



BHARATIYA TELECOM EMPLOYEES UNION (B S N L)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh & PSENC)

24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

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NEWS LETTER

Volume 2

Issue 6

September 2008

INSTILL CONFIDENCE IN THE WORKERS

Today the BSNL is literally at cross roads. The workers are confused and are staring blindly. The only question they ask is whether the BSNL would survive and see the light on the morrow. They need a pep talk from the management and the unions. The unions primarily are responsible for the present state of affairs. The recognized union has totally shirked its responsibility. The BSNL is surrounded by private operators and vested elements who are out to wreck the PSU. The present fiscal year and the next are going to be the most crucial years for our survival. If we can weather this storm then no body can touch us. But will we be able to do so is the moot point. Yes we can all do it provided there is proper motivation from the management mixed with dedication and a genuine sense of patriotism amongst all of us. The recognised union during its rule of 4 years has brought the company to a point of no return. They have raised un necessary expectations among the workers and have failed to match their promises with deeds. Naturally the workers are a frustrated lot today. The United Forum has to take all the blame for the present state of affairs in the company. They have systematically demolished the policies and a reign of terror is let loose by them on the workers. Let this be an eye opener for each and every one. Let us today take a pledge to rededicate our selves to the cause of the BSNL. Let us draw inspiration from the sacrifices that our elders have made.

BTEU BSNL conducts National Debate on Modelling BSNL as the 21st Century Corporation

The all India CWC of the Union held in Dwaraka, Gujarat has decided to conduct a National debate on the modeling BSNL as the 21st century corporation in the following circles in the months of August – September.

- 1.Uttar Pradesh (East), 2.Bihar, 3.Haryana
- 4.Kolkatta Telephones, 5.Andhra Pradesh
- 6.Kerala, 7.Orissa, 8.Karnataka, 9.M.P.
- 10.Maharashtra, 11.Uttar Pradesh (West),
- 12.Rajasthan, 13.Gujarat

The agenda chosen is as follows.

1.Structural Reforms

To dispense with colonial structure and design a commercial structure.

2.HR Reforms

To Develop soft skills and restructure professional cadres for business needs

3.Customer Management

Leverage of competencies and customer delight approach

4.Knowledge Management

Develop infrastructure portal for knowledge management in business processes and practices

5.Cost control Management

To balance income and expenditure and enhance profits

6.Personal Policy Reform

Employment policy, Economic uplift, Social security, promotion policy

The first programme was inaugurated in Lucknow on 6.8.2008 by Shri OmVir Singh ji, Chief General Manager, UP East. The progamme was a big success. More than 500 workers attended the programme. The entire

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| <p>management of the Lucknow Telephones and the Circle office attended the programme. The message was very loud and clear. Make BSNL the best PSU. Bring reforms in the literal sense.</p> <p>The second programme was inaugurated in Patna by Shri S.C.Misra Ji, Chief General Manager Bihar Circle. The leaders of all the unions also participated in the debate very enthusiastically. A large number of workers attended the programme. The CGMT Bihar has said that the staff in the circle are fully geared up to meet the needs of the day and that the circle would post profits in the current financial year. A real turn around indeed. Let the workers of Bihar circle be the torch bearers to all of us. Kudos to them and to the CGMT Bihar for inspiring them to such a magnitude.</p> <p>The third programme was held in Rohtak in Haryana Circle. The entire show was splendidly conducted. There has been a tremendous boost to the morale of the workers there.</p> <p>The fourth programme was held at Kolkatta Telephones on 21.8.08. The meeting hall was jam packed. Dr.Chakraborty, Chief General Manager Kolkatta Telephones inaugurated and stressed for better customer care and praised the union for having taken up such a good subject. More than 500 workers participated in the programme.</p> <p>The fifth programme and the last in the month of August 2008 was held at Hyderabad on 25.8.08. The CGMT AP Shri T.N.Sudhindra Kumar and the PGM Hyderabad Telephones, Shri P.V.Muralidhar graced the occasion. More than 400 workers participated in the programme.</p> | <p>The entire programme was conducted in an excellent way. The CGMT AP wondered how a Union could think of such an agenda and appreciated the spirit behind the programme and assured that the circle management would raise to the occasion and ensure that the customers are provided quality service. The PGM TD Hyderabad also spoke on the occasion and congratulated the union for having taken up such an agenda.</p> <p>On this occasion the following retired members of the union were also honoured.</p> <ol style="list-style-type: none"> 1.S/Shri P.Sailu, SSS o/o GM (North) HTD 2.P.Ganesh Rao, Sr.TOA, o/o GM Central HTD 3.G.Y.Vedanayakam, TM, Medchal, HTD <p>BTEU (BSNL) demands for revising the Pay scale of Sr. TOA NO: BTEU(BSNL)/Sr.TOA/08 Dt 23-8-08 To Shri Kuldeep Goyal Chairman & Managing Director Bharat Sanchar Nigam Ltd., New Delhi</p> <p>Subject: Request for up gradation of the pay scale of Sr. TOA - reg ****</p> <p>Sir, This is regarding up gradation of the pay scale of the Sr. TOA. There has been an abnormal delay in the matter of upgradation of the pay scale of Sr. TOA. The corporate office has notified the EDP Scheme some time back and since then the case has not been pursued for its implementation. The Sr. TOA cadre in the field units occupies a pivotal role. The duties that the Sr. TOAs perform while working in the circle and Administrative office and other attached offices in the SSAs / Sub.Divisions are complex in nature. All most all the Sr.TOAs are working on computers and have been sent for various trainings in the RTTCs /DTTCs etc. The feeder cadre for the Sr.TOA was the TOA cadre. Consequent on restructuring of the cadres by the erstwhile DOT in the year 1990 due to changed requirement prevalent</p> |
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| <p>then, the Sr.TOA cadre was created and the officials were placed in the pay scale of Rs.1320-2040, the present IDA pay scale being Rs.5700-160-8100.</p> <p>There is a vast change in the duties that are being performed by the Sr.TOAs particularly after corporatisation of the DOT in to BSNL. There is absolutely no surplus in the cadre as is being canvassed in some sections. On the other hand there is a very heavy demand for the Sr. TOAs. There are no norms for the Sr. TOA posts in the circle offices. The Mobile services wing in the BSNL has no norms for the Sr.TOA cadre. Yet a large number of them are working in the mobile services wing and are performing for more complex duties than JTOs. The counters are being manned by the Sr.TOAs in all areas in BSNL. There is need for creating a separate marketing and sales task force in the BSNL for which the Sr.TOAs would be the best bet for us.</p> <p>The entry level qualification for the Sr.TOA cadre has been raised to Graduation vide Recruitment rules notified in the year 2001. Apart from the Degree, the Sr.TOAs are required to possess a diploma in computer applications programme or its equivalent. The Assistants being recruited by the UPSC for working in the CSS cadre are required to have only Graduation as basic qualification and where as their entry level pay scale is Rs. 5500-175-9000 (CDA Pre revised). On the other hand the pay scale of TTA has been raised to 7100-200-10100. The entry level qualification for the TTA cadre is only a Diploma in Engineering which is a three year course after matriculation. While the entry level qualification for Sr.TOA in a Degree from a university which is a three year course after +2. Thus the Sr. TOA entry level qualification is much higher and as such is justified for a higher pay scale than TTA.</p> <p>In view of this it is requested to kindly ensure that the Pay scale of Sr.TOA is changed to Rs.7800-225-11175 for the Sr.TOA cadre at the earliest.</p> | <p>Thanking you in anticipation.</p> <p style="text-align: right;">Yours faithfully, Sd/- (S.V.S.Subrahmanyam) General Secretary</p> <p style="text-align: center;">BTEU (BSNL) demands the management to fill up JAO vacancies.</p> <p>NO: BTEU(BSNL)/JAO/08 Dt 1-8-2008 To Shri Kuldeep Goyal, Chairman and Managing Director, Bharat Sanchar Nigam Limited, New Delhi-110001</p> <p>Sub:- Filling up of vacancies in the Cadre of Junior Accounts Officer – reg.</p> <p>Sir, A kind reference is invited to this Unions' letter of even no dated 16th April 2008 wherein it was requested to take action to fill up the vacant posts of Jr Accounts Officers in the Circles. Despite lapse over 4 months no action seems to have been taken in this regard. The court case in the Hon'ble High Court of Allahabad is still to be got vacated by the BSNL management. For this the employees throughout the country are made to suffer. Further due to lack of JAOs in the field the work is suffering. In most of the SSAs there are no JAOs as all most all the incumbents are promoted to higher cadres.</p> <p>In view of this it is requested that necessary orders may be given to declare the result in respect of all the circles except UP West from where the court case has emanated. Further the Part II examination may be conducted for those of the officials who have already passed the Part I examination. Their case may not be clubbed with the results of the screening test which are held up due to the court case.</p> <p>In order to create promotional avenues to the non executive employees an early decision on the following issues may kindly be taken:-</p> |
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| <p>1. Hold a separate Part II examination for the officials who have already passed the Part I examination. The court case then become infructuous</p> <p>2. Declare results of the screening test and make arrangements for holding the main examination for the screening test qualified officials</p> <p>3. Hold examination under 10% quota for the Senior Accountants immediately.</p> <p>Thanking you in anticipation</p> <p style="text-align: right;">Yours faithfully, Sd/ (SVS.Subrahmanyam) General Secretary</p> <p style="text-align: center;">New Circle Body fomed in Agarthala</p> <p>No:BTEU(BSNL)/Org/2008 Dt 2-7-08</p> <p>To The Chief General Manager BSNL , NE - I Circle <u>SHILLONG</u></p> <p>Sub: Intimation regarding formation of Bharatiya Telecom Employees Union (BSNL) at Agartala - reg</p> <p>Sir, We are very much glad to inform you that the convention of non-executive employees of BSNL held at Agartala decided to form a Union namely Bharatiya Telecom Employees Union (BSNL) under the guidance of Bharatiya Mazdoor Sangh, the biggest Central Trade Union of India. The convention further elected adhoc office bearers for the term 2008-09 and the list is given hereunder for ready reference.</p> <p>1.President Shri Deepankar Choudary, TTA, o/o General Manager Telecom District, Kaman Chow Mohari, Doorsanchar Bhavan, Agartala, Tripura-799001.</p> | <p>2.Circle Secretary Shri Beni Madhav Das, TTA, o/o S.D.E Airport, Usha Bazar Telephone Exchange, Agartala, Tripura-799009</p> <p>3.Finance Secretary Shri Gopal Debnath, Sr. TOA, o/o S D E (External), North Gate Telephone Exchange, Agartala, Tripura-799001.</p> <p>You are kindly requested to extend all eligible trade union facilities to the office bearers of the union.</p> <p style="text-align: center;">Thanking you,</p> <p style="text-align: right;">Yours faithfully, Sd/- (S.V.S.Subrahmanyam) General Secretary</p> <p><u>New Circle Body formed in Assam Circle</u> No: BTEU(BSNL)/Org/08 Dt 19-5-2008 To The Chief General Manager BSNL Assam Circle <u>Guwahati</u></p> <p>Sub: Intimation regarding formation of Bharatiya Telecom Employees Union (BSNL) Assam Circle Branch - reg</p> <p>Sir, We are very much glad to inform you that the convention of non-executive employees of BSNL held at Dibrugarh decided to form a Union namely Bharatiya Telecom Employees Union (BSNL) under the guidance of Bharatiya Mazdoor Sangh, the biggest Central Trade Union of India. The convention further elected adhoc office bearers for the term 2008-09 and the list is given hereunder for ready reference.</p> <p>1.President Shri Sameer Chakraborty, TTA, o/o S D E (WLL), Khalihamari OCB Exchange, Dibrugarh 2.Circle Secretary Shri Pranesh Chakraborty, TM, o/o SDOP I, Graham bazaar, Dibrugarh</p> |
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3.Finance Secretary Shri Prabir Chakraborty, TM, o/o S D E (WLL), Khalihamari, OCB Exchange, Dibrugarh

