग प्राप्त है।

सचमुच यह क्षण टीम बीएसएनएल के लिए गौरव का क्षण है फिर भी इस महत्वपूर्ण अवसर पर हम शपथ लेकर आगे बढ़े और हमारे माननीय प्रधानमंत्री के सपनों को साकार करें।

प्रबंधन से पत्र

वर्ष 2014–15 के लिए उत्पादकता आधारित

अनुग्रह राशि का भुगतान।

न0.1-5/2012 – रिस्ट्रक्चरिंग दिनांक 7 अक्टूबर 2016

निम्नांकित संवर्ग के कर्मचारियों को उत्पादकता आधारित अनुग्रह राशि के भुगतान के लिए बीएसएनएल बोर्ड का अनुमोदन सूचित किया जाता है, जिसके अधार पर वर्ष 2014–15 के लिए प्रति कर्मचारी तीन हजार रुपये की दर से भुगतान करना है।

क. बीएसएनएल में सामिजित अथवा असामिजित एवं बीएसएनएल द्वारा सीधी भर्ती वाले ग्रुप सी एवं डी कर्मचारी।

ख. बीएसएनएल के सभी ग्रुप ए एवं बी कर्मचारी चाहे वे सामाजित/असामाजिक अथवा सीधी भर्ती से आये हों।

ग. आकस्मिक एवं टेम्पररी स्टैट्स मजदूर जो संबंधित

वर्ष तक लगातार 240 दिन की दर से तीन वर्षों तक कार्यरत रहे हों (205 दिन की दर से कार्यालय जहां पांच दिन कार्य दिवस सप्ताह है)। पार्ट-टाइम एवं कांट्रेक्ट लेबर का देय नहीं है।

घ. वर्ष 2014-15 में वास्तविक कार्य सम्पादन उपस्थिति के आधार पर अनुग्रह राशि का आकलन होगा।

2. यह अनुदमोदन किसी और साल के लिए नियम नहीं हो सकता।

3. उपयुक्त अनुमोदन को बी.एस.एन.एल. कर्मचारियों को अनुग्रह राशि देने हेतु अधिसूचित किया जा रहा है।

4. एकाउन्ट के लिए वेतन हेड में गणना की जायगी तथा वर्ष 2017-16 के अनुमोदित राशि से भुगतान होगा।

5. सभी ईकाइयों को शीघ्रता से भुगतान का प्रबंधन करना है और भुगतान किये गए राशि की सूचना नवम्बर 2015 के अंतिम सप्ताह तक बीएसएनएल वित्त प्रकोष्ठ को देनी होगी।

बीएसएनएल में कार्यरत सभी नॉन-एकटीक्यूटिव कर्मचारियों को प्रीपेड सिम-कार्ड देने की व्यवस्था में परिवर्तन

न. 2-22/2012 -पी.एच.ए. (पीटी) दिनांक 4.10. 2016 (सभी मुख्य महाप्रबंधक एवं प्रशासकीय प्रमुख को) कार्पोरेट कार्यालय के पत्रांक 01/2016 - पीएचए दिनांक 09.03.2016 का संदर्भ लें, जिसके माध्यम से भी नॉन-एकजीक्यूटिव कर्मचारियों को 200 रु. पूर्व भूगतेय "आफ-नेट" सिम कार्ड दिया गया था तथा इससे होने वाले लाभ की सूचना मांगी गयी थी परन्तु अभी तक कोई सूचना प्राप्त नहीं हुई है। कृप्या शीघ्रता से सम्बंधित सूचना फैक्स न. 23718288 पर भेजें।

दिनांक 17.7.2016 को सम्पन्न चालीस प्रतिशत जेएओ संवर्ग में पदोन्नति परीक्षा से संबंधित (मुख्य प्रबंधक, एनएटीएफएम हैदराबाद को) पत्रांक 4-1/2010-टीआरजीपीटी दिनांक 04.10.

