



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION (INDIA)  
CALCUTTA TELEPHONES CIRCLE**

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**No. CTC/ Memorandum/2014-15/02**

**dated 21.11.2014.**

**To,  
Shri A.N Rai,  
CMD/BSNL,  
New Delhi-1**

**Sub:- Memorandum in matter of cadre and service related issues  
afflicting BSNL.**

Respected Sir,

At the outset, SNEA(I)/ Calcutta Telephones Circle welcomes you to Kolkata to review the business dynamics in WB for development of BSNL. We would like to take this opportunity to present before you some long pending cadre and service related issues that require your kind and immediate attention to resolve it for once and all. The matter pertaining to national/BSNL policy is being dealt by central leadership, yet the situation warrants to reiterate our stand to save BSNL from further collapse.

**E2/E3 IDA Payscales for JTO/JAO & SDE/AO & equivalent cadre payscales.**

The demand for standard payscale is a justified one and we are against any relegation of payscales which were achieved based on strong justification and long drawn struggle. Now, that DPE rejected the recommendation for intermediate payscales, we don't see further hurdle; rather decks are cleared for implementation of standard payscales.

**30% superannuation benefit those recruited in BSNL:-**

BSNL recruitees stand vulnerable to social security in absence of decent and justified terminal benefit/pension provision. The meagre amount set aside as EPF contribution towards pension calls for immediate relook as per the recommendations made by DPE to award 30% contribution by employer towards EPF of individuals to ensure social security post superannuation.

**DPC from JTO to SDE under seniority quota:-**

A welter of court stays has indescribably delayed the holding of DPC. JTO as seniors as 1997 batch are awaiting their promotion since last 16 years approx. During the intervening period many have retired getting deprived of their coveted promotion. Association intervened on many a occasion to expedite the process. Now, that final hearing in CAT Ernakulam is over and the verdict is awaited, we would like to earnestly request you to complete the DPC for issuance of order at the earliest opportune time. In this regard your kind intervention is solicited to send fiat to circle heads to submit the APAR/VC in time.

**In regard to LDCE and DPC for seniority quota, both required to held on year to year basis.**

### **DPC from JAO to AO under LICE :-**

Initially, it was learnt that vacancies upto 2013 was considered for promotion. Thereafter, based on CAT/Jabalpur and Chandigarh observation, SNEA(I) intervened to include JAO's of 2010. The latest update shows the JAOs of 2010 SC/ST have become eligible for inclusion in the ensuing DPC.

Now, that much time has passed by and there is ample provision to include the vacancies accrued in 2014, all attempts may kindly be made to ensure inclusion to the extent justified for immediate DPC. The delay in confirmation of JAOs/2010 recruited in BSNL and making of gradation list for administrative/other reasons whatsoever has become the bane of all problems for smooth progress. We solicit your kind intervention to make the concerned sections accomplish the task on immediate priority.

The option exercised by JAO's of 2010 based on notification of 2<sup>nd</sup> PRC is under study of committee headed by GM/Estt. The executives exercised their respective option in accordance to the provision the exist in the said notification. The clarification, after about one year from Finance section revoking the option is ultravire and untenable. We would like to request you to allow validation of the option exercised .

### **DPC from DE to DGM(O) and CAO to DGM(F):**

In regard to DPC from DE to DGM(O), it is requested to expedite the process

In matter of CAO( adhoc) to CAO(regular), herein too the vacancies upto 2014 be taken under purview of promotion and mandates for recalculation of vacancies so that more number eligible executives stand an opportunity for promotion.

### **Making of subsidiary for hiving of tower business:-**

We are absolutely against hiving off our tower business. BSNL is running based to substantial chunk of work related to towers and optical fibre cable and the thoroughly justifies functionability of our 2.4 lakhs employees. Already, BBNL is assigned with the activity of laying optical fibre cable for connection to rural areas and further hiving off tower business will leave BSNL high and dry. Rather, BBNL be wound up and the work assigned to BSNL.

**Compensation for Loss on landlines for rural / remote area service:-** We lookforward to BSNL Board cogently pursue with DOT/Govt to seek reimbursement to the tune of Rs 12000/- crores for expenditure incurred in maintaining services in rural areas. The amount received as ADC till 2005 and discontinuance of USO fund committed has thrown BSNL in financial disarray.

### **Reject M/s Deloittee Consultant recommendations:-**

We demand complete rejection of M/s Deloittee Consultant anti employee recommendations.

**Amendment in BSNLMS RRs 2009 to bring about complete uniformity in functional promotions for Civil/Electrical at par with Telecom/Finance, notional date of pay w.e.f 01.10.2000 for Civil/Electrical at par with finance**

**Implementation of CPSU cadre hierarchy.**

**Pension Revision of BSNL Pensioners**

**BSNL service to be mandatory to Central Government, State Government and PSUs : Procurement of equipment for development, expansion and better service, more focus on laying OF cable to strengthen the transmission network:-**

Many Circles are striving hard to render quality service to customers but dearth of trans/battery/powerplant etc equipment is coming big in way of progress. **In Calcutta Telephones, time again, it was felt to procure ADM eqpts/optical fibre cables to stabilise the systems. Since stabilization of Trans network help stabilise CMTS network/ CFA, particularly BB connections, it has become unavoidably urgent to make availability of Trans eqpt, battery for uninterrupted service to mobile towers and fund to electrical wing for AC maintenance.**

**We are all concerned at the downward trend of Calcutta Telephones. For revival of the Circle, we are of the opinion to increase fund under maintenance head so that upkeep of eqpt/machines/instruments could continue unhindered. Herein, it may kindly be noted that a large chunk of the fund is expended on wages of contractual labours, leaving a paltry amount for maintenance purpose. We would request you to reconsider for increased allotment of maintenance fund.**

There are many other issues which require your active support and cooperation but because of time constrained we refrained from presenting the same. We are grateful to you to have spared your invaluable time inspite of your tight schedule and for giving an eager hearing to the pain and grievances prevailing in our members. We look forward to resolve of the issues, hopefully in short course of time.

With warm regards,

Sincerely Yours

**( DILIP SAHA )**  
( CIRCLE SECRETARY )  
( CALCUTTA TELEPHONES CIRCLE )