You are kindly requested to extend all eligible trade union facilities to the office bearers of the union.

Thanking you,

Yours faithfully,

Sd/-

(S.V.S.Subrahmanyam)

General Secretary

PENSION TO BSNL EMPLOYEES GOVERNMENT GOES BACK ON ITS COMMITMENT

At the time of corporatisation of the DOT the Government of India has entered into an agreement with the staff federations wherein it was assured that the DOT employees who seek absorption into the corporation would continue to get Government Pension and that the FR would be amended for this purpose. Accordingly the Rule 37 of the FR was amended and a new Rule FR 37 A was incorporated wherein it was explicitly provided that this amendment is specific to the DOT employees who seek absorption into BSNL and that they would continue to get pension from the Government.

While this remained so, the Ministry of Communications, Government of India vide their letter No 1-45/2003-B, dated 15.3.2005 has intimated the CMD BSNL that the Pension in respect of DOT retirees will be paid by the Govt of India and in respect of employees who were on deemed deputation to BSNL, the BSNL will be liable to pay pension contribution in accordance with FR 116 for the period they have worked in BSNL and the pension liability will be met by the Govt of India and in respect of officers / officials absorbed in BSNL, the BSNL will be liable to pay the pension contribution in accordance with FR 116. The liability on

account of pension payable will be that of the Govt of India. It was further stated that the BSNL on their part will pay the pension contributions in respect of absorbed employees till the date of their retirement and also in respect of employees who were on deemed deputation till the retirement or till the date they are reverted back to the Govt of India.

Many apprehensions were raised over this letter and the CMD BSNL wanted further elucidation of the orders dated 15.3.05 from the Govt of India. To this the Ministry of Communications vide their letter no 1-45/2003-B, dated 15th June 2006 have explicitly intimated the CMD BSNL that

i) The annual pension liability of the Government of India in respect of employees of DOT / DTS / DTO who retired prior to 1.10.2000 and those who have worked/are working in BSNL on deemed deputation and for those who are absorbed in BSNL shall not exceed 60% of the annual receipt to Government from the following items:

- a) Dividend income from MTNL/BSNL
- b) Licence fee from MTNL/BSNL
- c) Corporate Tax/ Excise Duty/Service Tax paid by BSNL

ii) Any amount exceeding (i) above shall be borne by the BSNL

iii) Pensioners contribution from BSNL would be made to Govt as per FR 116

iv) Employees recruited directly by BSNL on or after 1.10.2000 shall not be covered under this decision.

As soon as the above clarification was received there was utter commotion in the minds of the employees. The recognized union kept this issue under wraps. They have not bothered to react to this. This was made an election issue in the 3rd membership verification and the employees were extensively educated about this. Owing to strong pressure and revolt the recognized union took up this issue with the management

through the Joint forum of all executive and non executives unions and associations. A strike notice was served on the management w.e.f 26th February 2008. this was one of the most important items in the notice. The Secretary DOT in a meeting held on 19th February 2008 with the representatives of all the unions and associations of the executives and non executives has assured that the letter would be withdrawn and to this effect a note to the union cabinet would be sent. So far no action seems to have been taken on this even though 3 months have passed.

The danger of losing pension looms large. The recent order of the DOT regarding payment of DA merger amount to the BSNL employees is a pointer in this direction. While communicating the approval of the Government for merging the DA with the basic pay of the BSNL employees the Govt has stated that the BSNL will meet the additional expenditure out of its own resources without claiming any budgetary support from the Govt and that the enhanced pension contribution on account of this merger will be paid by BSNL as per provision of CA manual. Further it is laid down that the liability of the Govt towards pension would be restricted /governed according to the instructions contained in order dated 15.6.06.

Now we were forced to sweat it out for receiving the arrears of the DA merger, What about the wage revision which is already due? and also the implementation of the promotion policy which is over due?

DECKS CLEARED FOR ITS OFFICERS ABSORPTION IN BSNL

The DOT has notified the absorption process for ITS Officers in BSNL/MTNL. They have been given 5 weeks time for giving their option. Hope our ITS brothers and sisters join us in making BSNL the best managed PSU in the country.

The BTEU(BSNL) has framed a charter of Demands and a signature campaign is being conducted across the country.

The charter of Demands will be presented to the CMD BSNL in the month of October 2008. The following are the demands in brief:

- 1.GRANT NAVARATNA STATUS TO BSNL
- 2.NO DISINVESTMENT – ROLL BACK DISINVESTMENT POLICY
- 3.PENSION FROM CONSOLIDATE FUND ONLY WITH DRAW JUNE 2006 ORDER OF DOT
- 4.EQUAL BONUS FOR ALL – RECOGNISE DEFERRED WAGE WITH PLI
- 5.START WAGE NEGOTIATION AND FORMULATE PROMOTION POLICY FOR NON EXECUTIVES. BY GIVING TIME BOUND IN SITU PROMOTION, MERIT BOUND FAST TRACK PROMOTION AND EXPERIENCE BOUND PROMOTION.
- 6.RESTRUCRTURE ALL CADRES IN ACCORDANCE WITH THE NEEDS OF THE MODERN TECHNOLOGY. DESIGN COMMERCIAL STRUCTURE AND DEVELOP SOFT SKILLS, RETRAIN OBSOLETE CADRES AND INTRODUCE PROFESSIONAL CADRES.
7. COUNT PAST SERVICE OF CASUAL / RTP WORKERS FOR THE PURPOSE OF PENSION
8. PROMOTE TRAINED TTAs AND REGULAR MAZDOORS TO JTO AND TM CADRE BY UPGRADATION OF THEIR POSTS.
9. FILL UP ALL JAO AND JTO VACANCIES BY PROMOTION BY AMENDING RRs
10. COUNT SERVICE RENDERED BY REGULAR MAZDOORS FOR PROMOTION TO OTBP IN TM CADRE

11.HOLD SCREENING TEST FOR PROMOTION TO ALL THE RESTRUCTURED CADRES

12.REGULARISE ALL CASUAL AND PART TIME WORKERS

13.FILL UP ALL VACANT POSTS BY MAKING COMPASSIONATE APPOINTMENTS WITHOUT ANY CONDITION AND ALSO POST WARDS WITH ELIGIBLE QUALIFICATION OF DECEASED EMPLOYEES IN TTA/JTO/ JAO POSTS. ALSO PROVIDE SEPARATE QUOTA FOR CHILDREN OF SERVING EMPLOYEES IN DIRECT RECRUTIEMNT VACANCIES

14. MERGE THE STAFF WORKING IN CIVIL, ELECTRICAL, ARCHITECTURAL WINGS IN TO THE MAIN STREAM.

15. PROVIDE QUALITY UNIFORM AS PER COMPANY STATUS AND PAY STITCHING CHARGES AS PER ACTUALS

16.MODIFY REIMBURSEMENT SCHEME UNDER BSNL MRS

17. SPELL OUT EMPLOYMENT POLICY OF BSNL

18.SANCTION GSM MOBILE CONNECTION WITH HAND SET TO ALL NON EXECUTIVE EMPLOYEES

19.RESTORE FIVE DAY WORKING PATTERN FOR ALL ADMINISTRATIVE OFFICES

All the Circle/District/Branch Secretaries are requested to collect as many signatures as possible and send the original copies to the CHQ.

BTEU (BSNL) WISHES ALL ITS MEMBERS AND WELL WISHERS A VERY HAPPY AND PROSPEROUS GANESH CHATURDHI AND IDD.