2016

सक्षम अधिकारी के अनुमोदन के उपरान्त मुझे सूचित करना है कि जिन परिमंडलों ने उत्तीर्ण उम्मीदवारों की सूची दे दी है, उनका प्रशिक्षण शीघ्र शुरू की जाय।

औद्योगिक महंगाई भत्ते में वृद्धि

केंद्रीय लोक उपक्रम के बोर्ड स्तरीय अथवा उसके नीचे के पदों तथा असंधीय पर्यवेक्षकों हेतु जिनका वेतन 01.01.2007 से पुर्णगठित हुआ है को भारत सरकार के लोक उपक्रम विभाग ने ओ.एम.न. डब्ल्यू-02/0002/2014-टी.पी.ई (डब्ल्यू सी) जी.एल. 1X/16 दिनांक 4 अक्टूबर 2016 के द्वारा औद्योगिक महंगाई भत्ते की दर 120.2 प्रतिशत भुगतान करने से अधिसूचित किया है जिसे बीएसएनएल ने पत्रांक 14-1/2012-पी.ए.टी. (बी.एस.एन.एल) दिनांक 7.10.2016 के सर्कुलर न. 58 द्वारा अपने कर्मचारियों को लागू करने का आदेश निर्गत किया है।

प्रबंधन को पत्र

बिहार परिमंडल में कर्मचारियों की समस्याओं का समाधान नहीं होने के संबंध में।

टी.एफ.-05 दिनांक 18.10.2016 (निदेशक कार्मिक, बीएसएनएल)

बिहार परिमण्डल में जड़ता की स्थिति बनी हुई है। यूनियन द्वारा समस्याओं को संकलित कर देने के बावजूद कोई कार्यवाई नहीं की जाती है। बाध्य होकर संघ ने अनिश्चितकालीन भूख हड्डताल पर जाने का निर्णय लिया तथा प्रबंधन को सूचित किया है।

20 अक्टूबर 2016 से भूख हड्डताल होने वाली है। अतः निवेदन है कि समय पूर्व हस्तक्षेप करें एवं समस्याओं को निदान करने का निदेश दें।

अस्थायी पदस्थापन (डेपुटेशन) पर भेजे गए कर्मचारियों को मकान किराया भत्ता के भुगतान के संबंध में।

टी.एफ.-07 दिनांक 18.10.2016 (निदेशक, कार्मिक, बीएसएनएल)

हमारे पत्रांक टी.एफ. -07 दिनांक 29.09.2016 का संदर्भ लें जिसमें हमने बताया था कि गुजरात सर्किल के अहमदाबाद एस.एस.ए. के कुछ कर्मी टी.एन.वैरह को परिचम दूरसंचार परियोजना को अस्थायी रूप से कार्य सम्पादन हेतु दिया गया है। महाप्रबंधक, डब्ल्यू.टी.पी. अहमदाबाद ने उन्हें गुजरात के अन्य जिलों में पदस्थापित किया है और उनके मकान किराया भत्ता का भुगतान रेपुटेशन पर गए शहर के अनुरूप करके पूर्व में किए गए भुगतान की

कटौती की जा रही है जो न्याय संगत नहीं है।

निवेदन है कि हस्तक्षेप करे तथा न्याय संगत निर्णय सुनिश्चित करें।

अक्टूबर 2016 का वेतन दिवाली पूर्व भुगतान के लिए

टी.एफ-9/11 दिनांक 18.10.2016 (निदेशक वित्त, बीएसएनएल)

हमें लगातार ये आग्रह प्राप्त हो रहे हैं कि अक्टूबर माह के वेतन दिवाली पूर्व भुगतान करायी जाय।

यह सच है कि दिवाली राष्ट्र पैमाने पर मनाई जाने वाली अति लोकप्रिय त्यौहार है, और सभी को इस त्यौहार को मनाने के लिए अतिरिक्त पैसे की आवश्यकता होती है।

अतएव दिवाली पूर्व वेतन भुगतान की व्यवस्था होने पर हम अति अनुग्रहित होंगे।

चालीस प्रतिशत कोटे के अधीन दिनांक 17.7.2016 को सम्पन्न जे.ए.ओ. परीक्षा की परीक्षा

फल का पुन समीक्षा करने हेतु

टी.एफ.-14/2 दिनांक 18.10.2016 (निदेशक वित्त, बीएसएनएल न्यू दिल्ली)