BTEU(BSNL) writes to CMD BSNL for contribution of One day wages to the flood affected people of Bihar

N O: BTEU(BSNL)/Misc/2008 Dt 2 -9-2008
To

Shri Kuldeep Goyal Ji
Chairman & Managing Director
Bharat Sanchar Nigam Ltd.,
BSNL Bhavan,
New Delhi- 110 001

Subject: Floods in Bihar State – Extension of financial assistance to the people of Bihar State – reg

sir,

This is regarding the unprecedented floods that have caused a great havoc in the state of Bihar. The people of Bihar have been put to untold difficulties. It is the bounden duty of each one of us to help them at this hour. It is therefore requested that an appeal may be made to the Staff working in BSNL throughout India to contribute a day's wages. Sir, this small contribution from the BSNL staff may act as a solace to the people of Bihar who are suffering much due to nature's fury.

Thanking you,

Yours faithfully

Sd/-

(S.V.S.Subrahmanyam)

General Secretary

A meeting of the top leaders of Bharatiya Mazdoor Sangh was held at New Delhi to discuss about the organizational issues of the BTEU (BSNL). In the said meeting it was unanimously and unequivocally decided that the question of allowing BSNL Mazdoor Sangh to take re-affiliation from BMS does not arise and that the BTEU (BSNL) will only be the affiliated union of the Sangh. As such an appeal is hereby made to all those activists of BSNL Mazdoor Sangh if any to join the BTEU (BSNL) and work for the betterment of the BSNL and its work force.

WILL WE BE ABLE TO GET PLI THIS YEAR?

**

We reproduce below a letter written by the CMD BSNL to all the CGMs on 18.12.2007 about the commitment given by the recognized union to the BSNL Management about increase in productivity. How serious was the assurance given and what are the results?

Copy of DO Letter no 12-8/2007-PAT BSNL)

Dated 18.12.2007.

Reference is invited to this office order no 12-8/2007-PAT(BSNL) Dated 10.10.2007 regarding grant of Productivity Linked Incentive (PLI) for the year 2006-07 with minimum of Rs.10000/-. **The demand of staff side for raising minimum limit of PLI from Rs. 7000/- to Rs. 10000/- was agreed in view of categorical assurance of staff side in National Council meeting held on 20.9.2007 that they will make all out efforts to increase the revenue of BSNL hopefully to the order of Rs. 50,000/- crores in the financial year 2007-08.** In view of the assurance given by the representative union, while agreeing to the minimum limit of Rs. 10,000/-, the Board desired that the employees be appraised of the fact that PLI so *paid* for the year 2006-07 has been linked with the turnover target of Rs. 50,000/- crores for the year 2007-08.

The position of actual turnover for the six month period ending 30.9.2007 reveals that we could achieve turnover to the tune of Rs.16,864.03 crores only which is even less than what was achieved during the corresponding period during 2006-07. In view of our commitment and the short fall so far, it has become absolutely necessary to mobilize all our resources so as to achieve annual turnover to the targeted level of Rs. 50,000 crores for the year 2007-08.

I would, therefore, request you to give wide publicity of the fact and take all required steps including impressing upon employees including, Employee Associations/Unions to strive hard to achieve the stipulated target.

With best wishes.

Yours sincerely

Sd/-

(KULDEEP GOYAL)

BTEU (BSNL) Writes to CMD BSNL regarding increase in customer base in Mobile telephony.

No:BTEU(BSNL)/Misc/2008 Dt 23-7-08

To

Chairman & Managing Director, BSNL,N. Delhi.

Subject: Increase in customer base in Mobile segment - reg.

Respected Sir,

The glorious past enjoyed by the then Department of Telecommunications and the present BSNL shall only remain in the pages of Indian Telecom History to be recited but not repeated if immediate remedial measures are not initiated by the people at the helm of affairs. The pace and rapidity at which the private operators are making their presence felt in the Indian market is bound to lower the image of BSNL further, for we have an umpteen number of constraints in procuring necessary infrastructure and to reduce the demand-supply ratio. Under such circumstances, one should be up on sleeves to device ones own strategies to augment revenues with the available resources. One such potential area where we can bank on is marketing by the staff. The Kerala Telecom Circle has done a bit of innovative marketing with the help of the employees working in the circle. The Circle management has given 10 GSM SIM cards to each of the employee irrespective of their rank free of cost and wanted the employees to market them either free or by sale and that these SIMS should be activated within a short span of 15 days. The result has been wonderful. Most of the employees have been successful enough to get the SIMS activated. Thus a large number of customers were tuned into the BSNL GSM net work. In view of the high success rate of the Kerala model, we request that similar action need to taken at All India Level. Even if about 2 lakh employees can get 10 customers each in the GSM segment then we have 20 lakh new customers added to our net work. It is but natural that the employees have to be made aware of the various tariff plans **that** we have in the mobile segment before they are asked to embark on this mission. Sir, we are sure that our suggestion will be considered with all seriousness and a beginning will be made in the month of August 2008 which can well coincide with the Independence day celebrations so that patriotism and marketing could go hand and hand.

Thanking you,

Yours faithfully,

Sd/-

(SVS.Subrahmanyam)

General Secretary



BHARATIYA TELECOM EMPLOYEES UNION (B S N L)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh & PSENC)

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Email : bteubsnl@indiatimes.com

NEWS LETTER

Volume 2

Issue 5

March & April 2008

Dwindling profits of BSNL who is to blame?

The following table gives you an idea as to how the BSNL performed since its formation on 1.10.2000.

| Financial year | Profit in crores of Rupees |
|----------------|----------------------------|
| 2000-2001 | 747 |
| 2001-2002 | 6312 |
| 2002-2003 | 1444 |
| 2003-2004 | 5976 |
| 2004-2005 | 10183 |
| 2005-2006 | 8939 |
| 2006-2007 | 7805 |
| 2007-2008* | 3000 |

The BSNL formed on 1.10.2000 has been performing quite erratically with regards to the profits earned by it over the years. An idea can be formed by seeing the above table. There has been a fall in revenue in the year 2002-03 quite drastically and again the financial year 2007-08 is likely to throw some surprises as per our sources. If this is the trend what would be the position of the company in the next financial year. There is an urgent need to instill confidence amongst the employees. The employees appear to be demoralized. The representative union which claims to represent more than 50 % of the employees has to gear up to the task. The management should evolve strategies to building up confidence of the employees and the customers in the company. Only a

concerted efforts of all concerned would save the BSNL from further deterioration. Hope every one concerned would rise to the occasion.

BSNL TO HIRE PRIVATE RECOVERY AGENTS FOR RECOVERY OF OUTSTANDING AMOUNTS FROM THE CUSTOMERS?

THE CMD BSNL has stated that the company intends to hire private recovery agents to recover the outstanding amounts due from the customers. It is understood a communication to this effect has already been sent to the field units. The BTEU BSNL strongly condemns the move of the management. The private recovery agents may well enact the same scenes that they enact when they go for recovering the dues of credit card companies. The BSNLs image may as well suffer. The union has suggested to the management that the staff should be deployed in large numbers for the recovery of the out standings. The cadre of Telecom Revenue Inspectors is to be strengthened. More number of officials would volunteer to perform this duty if properly motivated.

BSNL & MTNL loose 48 lakh number of land line connections in the year 2007-08.

The Hon'ble Minister of State for Communications and IT has informed the parliament of this. The number of connections lost by BSNL is 43.8 lakhs. The total number of land lines as on 31.3.2008 in BSNL are 3.1 Crores.

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| the customers in the company. Only a | |
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Repayment of Rs 3,000 crore government loan by BSNL

Chairman and Managing Director of BSNL, Kuldeep Goyal along with Director [Finance], BSNL, SD Saxena, presented a cheque of Rs.3000 crore to A Raja, Minister of Communications & IT, Government of India, as repayment of notional Government loan of Rs 7,500 crores. This notional Government loan was transferred to BSNL as a part of capital structure without any additional cash inflow from the Government at the time of corporatisation of erstwhile DTO and DTS. BSNL has already paid a sum of Rs.2000 crore and Rs.2500 crore as repayment of loan in the year 2005-06 and 2006-07 respectively. BSNL has also paid an interim dividend of Rs.300 crore in the current financial year to the Government of India.

BSNL is one of the largest contributor to Government exchequer in 2006-07 by contributing more than Rs 12,800 crore in the form of dividend, licence fee, corporate tax, service tax, repayment of loan etc. In the current financial year 2007-08, BSNL is estimated to contribute more than Rs 13,000 crore to the Government exchequer. In the last five years BSNL has contributed more than Rs.50,000 crore in the form of various levies, duties, taxes despite carrying out various social obligations such as provision of telephones to rural, tribal and remotely located inaccessible areas. BSNL has provided more than 1.52 crore telephones in rural areas and provided Village Public Telephones in more than 518,000 villages spread across the country.

The company is proposing to make investment of more than Rs 10,000 crore for expansion of telecom network in the current financial year. BSNL have made a capital investment of more than Rs 53,000 crore in the last five years and more than doubled its gross assets since incorporation. BSNL, with

more than Rs 6.86 crore customer is the largest telecom service provider in the country. BSNL is also the main telecom service provider to BPO and KPO industries in the country and the largest Broadband service provider in India with a network in 1,077 cities. BSNL is providing telecom services to all at affordable prices and playing the pivotal role in bridging the digital divide in the country.

Parliament question on disinvestment in BSNL

LOK SABHA

UNSTARRED QUESTION NO 1479

ANSWERED ON 10.03.2008

PROF. VIJAY KUMAR MALHOTRA & SANTOSH KUMAR GANGWAR

Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:-

- (a) **Whether the Government has any proposal to disinvest in Bharat Sanchar Nigam Limited (BSNL) for its development and expansion purposes;**
(b) if so, the details thereof;
(c) the total amount available with BSNL at present and the amount required for its development and expansion plan; and
(d) the action taken/being taken by the Government in this regard?

ANSWER

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (DR. SHAKEEL AHMAD)

- (a) **No, Sir.**
(b) Does not arise in view of (a) above.
(c) & (d) The amount budgeted for development and expansion of BSNL in 2007-08 and 2008-09 are Rs. 14065 crores and Rs. 18591 crores respectively, will be met out of funds available by internal generation over the years.

RAJYA SABHA

QUESTION NO 214 Feb 28,2008

SHRI PYARELAL KHANDELWAL

Will the Minister of COMMUNICATION AND INFORMATION TECHNOLOGY be pleased to state :-

(a) **Whether it is a fact that Government is considering disinvestment in BSNL for its development and expansion;**

(b) **if so, the details thereof; and**

(c) the total capital of BSNL at present and the capital required for its development and expansion; the details thereof?

ANSWER

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (DR. SHAKEEL AHMAD)

(a) **No, Sir.**

(b) Does not arise in view of (a) above.

(c) Total paid up capital of BSNL is Rs. 12500 crores comprising Equity Share Capital of Rs.5000 crores and Preference Share Capital of Rs.7500 crores. Details of total capital outlay projected for development and expansion of BSNL for the Year 2007-08 and 2008-09 are given below:

| ITEM | 2007-08(RE) | 2008-09(BE) |
|----------------------|-------------|-------------|
| Total Capital Outlay | 14065 | 18591 |
| In crores | | |

GESTURE OF KOLKATTA TELEPHONES CWC:

The circle working committee meeting of Kolkatta Telephones in its meeting held on 8th April 2008 at Kolkatta in the presence of the General Secreary have decided to donote one Lap Top to the Central Head quarters of the Union.

The CHQ thanks the members of the Kolkatta Telephone District for their noble gesture.

15th All India conference of Bharatiya

Mazdoor Sangh

The 15th all India conference of the BMS was held at Cuttack Orissa w.e.f. 5th to 7th April 2008. A large number of delegates attended

the conference. The conference was inaugurated by Shri Mohan Rao Bhagawat ji Sar Sanghachalak, RSS. The following resolutions were passed in the conference.

- 1.India's Economic Sovereignty
- 2.Present Labour situation
- 3.On contract labour
- 4.Prise rise
- 5.Problems of working women
- 6.On child labour.

On the final day of the conference elections were held and the following have been elected for the term 2008-2011.

1.President: Sh Girish Awasthi

2.General Secretary Sh K.Lakshma Reddy

3.Finance Secretary: Sh Vasant Pimplapure

Sh Amarnath Ji Dogra who is Vice President will be the Prabhari of the Public Sector and will continue to look after BSNL.

BTEU BSNL wishes the new set of office bearers all the best in their new assignment.

BMS ACCEPTS REQUEST OF BSNL MAZDOOR SANGH FOR DISAFFILIATION

The General Secretary BMS vide letter No BMS/C-22/153/08 dated 3.3.2008 has addressed a letter to Shri V.Narayana, General Secretary, BSNL Mazdoor Sangh as follows:

“We acknowledge receipt of your letter no BSNL MS/Disaffi/2007 dated 13.2.2007. After due consideration, it has been decided to respond to your letter under reference affirmatively. Therefore, your resolve and intimating us about disaffiliation of your organization from the Bharatiya Mazdoor Sangh is accepted. In view of foregoing, the BSNL Mazdoor Sangh stands disaffiliated from the Bharatiya Mazdoor sangh with retrospective effect that is from 13.2.2007. Please take note of it. “

Sd/-

**Uday Patwardhan,
General Secretary**

GS addressed Secretary DOT for early settlement of DA merger issue.

BTEU(BSNL)/IDA/2008 Dated 15-4-2008

To

Sri Sidhartha Behura
Secretary to the Govt of India
Department of Telecom
Sanchar Bhavan
20-Ashoka Road
New Delhi – 110 001

Subject: IDA merger with basic pay for BSNL executives and non executives - reg

Sir,

The BSNL Board has taken a decision to merge 50% of the IDA with the basic pay of the executives and non executives working in the BSNL in pursuance of the orders conveyed by the Department of Public Enterprises. The case has been forwarded to the Department of Telecommunications for rectification.

In view of the above it is requested to look into the matter and accord approval for the same immediately please.

Thanking you,

Yours sincerely,
SD/-
(S.V.S.Subrahmanyam)
General Secretary

Five Promotions for Employees - BSNL EU's election promise reality or myth ?

The management constituted a promotion committee on 19.12.2006 i.e. the day on which votes were cast for electing a majority union in BSNL. Now after a prolonged delay of three years the Management expressed its inability to implement promotion schemes stating that financial paucity is the reason.

The management has some time past assured that the 5-Promotion demand would be settled before the end of February 2008, hence the BSNLEU leadership withdrew the strike call which was to take place on 12.12.2007. On 24.01.2008, the Management gave the draft copy of promotion policy (with four promotions in BSNL). This draft speaks of - First promotion after seven years and the next promotion after 8 years - No benefit of fitment i.e. FR 22c-& No Reservation for SC and ST officials. Now the Management has taken a negative stand expressing its inability that it cannot add anything more to the already chalked out promotion policy.

BSNLEU, which aroused the expectations of the workers by giving attractive false election promises, is now unable to settle the problems. Workers are greatly disillusioned. To save itself from the workers dissatisfaction & back lash, the BSNL EU has once again given a call for token fast. The situation now is that the problems cannot be settled unless otherwise we resort to a united struggle. The feeling of the BSNLEU leadership is that this demand has to be settled without the help of other unions, which is not good. To fight out the adamant and biased attitude of the Management, BSNLEU should discuss with the leadership of other unions and conduct a united struggle. Only this type of approach will ensure us a fair settlement to the problem.

The Demand also needs some clarity. The demand is placed as - 'Promotions to the workers, as given to the officers' that is promotions as that of Executives. "Five promotions to the employee taking into account his entire service" - is the demand which has to be placed unequivocally. Clarity is needed in the point, whether the 5-promotions are in the service rendered in BSNL

alone or the service rendered in BSNL including DOT service. If it is to be only in BSNL service, then it will be a dream for the 80-85% of the employees. Further by the end of 2015 about 60 to 70% of the employees will be retiring from service on superannuation. At this rate the average left out service of the working employees will be about nineteen and half years only. The BTEU (BSNL) has taken up with the management for a better promotional policy the gist of which is given overleaf.

DETERMINATION OF ELIGIBILITY FOR PROMOTION TO THE NEXT HIGHER SCALE

The following eligibility periods shall apply for promotions:

| Entry level from NE 1 to NE 6 (Earlier Group D) | | Entry Level from NE 6 to NE 11 Supervisory / Executive Cadre (Earlier Group C) | | |
|---|-------------------------------|--|-------------------------------|---------------------------|
| Scale | Eligibility period | Scale | Eligibility period | No of promotion |
| NE 1 to NE 2 | 5 Yrs of service in the grade | NE 6 to NE 7 | 5 Yrs of service in the grade | 1 st promotion |
| NE 2 to NE 3 | 5 Yrs of service in the grade | NE 7 to NE 8 | 5 Yrs of service in the grade | 2 nd promotion |
| NE 3 to NE 4 | 4 Yrs of service in the grade | NE 8 to NE 9 | 4 Yrs of service in the grade | 3 rd promotion |
| NE 4 to NE 5 | 3 Yrs of service in the grade | NE 9 to NE 10 | 3 Yrs of service in the grade | 4 th promotion |
| NE 5 to NE 6 | 2 Yrs of service in the grade | NE 10 to NE 11 | 2 Yrs of service in the grade | 5 th promotion |
| S1, S2 Non unionized Supervisory Grade | | NE 11 to E 2 | 1 Yr of service in the grade | |

E 2, Non technical posts viz., PRO, Security, Legal Cell, Rectt, Welfare, House Keeping, Vig, CR Cell, Marketing, OL, HRD, Estt, GENL etc.

As per the above promotional scheme if full benefit is to be extended to the employees the total service rendered by the employees in DOT and BSNL is to be taken in to account. As per the existing arrangement, by considering the services rendered in DOT and BSNL by virtue of ACP/OTBP/BCR & 10% of BCR etc, there is possibility of getting 3 promotions. In which case there will be no difficulty in making arrangements for 5th and 6th promotions. By this proposed scheme all the non executive employees will be benefited. Further, the S1, S2 and E2 posts can be created without any additional financial burden on the company

General Secretary's tour

The General Secretary toured the following circles during March April 2008

1. Andhra Pradesh:

Attended the circle working committee of the AP circle body at Nellore in Andhra Pradesh on 8th and 9th March 2008

2. Gujarat:

Attended the circle working committee of the Gujarat Circle body at Surendranagar Gujarat on 16th March 2008.

Met the District office bearers of Ahmedabad Telephones on 17th March and met a large number of members and other activists.

3. Maharashtra:

Visited the circle office at Mumbai on 18th March and met some of the senior members and activists.

4. Cuttack:

Met the district office bearers of Cuttack on 4th April and also the general members and other activists on 7th April

5. West Bengal and Kolkatta Telephones:

Attended the circle working committee of the West Bengal and Kolkatta Telephones bodies on 8th April 2008. Addressed open session on 8th and 9th April at Kolkatta. Shri Uday Patwardhan Ji former General Secretary of the BMS was also present in one of the open sessions held at Kolkatta.

GS BTEU BSNL Writes to CMD BSNL on JAO Examinations vide letter no NO BTEU (BSNL) /JAO/2008 Dated 16-4-08

To

Shri Kuldeep Goyal,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi-110001

Sub:- Filling up of vacancies in the Cadre of Junior Accounts Officer – reg.