इसे हमारे पत्रांक टी.एफ. 14/2 दिनांक 01.10.2016 के क्रम में लें जिसके माध्यम से हमने सम्पन्न जे.टी.ओ परीक्षा की गलत एवं भ्रामक प्रश्नों की चर्चा की है और परीक्षा फल पुनर्विक्षण की मांग की है। हम उत्तर प्रदेश पश्चिम परिमंडल से प्राप्त कुछ और सूचनाएं अपने पक्ष में समर्पित करते हैं।

कृपया हस्तक्षेप कर न्याय दिलायें।

**पदनाम परिवर्तन समिति में सदस्यों का नामांकन
टी.एफ.-14 दिनांक 26.9.2016 महाप्रबंधक (एस.आर.)**

हम एनएफटीई की ओर से निम्नांकित सदस्यों को पदनाम परिवर्तन समिति में नामांकित करते हैं:-

1. श्री चन्द्रेश्वर सिंह - महामंत्री एन.एफ.टी.ई

2. श्री महाबीर सिंह - कार्यालय अधीक्षक एवं सर्किल मंत्री झारखण्ड रांची।

वेतन में आई कमी दूर करने हेतु

टी.एफ.-9/2 (इ) दिनांक 26.09.2016 (निदेशक कार्मिक, बीएसएनएल)

हमारे समसम्यक पत्रांक तिथि 27.07.2016 का आवलांकन करे। जिसके द्वारा हमने कुछ संवर्गों के वेतन विसंगति की चर्चा की है। ज्ञातव्य है कि वेतन पुनरीक्षण के बाद कुछ संवर्गों के वेतन में कमी आई थी, जिसमें टी.टी.ए संवर्ग के लिए एक अग्रिम वेतन बढ़ोत्तरी दी गई तथा उसी अनुरूप आर.एम. तथा अन्य - अन्य संख्या के कर्मचारियों को वंचित कर दिया गया।

निवेदन है कि इस पर पुनर्विचार करते हुए विसंगति को दूर करने की कृपया की जाए।

**कनीय लेखाअधिकारी के पद हेतु सीमित आन्तरिक परीक्षा के परीक्षा फल के संबंध में
टी.एफ 14/2 (सी) दिनांक 03.10.2016 (निदेशक, वित्त, बीएसएनएल)**

जे.ए.ओ. परीक्षा में उत्तीर्ण उम्मीदवारी की सूची मुख्य प्रबंधों को वरीयता के आधार पर उनकी प्रोन्नति हेतु प्रेषित की जा चुकी है।

ऐसा ज्ञात हुआ कि इस परीक्षा में अनेक कनीय अभियन्ता उत्तीर्ण हुए हैं जो जे.ए.ओ. की पदोन्नति के बाजय जे.टी.ओ. संवर्ग में जाना चाहते हैं। ऐसी स्थिति में कृपया उन सफल उम्मीदवारों को चिन्हित किया जाय तथा उनके स्थान पर अन्य जे.ए.ओ. परीक्षा के सफल उम्मीदवारों को पदोन्नति देने की कृपया की जाय।

सीधी भर्ती कर्मियों के लिए सेवानिवृत्ति लाभ के संबंध में

टी.एफ.-11/3(सी) दिनांक 06.10.2016 (सी.एम.डी., बीएसएनएल)

बीएसएनएल द्वारा सीधे भर्ती किये गये कर्मचारियों के लिए पेंशन योजना एवं सेवानिवृत्ति लाभ देने की मांग हम लगातार करते रहे हैं। दूरसंचार विभाग ने पत्रांक 61-4/2016-एस यू दिनांक 29.09.2016 द्वारा कम्पनी द्वारा भेजे गए प्रस्ताव को अनुमोदित कर दिया है। बीएसएनएल को पेंशन के लिए ट्रस्ट बनानी है तथा अन्य नियमावली का सृजन करना है।

हम निवेदन करते हैं कि आवश्यक कार्यवाही सुनिश्चित करते हुए योजना को शीघ्र फलीभूत करने की कृपया की जाय।