Sir,

This is regarding filling up of vacancies in the cadre of Junior Accounts Officers in BSNL. There is an acute shortage in the cadre of JAO and the work in the field is suffering for want of JAOS. The revenue collection is also hampered to a certain extent due to this aspect. It is understood that as on date more than 2000 posts of JAOS are lying vacant mainly due to lack of concern on the part of the management. As per the extant Recruitment Rules of JAOS 50% of the vacancies of JAOS have to be filled up through Direct Recruitment and the remaining 50% through departmental examinations including 10% to be filled up from the Senior Accountants. However it is to intimate that that neither any Direct Recruitment has taken place after 2004, nor departmental examinations have been conducted regularly. In fact, on account of the poor handling of the issue departmental officials are denied the benefit of promotion to the JAO cadre.

The management conducted an examination for filling up vacancies under 10% quota more than 2 years back and then forgot about the subsequent vacancies. The result being frustration in the cadre of senior accountants. Similar is the case with the 40% quota of vacancies. A screening test was conducted in the year 2004 and the same was cancelled due to paper leakage in one circle. This is because of the inept handling of the situation. No action has been taken on the officers concerned. Another screening test was held in the year 2006 and the results are kept under abeyance due to a court case. The court

case was filed by officials who have already qualified in the Part I examination and awaiting for writing the Part II examination. An examination for them would have taken care of their needs. The management is behaving in a very unprofessional manner in the matter of conduct of departmental examinations.

The result is frustration and discontentment amongst the lower rung officials. This is telling upon their efficiency also. The management is making no efforts to get to the root cause of the problem and no serious effort seems to have been initiated by the management to find a solution to the issue. Instead of taking steps to get necessary clearance from the Court, the management is using the pending court case as a pretext to delay the filling up the vacant posts.

It is therefore requested that the issue may kindly be given top most priority and the following steps be initiated immediately.

1. Hold a separate Part II examination for the officials who have already passed the Part I examination. The court case then become infructuous
2. Declare results of the screening test and make arrangements for holding the main examination for the screening test qualified officials
3. Hold examination under 10% quota for the Senior Accountants immediately.

Thanking you in anticipation

Yours faithfully,

Sd/

(SVS.Subrahmanyam)

General Secretary

General Secretary BTEU(BSNL) writes to CMD BSNL regarding promotion of RM /Group D to the cadre of Telecom Mechanics vide letter no BTEU (BSNL) / TM/2008 Dated 7-3-2008

To

Shri Kuldeep Goyal,
Chairman & Managing Director
BSNL Corporate Office,
New Delhi- 110 001

Subject: Promotion of RMs/ Gr D to the cadre of Telecom Mechanics – reg

Sir,

This is regarding absorption of the RM/Group D officials in the cadre of Telecom Mechanics who have passed the 2nd screening test conducted on 29.12.2003. All these officials have been imparted training in the re-structured cadre and are ever since awaiting absorption in the TM cadre. The matter has been discussed in various forums and despite best of our efforts no tangible result could be found. These officials have not been able to derive any benefit in the restructured cadre and all their hopes for further promotions to TTA cadre etc have been belied. In the present scenario the posts of TM in most of the SSAs are being abolished. Worst, most of the circles are not even filling up the vacancies that are caused due to retirement, death and promotion. An earnest approach is required for the up gradation of these hapless officials into TM cadre as most of these officials belong to the lower strata of the society and every possible care has to be taken to full fill their aspirations in tune with the policies of the Government of India. It is therefore requested that in order to accommodate all these RMs/Group D officials who have successfully passed the 2nd screening test held in the year 2003, their present posts may be upgraded to TM cadre for the purpose of regularizing these officials.

Yours faithfully,

Sd/-

(S.V.S.Subrahmanyam)

General Secretary

ADC needed to partly offset losses on rural phones, TRAI told

After a hike in petroleum products, there could be an increase in the fixed line telephone rates. State owned Bharat Sanchar Nigam Ltd has told the telecom regulator that it will be forced to increase tariffs for fixed line telephones in case access deficit charges are withdrawn. BSNL has warned that such a move could wipe out fixed telephone usage in the country as subscribers will prefer to take cellular connection. BSNL has told the Telecom Regulatory Authority of India that while operational expenditure per line per month for rural telephones comes to Rs 643, it recovers only Rs 171 per month per subscriber. "To recoup a part of these losses, BSNL will have to increase rental, call charges and decrease free calls in respect of its wire line services, both in urban as well as in rural areas. This will make the fixed wire line services very expensive vis-a-vis cellular services and will cause further steep churn. The common man in urban areas and all the customers of the rural areas will be adversely affected due to such increase in tariffs by BSNL to recoup its losses on account of abolition of ADC," BSNL said. The TRAI had earlier said that ADC would be abolished by April 2008 on the grounds that BSNL had received enough support from the Government. Private operators, who pay the charges to BSNL, have supported the TRAI's move. However, BSNL pointed out that, on one hand, it was not being allowed to fix the tariffs for rural fixed line telephones based on market conditions and on the other, the regulator was withdrawing the subsidy support for fulfilling social obligations. The State owned company said that non-sustainability of fixed line telephone services would also affect the growth of broadband services in the country. "To achieve the desired level of penetration of broadband services in the country in urban as well as in rural areas with a view to bridging the digital divide, it is absolutely necessary that not only existing wire line networks are maintained, but also there should be adequate incentive for the service providers for further roll out of wire line networks, which is not possible if the requisite financial support through ADC is abolished," BSNL said

BTEU BSNL writes to CMD BSNL regarding recovery of out standing dues from customers

NO: BTEU(BSNL)/JAO/2008 Dtd 19-4-2008

To

Shri Kuldeep Goyal,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi-110001

Sub:- Collection of outstanding dues from customers – reg

Sir,

A news item appeared in some of the news papers on 18th April 2008 wherein BSNL envisaged to hire the services of private recovery agents for recovering the outstanding amounts due from the customers that piled up over a period of time.

In this connection, overtly this union is not in agreement with the above move of the BSNL management for the following reasons. From time to time we have been asking the management at various levels that the job of revenue recovery should be entrusted to the staff working in the BSNL by strengthening the TR wing. Consequent on declaration of certain cadres such as TOA(G), Sr.TOA(Phones)/(TG)/(TL) as redundant, the staff working therein have become surplus and they are being utilized for various kinds of sundry works. All such officials are discontented and frustration looms large in their respective work areas. As such, there is no dearth in staff to accomplish TR realization provided a minimum amount of training is imparted in them in the matter of realization of bad revenues. We already have a team of Telecom Revenue Inspectors who are exclusively meant for collection of bad debts; given the increase in the number of posts and deploying surplus staff for this purpose, the results will be undoubtedly encouraging besides it avoids incurring additional expenditure in the form of outsourcing.

The management can initially experiment on our proposal and watch the results for some time before embarking on any such move to out source the job of revenue collection. Further the retired officials of DOT/BSNL can also be engaged for this purpose. We apprehend the private recovery agents may adopt un-healthy trade practices as in the case of credit card recovery companies in which case the image of the company would also be at stake.

It is therefore requested to kindly reconsider the move and take action as suggested above please.

Thanking you,

Yours faithfully,
Sd/-
(SVS.Subrahmanyam)
General Secretary

GS BTEU BSNL writes to CMD BSNL regarding promotion of TTA (Officiating JTO) to the cadre of JTO on regular basis vide letter No BTEU(BSNL)/TTA/2008 Dated: 20-04-2008

Subject: Promotion of TTAs to the cadre of JTO – Request for upgradation of qualified TTAs to the cadre of JTO – reg

Sir,

A kind reference is invited to this Union's letter dated 5th November 2007 wherein we have requested for considering the cases of the TTA who are presently officiating in the cadre of JTO for their upgradation to JTO cadre. In this connection it is to draw your kind attention to the decision of the BSNL Board which was taken in the month of March 2001 that every year 500 posts of JTOs from Direct

Recruitment quota of JTOs are to be diverted to 35% departmental quota in order to accommodate the TTAs who have qualified in the JTO screening test. Keeping in view of this decision posts were released from August 2001 to 2007. However, there are still 2500 qualified TTAs working as JTO on officiating basis and are waiting for absorption in the JTO cadre. Taking the diversion of 500 posts every year into consideration, the left out TTAs will be taking more than 6 years in getting regular promotion to JTO. Apart from this the qualified TTAs working as JTO(Offg) are more than 50 years age. Further no financial burden will be there on the company in case these TTAs are promoted to JTO cadre by up grading their posts as most of them have already reached the maximum of their pay scales. Only a fraction of them will be getting any financial benefit. Further about 10% of the TTAs are due to retire by the year 2009. In this connection it may not be out of place to mention here that the management of Mahanagar Telephone Nigam Ltd., (MTNL) has since taken a decision to promote all the TTAs to JTO cadre by personal upgradation.

In view of the facts cited above, it is requested that the matter may kindly be looked into and an early decision be taken to up grade the posts of TTAs officiating as JTOs as a one time measure.

Thanking you,

Yours faithfully,

Sd/-

(SVS.Subrahmanyam)

General Secretary

PROMOTION OF TELECOM MECHANICS UNDER OTBP SCHEME

The Regular Mazdoors who are promoted to Telecom Mechanic cadre are not being given the benefit of OTBP in TM cadre unless they complete 16 years of service in TM cadre. This is because of the fact that Telecom

Mechanic cadre is a Group C cadre and that the service rendered in RM cadre is not to be counted for the purpose of OTBP in Group C cadre. A large number of Regular Mazdoors in the various Telecom Circles are promoted to Telecom Mechanic Cadre as per the restructuring scheme. All these officials have to wait for 16 years in order to get promoted under One Time Bound promotion scheme. This has put many of these officials in a disadvantageous position. Many representations were made to the administration to count the past service of RM and the same were turned down. Some of the Regular mazdoors approached the Bharatiya Union in Andhra Pradesh circle for finding a way out. It was decided to approach the Central Administrative Tribunal, Hyderabad in this regard. Accordingly a case was filed in the CAT Hyderabad and the Hon'ble CAT Hyderabad gave judgement in favour of the employees stating that the service rendered in Group D cadre has to be taken into account for promotion to OTBP in Telecom Mechanic cadre. The Chief General Manager AP Circle approached the Hon'ble High Court of Andhra Pradesh against the judgement of the CAT Hyderabad. There too the Hon'ble High Court upheld the judgement of the CAT Hyderabad and ordered the CGMT AP to implement the orders of the CAT Hyderabad. The result was that many of the Regular Mazdoors promoted as TM were given promotion in OTBP in TM cadre by counting the past service rendered by them in RM cadre. More than 2000 RMs are benefited by way of this judgement. The CGMT AP tried to put lot of hurdles, but the same were negated by the Hon'ble High Court of AP. At last the management has now approached the Hon'ble Supreme Court of India. The Hon'ble Supreme court has now issued notices to all these officials who have filed cases in the High Court. The union is trying to make the BSNL management see reason and implement the judgement of the CAT/High court of AP orders on an all India basis so that all the Telecom Mechanics are promoted to OTBP by counting the past service of RM cadre. Further the union is also planning to approach the Hon'ble Supreme Court of India to uphold the orders of the High court of AP.



BHARATIYA TELECOM EMPLOYEES UNION (B S N L)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh & PSENC)

24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

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NEWS LETTER

Volume 2

Issue 4

February 2008

DA Merger a disappointment?

The Union cabinet met on 30th January 2008 and decided on the long pending demand of the PSU employees for merging of 50% of DA with basic pay w.e.f. 1.1.2005. However, the decision taken by the Union Cabinet was a shocker to all the PSU employees. None has expected that the Government would withhold the merger for 2 years and announced unilaterally to merge 50% DA w.e.f. 1.1.2007. This would automatically delay the process of wage review. The loss to the PSU employees in terms of arrears is huge.

The leftist brothers who say that they are the torch bearers of the workers are silent. Is this a sign of capitulating before the Government. The National Executive of the Public Sector Employees National Confederation an affiliate of the Bharatiya Mazdoor Sangh met at Nagarcoil, Tamil Nadu on 30th and 31st January 2008 and protested against the decision of the Government. The PSENC wrote a letter to the Hon'ble Prime Minister of India.

JAO Screening Test:

The JAO screening test was held on 27th May 2007. The results are yet to be announced. The same is held up as a result of a court case in the Hon'ble High Court of Allahabad. The union has taken up the issue with the management for getting the stay vacated at an early date.

Disinvestment in BSNL a never ending saga?

For the past several months the employees have been put on notice either by the Hon'ble Minister for Communications & IT or by the BSNL management over the issue of disinvestments in BSNL. The employees are forced to agitate. Why this situation is being created is not understood. The company is earning profits year after year. The consumers still have faith in the BSNL. With large surplus finances at its command, the BSNL could have gone in for large scale expansion of its net work. But the power that be are having different ideas. The Government does not want BSNL to survive owing to the pressure of the private operators. At one end is the TRAI that is working for the interests of the private operators and at the other end is the Government, that is finding ways and means to scuttle the growth of the BSNL. Caught in the web is the BSNL and its large work force. Only a strong and concerted effort by all the employees irrespective of rank and cadre would ensure that the BSNL survives all the nefarious designs of the private operators. When the Government wanted to disinvest in the Neiveli Lignite corporation, the Hon'ble Chief Minister of Tamil Nadu stood up and dared the Government to either stop the process of disinvestments or face withdrawal of support. The Government developed cold feet and withdrew its orders. Similar action in respect of BSNL is also needed from those supporting the UPA Government. The leftists say they can only bark but will not bite. Will Mr Kamunanidhi stand up once again for BSNL. Only time would tell us.

| | |
|--|---|
| <p>To Dr.Manmohan Singh, Hon'ble Prime Minister of India, NEW DELHI</p> <p>Respected Sir,</p> <p>Sub: Merger of 50% of Dearness Allowance with Basic Pay to the Employees of Central Public Sector Enterprises (CPSEs) following 1997 IDA pattern of Scale of pay the Public Sector Employees have been demanding the 50% of DA merger in the Basic Pay of 1997 Pay scales w.e.f. 1st January, 2005 the date from which the CPI points were more than 50% which would enable extension of benefits to the employees. This demand has been made by the employees due to the fact that the wage revision w.e.f. 1997 was made for 10 years instead of 5 years earlier. In view of the long period of 10 years the demand to merge 50% DA emerged for giving some benefits before the next wage revision ie., from 1.1.2007. Whereas, the Govt. of India has taken a decision to extend this benefit only from 1.1.2007. Sir, you are aware that the wage revision of Public Sector employees is due from 1.1.2007 and the usual method of wage revision is to merge the entire DA in the Basic pay as on 1.1.2007 ie., from the due date of the revision followed by adding Fitment benefit and other increase in the wage amoluments. Now, the decision of 50% merger of DA in the Basic pay from 1.1.2007 is no way useful and rather it would be a futile exercise. Therefore, Public Sector Employees National Confederation (PSENC) which is a unit of Bharatiya Mazdoor Sangh representing the Public Sector employees demand the following at this juncture which would benefit the employees.</p> <p>i)The Government of India shall effect this benefit w.e.f. 1st January, 2005 during which the CPI points were more than 50% which would be beneficial by extension of consequential benefits.</p> | <p>ii)Employees of sick PSUs are not extended this benefit which shows the Injustice meted out to them and hence PSENC demand to extend this benefit to these employees also.</p> <p>iii)Government of India shall also declare the decision of 5 years wage agreement period with 100% neutralization of DA and issue guidelines to the management of all the PSUs including sick PSUs for immediate commencement of wage negotiations</p> <p>iv)An interim relief also shall be announced and Government of India shall issue directives to the management immediately which would give some relief to the employees till the wage settlements are taken place.</p> <p>Public Sector employees are very much restive over the inordinate delay in commencement of wage negotiations and conclusion of the settlements as the wage revision from 1st January, 2007 is due after 10 years of previous wage revision. Inflation, spiraling prices, heavy taxation is causing misery to the working class in view of the limited income. The Public Sector Undertakings have made an excellent turn around in their productivity and earning profits and therefore, the Govt. of India shall take immediate steps to pass the guidelines to the management of the PSUs as per the demands cited above.</p> <p>Thanking you,</p> <p>Yours faithfully, Sd/ (K.Bhaskara Sharma) Secretary General</p> |
|--|---|

Joint Forum serves Strike Notice

Joint Forum of Unions and Associations of Executives and Non Executives of B S N L serve indefinite strike notice w.e.f. 26.2.2008 on the management in support of the following demands.

- 1.No Dis investment
- 2.No VRS/CRS
- 3.Pension contribution – with drawl of letter dated 15.6.2006
- 4.GSM Lines and Spectrum
- 5.Financial Viability of BSNL
- 6.Navratna Status to BSNL
- 7.Absorption of ITS officers

PSENC resolution on Disinvestment in BSNL

The National Executive of the Public Sector Employees National Confederation an affiliate of the Bharatiya Mazdoor Sangh met at Nagarcoil, Tamil Nadu on 30th and 31st January 2008. The National Executive expressed its serious concern over the issue of Disinvestment in the state owned Bharat Sanchar Nigam Ltd and the recurring statements being made by the Hon'ble Minister for Communications & IT, Government of India and other high level officers in the Department of Telecommunications and BSNL. The proposed move of the Government of India to divest 10 % shares in BSNL ostensibly to garner funds for the expansion projects of the company is opposed by the PSENC. The PSENC is of the opinion that B S N L with its over 40,000 crore rupees surplus funds at its disposal can well utilize this for the proposed developmental activities. The PSU is already in a disadvantageous position vis-à-vis equipment crunch in the field of GSM expansion and facing severe competition from the private operators. As such any further move to weaken the PSU is strongly opposed by the PSENC. The PSENC urges upon the Government of India to desist from such a move.

The PSENC also took note of the similar resolution moved by the Bharatiya Mazdoor Sangh in its National Executive meeting held at Ernakulam-Kerala on 28th and 29th January 2008. The PSENC has also expressed its solidarity with the Joint forum of Unions and Associations of Executives and Non Executives in B S N L who have already served a notice for indefinite strike w.e.f. 26.2.2008.

Sd/-

(K.BHASKARA SHARMA)
SECRETARY GENERAL

Meeting with Secretary (T) DOT

The Secretary DOT, convened a meeting with the leaders of the Joint forum on 19.2.2008 at 17.00 Hrs to discuss the issues arising out of the Strike notice. Not satisfied with the oral assurances given by the Secretary DOT, the joint forum leaders insisted upon written assurances and also demanded for releasing the minutes of the meeting. The same have been released vide letter No 24-01/2008-SR, dated 21.2.2008.

Minutes of the meeting held on 19.2.2008 under the chairmanship of Secretary DOT with CMD BSNL and representatives of Joint forum Unions/Associations of Non Executives and Executives to discuss the issues raised by them in the Notice of Strike for 26.2.2008.

At the very outset, Shri VAN.Namboodiri, General Secretary, BSNL Employees Union welcomed the Secretary and thanked him for giving a hearing to the representatives of Joint forum of Unions/Associations of BSNL. Shri Namboodiri, mentioned that the strike notice has not been given for demands like wage hike etc, but for the issues which is affecting the growth of BSNL. He stated that at the time of formation of BSNL Government had made certain promises like reimbursement of licence fee, Access Deficit

charges, subsidy from USO fund for providing rural telephony and grant of Maharatna status to BSNL but in the recent time the Government is backing out of its promises. Secretary (T) stated that BSNL should aspire to become a world class company and leader in the field of telecommunications and there is scope for further growth. While the BSNL has some social objectives, it has the potential to compete with others.

The out come of the deliberations in brief is given below.

1.Disinvestment of BSNL

Secretary (T) explained that there is a difference between disinvestments and floating public issue. It is important for a company like BSNL to get listed and valuation done. The issue regarding listing can be discusse further in future. Tehre is, therefore, no mmediate proposal for IPO. In this connection, a clarification has also been issued by the office of Hon;ble MOC&IT by way of press release on 17.1.2008.

2.VRS Proposal of BSNL

Secretary(T) assured that if the employees of BSNL do not want, VRS, no such scheme will be introduced. With regard to the demand of Unions/Associations for grant of 5 years weight-age of service for pension to absorbed Group B,C and D employees on the analogy of Rule 48A and B of CCS(Pension) Rules, Secretary (T) stated that BSNL Board has to deliberate on the issue and take a decision first. The issue will be examined in DOT on receipt of a fresh proposal from BSNL

3.With draw DOT's arbitrary order No 1-45/2003-B dated 15.6.2006 on BSNL's pension contribution (on 60-40 basis)

It was explained that former Secretary(T) had already assured that the matter would be examined and taken up with the Cabinet. Secretary (T) re-assured that the Cabinet Note on the same will be submitted shortly.

4. Ensure uninterrupted supply of 2G and 3G equipments. Additional 2 G spectrum as well as 3G spectrums as agreed earlier.

CMD, BSNL explained that purchase orders for East and North Zones have already been placed based upon APO for 22.5 M GSM lines and equipment delivery has started. Commissioning of main equipment will start from April 2008 onwards. The PO to Alcatel/ITI for West Zone is likely to be placed shortly. Since the second bidder did not accept APO for south zone, APO for 5 M lines has been placed on Motorola and NORTEL for immediate expansion and fresh tender for another 25 M lines is likely to be floated shortly.

Secretry (T) assured that BSNL will be allotted necessary 3 G spectrum.

With regards to grant of spectrum for licence for import of 3 G equipments, Secretary T assured the unins/associations that Member (T) will take action.

5.Ensure BSNL's financial viability by a)continuing ADC, b)Reiumbursement of Lincece Fee c) USO Fund.

Secretary(T) mentioned that he has discussed all the issueswith the Hon'ble MOC&IT and appropriate decision for providing financial viability to BSNL will be taken.

6.Navratna Status to BSNL

Member(S) explained the latest development of the case and mentioned that DPE shall forward the case for grant of Navratna status to BSNL for consideration by Apex body.

7.Immediate absorption of Group A officers:

Special Secretary (T) explained that the matter is under active consideration of DOT and a draft Cabinet Note is under circulation for inter-ministerial consultation. A final note is expected within 15-20 days of time.

The Joint forum of Unions and Associations of Executives and Non executives have met after receipt of the above minutes and decided to defer the strike in view of the assurances given by the Secretary(T).

General Secretary's tour:

The General Secretary toured Kerala and Tamil Nadu circles and was in New Delhi in January and February 2008.

a)The General Secretary addressed the Circle Working Committee meeting of Kerala Circle in Thrissur on 27th January 2008.

b)The General Secretary addressed the General Body meeting of the BTEU(BSNL) Trivandrum Telecom District at Trivandrum on 29th January 2008.

c)The General Secretary attended the National Executive committee meeting of the PSENC at Nagarcoil, Tamil Nadu on 30th and 31st January 2008.

d)The General Secretary met the activists of BTEU(BSNL) at Madurai and Coimbatore.

e)The General Secretary was at the Head quarters (New Delhi) from 24th to 28th February 2008. He was assisted at the Head quarters by Shri Promod Rai, Asstt General Secretary. The General Secretary and AGS met Directors (HR), (Finance) and (Planning) and CVO and discussed several important issues concerning the staff.

The Department of Public Enterprises has issued instructions to the various Ministries and Departments in the Government of India for taking action with regards to merger of DA with basic pay w.e.f. 1.1.2007. Copy of the notification is reproduced below:

(DPE OM No. 2(7)/2005 DPE- (WC) GL-III dated 26.2.2008

DPE/Guidelines/IV(b)/61

Merger of 50% of Dearness Allowance with basic pay to the employees of Central Public

Sector Enterprises (CPSEs) following 1997 Industrial Dearness Allowances (IDA) pattern scales of pay. Consequent upon the recommendation of the 2nd Pay Revision Committee based on large number of the representaions on merger of 50% DA with the basic pay from Executives / CEOs of CPSEs both individually and collectively in writing, the Government have now decided as follows:

i) Portion of IDA equal to 50% of the existing basic pay in respect of employees in CPSEs following IDA pattern of pay scales at 1997 levels for employees of CPSEs may be merged w.e.f. 1.1.2007 with the basic pay of the employees and shown distinctly as Dearness Pay (DP), which would be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution to Contributory Provident Fund, Licence Fee, various advances etc.

ii) The merger of IDA equal to 50% of the existing basic pay as mentioned at sub-para (i) above may be allowed to employees of CPSEs following IDA pattern of pay scales at 1997 level that are not loss making and are in a position to absorb the additional expenditure on account of merger of 50% of IDA with basic pay from their own resources without any budgetary support from the Government. The budgetary support would not be available for this purpose.

iii) Similar benefits of merger of IDA equal to 50% of the existing basic pay as at sub-para (i) above may also be extended to the employees in the IDA pattern pay scales in the Food Corporation of India.

iv) The entitlements for LTC, TA/DA while on tour and transfer would, however, continue to be governed on the basic pay alone without taking Dearness Pay into account.

v) Portion of Dearness Allowance converted into Dearness Pay would be deducted from the existing rate of Dearness

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| <p>Allowance while computing quantum of Dearness Allowance.</p> <p>vi) The Board of Directors of each CPSE would consider the proposal for 50% merger of DA with Basic Pay for executives and workmen keeping in mind the capacity of the company to pay and submit a proposal to the Administrative Ministry which will approve the proposal with the concurrence of its Financial Advisor.</p> <p>2. All the administrative Ministries/ Department of the Government of India are requested to bring to foregoing to the notice of Central Public Sector Enterprises (CPSEs) under their administrative control for their information and necessary action.</p> <p>The Screening Test for promotion to Sr.TOA cadre notified in the year 2006 by the Corporate Office has been cancelled in several circles. The Union has taken up the matter with the Corporate Office vide letter no:BTEU(BSNL)/SrTOA/2008 Dt 26th February 2008</p> <p>To Shri Gopal Das Director (HRD) Corporate Office, B S N L New Delhi-110 001</p> <p>Subject: Conduct of special screening test for promotion to the cadre of Sr TOA(G) Reference:1.Letter no 15-6/96-TE II, dated 23.12.1997 2.Letter no 250-16/2004-Pers-III , dated 20.8.2007</p> <p style="text-align: center;">***</p> <p>Respected Sir,</p> <p>This is regarding conduct of Special screening test for promotion to the cadre of Sr. TOA (G). The Corporate Office vide their letter no 250-16/2004-Pers III dated 18.9.2006, have directed the Heads of Circles to held a special screening test for promoting the TOA G to Sr. TOA (G) Cadre. Accordingly some of the circles have</p> | <p>initiated the process for conducting the examination.</p> <p>However, vide letter cited at reference 2 above, the Corporate office has intimated to the CGMT AP Circle that the special screening test shall be conducted subject to the availability of clear vacancies in the Sr.TOA (G) cadre, which means out of total sanctioned strength of SR.TOA(G), if the number of officials working in the cadre (including those who are in OTBP and above) are less and the vacant posts are available, they can be filled up as per the provisions laid down in the recruitment rules. Taking this reference into consideration, the CGMT AP circle has cancelled the proposed screening test. It is further understood that similar situation prevails in other circles also.</p> <p>In this connection a kind reference is invited to letter cited at reference 1 above wherein it is stated that the Telecom Commission has considered the demand of the staff side for not counting the OTBP/BCR (including 10% BCR scales) of TOA (G) cadre against the posts available in re structured cadre of Sr.TOA (G) even though they are working in the areas of restructured cadres.</p> <p>At the time of introduction of the time bound promotions it was categorically stated that the posts occupied by officials in higher grades (OTBP/BCR) are personal to them. While this remains so the clarification issued by the Corporate Office vide reference 2 above is contradictory. Further the basic cadre i.e. TOA(G) is already declared as wasting/dying. It is felt that the counting of officials working in higher grades against the lower grade posts is not justified and logical. Earlier the DOT decided to grant only advance increments to higher grade officials who are trained and inducted into restructured area.(OTBP/BCR & 10% BCR). Further, while sanctioning the Sr.TOA posts the posts of supervisors were excluded as the OTBP & BCR grades are higher to the then</p> |
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| <p>supervisory grade.</p> <p>In this connection it is brought to your kind notice that the spirit with which the corporate office has decided to go in for a fresh special screening test for absorbing the TOAs(G) into Sr.TOA (G) cadre gets defeated and the officials i.e. TOAs(G) would never get a chance for absorption in their life time. Most of these are recruited under relaxation of recruitment rules under compassionate grounds.</p> <p>In view of the facts cited above, it is to further state that the officials who would be benefited if a screening test is held are very few in number and as such a sympathetic view may be taken and as a one time measure the circles may be asked to conduct the screening test immediately.</p> <p>Thanking you,</p> <p style="text-align: right;">Yours faithfully, Sd/ (S.V.S.Subrahmanyam) General Secretary</p> <p>General Secretary addressed a letter to the CMD BSNL regarding merger of IDA with basic .w.e.f.1.1.2005. Copy of the letter is reproduced below. NO: BTEU(BSNL)/Pay/2008, Dt.26.2.08 To Shri Kuldeep Goyal, CMD BSNL New Delhi</p> <p>Subject: Merger of 50% DA with pay w.e.f 1.1.2005 – reg.</p> <p>Sir,</p> <p>A kind reference is invited to Department of Public Enterprises OM No 2(7)/2005 DPE-(WC)GL-III dated 26th February 2008 regarding merger of 50% DA with basic pay .</p> | <p>As per the decision of the Union Cabinet, 50% of IDA for Central Public Sector executives is merged w.e.f. 1.1.2007 and the decision regarding non executives is left to the Board of Directors of the concerned CPSU</p> <p>In the light of the above, it is requested that the BSNL Board may kindly take a decision to merge 50% DA w.e.f.1.1.2005 i.e. the date on which the IDA has crossed 50%.</p> <p>Thanking you,</p> <p style="text-align: right;">Yours faithfully, Sd/ SVS.Subrahmanyam General Secretary</p> <p style="text-align: center;">District Branches of BTEU(BSNL):</p> <p>Bihar Circle:</p> <p>1.Samastipur SSA:</p> <p>President Sri Umeshchand Yadav, TM Distt Secy: Sri Arun Kumar Singh, TM Treasurer: Sri Arbind Kumar Rai, TM</p> <p>2.Muzaffarpur SSA:</p> <p>President Sri Surendra Singh, RM Distt Secy Sri Rameshwar Singh, RM Treasurer Sri Maheshwar Bhagar, TM</p> <p>Rajasthan circle</p> <p>Ajmer SSA:</p> <p>President Sri R.P.Jain, Sr.TOA Distt Secy Sri Rameshchand TTA Treasurer Sri B.L.Makwana, TTA</p> <p>Karnataka Circle</p> <p>Chikmagalur SSA:</p> <p>President: Sri N.G.Ramesh, Sr TOA Distt Secy: Sri A.D Govindappa, TTA Treasurer: Sri T.Ramachandra Sr TOA</p> |
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BHARATIYA TELECOM EMPLOYEES UNION (BSNL)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh)

CHQ:24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

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NEWS LETTER

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**MASSIVE TURN OUT OF PUBLIC
SECTOR EMPLOYEES NATIONAL
CONFEDERATION (PSENC) BMS
WORKERS AT PARLIAMENT HOUSE
NEW DELHI**

As per the decision taken in the National convention of PSENC held at New Delhi in June 2007, a massive demonstration of PSENC workers was held at Parliament House New Delhi on 4.12.2007 from 11.00 AM to 4.00 PM in support of the following demands.

- 1.No privatisation / Disinvestment of PSUs
- 2.No outsourcing in PSUs
- 3.Wage revision shall immediately be commenced and concluded and should be for every 5 years instead of 10 years with 100% DA neutralisation.
- 4.No contract labour in PSUs
- 5.Grant of Navaratna Status to BSNL
- 6.PSUs should be given autonomy in all matters
- 7.Against Kelkar Committee Recommendations aimed at 50% disinvestment and FDI @ 50% in Defence PSUs
- 8.Bonus for PSU workers beyond Rs.10,000 wage limit

The entire programme was conducted by Shri Girish Arya, Vice President, PSENC.

Representatives from all the Federations have addressed the gathering and explained about the issues concerning their industry. The following have addressed the gathering S/Shri Dhuni Chand from NHPC, Siyaram from GAIL, Griraj Sharma from MTNL, S.V.S Subrahmanyam from BSNL, Somanna from Bharatiya Defence & Electronics Mazdoor Sangh and Pandeyji, from Steel Industry.

There after Shri Ramnath Ganeshe, Dy.General Secretary, PSENC, which addressing the gathering spoke about the wage revision-2007 demanding the Government of India to revise the guide lines for 5 years wage revision period with 100% DA neutralization and demanded to commence the negotiations immediately. He also demanded the Government to revive the sick PSUs by constituting a tripartite committee involving the Central Trade Unions and also wage revision for the employees of sick PSUs

Sri N.Angu Swamy, Working President, PSENC, while addressing the gathering also demanded the Government of India to regularize the services of Casual and Contract employees working in PSUs immediately and do away with the system of Contract labour. He also demanded to stop the disinvestment in PSUs and also the method of outsourcing in PSUs.

Sri Virjesh Upadyay, Dy.General Secretary, PSENC addressed the PRADARSHAN and demanded the Government to revise the Gratuity Ceiling limits, Review of Pension Scheme 1995, review the pension schme of MTNL and BSNL employees, withdraw income tax on perquisites and enhance the ceiling limits on Income tax, and need to declare BSNL as NAVARATNA forthwith.

Shri Uday Patwardhanji, General Secretary, Bharatiya Mazdoor Sangh addressed the gathering and he cautioned the Government that the massive demonstration by the Public Sector employees owing affiliation to the BMS is only beginning of the agitation programme and would intensify the agitation if Government of does not heed to the just

IDA W.E.F. 1.1.2008

I.D.A increases by 2.6 % w.e.f. 1.1.2008. The total percentage of IDA w.e.f. 1.1.2008 is now 78.6%.

demands of Public Sector employees regarding issue of guidelines for early wage revision and also 5 years wage agreement period with 100% DA neutralization.

Shri K.Bhaskara Sharma, Secretary General, PSENC said that a memorandum demanding the resolution of the issues is going to be submitted to the Hon'ble Prime Minister after conclusion of the programme.

Shri Rudranarayan Pani, MP, Rajya Sabha explained that he has given a notice for debate on the demands of Public Sector employees to the Chairman of Rajya Sabha. He expressed his anguish that PSU employees are agitating in such large number and the Government of India is neglecting the genuine demands of the workers and assured that he would fight for the legitimate demands of the PSU employees in Parliament.

Shri Amarnath Dograji, Prabhari, Public Sector employees and All India Secretary, BMS congratulated the Public sector employees for gathering in such a large number for bringing pressure on the government for their demands.

Shri Om Prakash Aghiji, All India Organising Secretary BMS, also demanded the early wage revision of the Public Sector employees and till then demanded to pay an interim relief of 50% of the present basic pay of the employees immediately.

MERGER OF DA INTO BASIC FOR PSU EMPLOYEES

A DELEGATION OF TRADE UNIONS MET THE HON'BLE MINISTER FOR HEAVY INDUSTRIES SHRI SANTOSH MOHAN DEB IN NEW DELHI RECENTLY WITH REGARDS TO MERGER OF DA INTO BASIC FOR PUBLIC SECTOR EMPLOYEES. THE MINISTER GAVE A PATIENT HEARING TO THE DELEGATION AND ASSURED TO GET THE MATTER RESOLVED AT THE EARLIEST. THE DEPARTEMNT OF PUBLIC ENTERPRISES HAS ALSO PREPARED A NOTE AND SENT IT TO

THE MINISTRY OF FINANCE. THEREAFTER THE NOTE WILL GO TO THE UNION CABINET FOR ITS APPROVAL. HOWEVER THE CRUX OF THE ISSUE IS THAT THE DPE WANTS TO EXTEND THE BENEFIT OF MERGER TO THE EMPLOYEES WORKING IN PROFIT MAKING PSUs ONLY. **THIS IS HIGHLY DEPLORABLE AND UNACCEPTABLE.**

BSNL READY FOR IPO IF MINISTER APPROVED

In what could be the mother of all IPOs, Public Sector BSNL India's largest Telecom Company, is looking at divesting about 20% within the next 12 months. The catch is the plan can take off only if the Government were to approve the plan.

Sources said BSNL which has over 65 million users, could be valued at close to \$100 billion, which puts a 20% stake dilution at \$20 billion – the largest that the country has witnessed so far.

It must be pointed out that this is not the first time that BSNL is planning an IPO. its earlier requests for listing have all been turned down by the Government. BSNL had put its IPO plans on the back burner after former Communications Minister Dayanidhi Maran had rejected the proposal last year.

This time around, BSNL executives expressed more confidence and are of the view that the present Communications and IT Minister A Raja may not be against the proposal. BSNL is yet to present the idea of listing to Mr Raja.

If the Communications ministry were to approve the proposal, BSNL will undertake a process for cleaning up its books and also appoint an advisor for the IPO within the next couple of months. It must also be pointed out that sister company MTNL, which offers services in both Delhi and Mumbai is a listed company

GOVT MAY HIKE TAX EXEMPTION

- Economic Times (11.12.2007)

The government is considering a hike in the income-tax exemption limit. North Block is busy making the first drafts of a possible tax restructuring as far as direct taxes go. Corporate taxpayers, too, may be in for some pleasant surprises, as the government is toying with options like lowering of overall tax rate or doing away with surcharge. The political developments, which signal an early election, could have a large bearing on these decisions. Finance minister P Chidambaram also has the elbow room, with direct taxes showing a buoyant growth of over 40%. The tax exemption limit may be raised from Rs 1,10,000 to Rs 1,50,000. The government had hiked the limit by Rs 10,000 in the last budget. But with the price rise in the backdrop and a possible early election, a further increase in the limit could be on the cards, to give some relief to small taxpayers. A demand to raise the exemption limit has come not only from the Left parties, but also some senior leaders within the Congress. The government has already expanded the basket of products eligible for the exemption in this category by bringing in a senior citizen scheme and a five-year post office time account. There is a likelihood of investments in dedicated infrastructure funds or infrastructure bonds enjoying the same status. A rejig in income slabs is also not ruled out. Sources said with the increase in the income-tax exemption limit, a rejig might be on the cards. At present, an income slab of Rs 1,10,000-1,50,000 attracts a tax rate of 10% while a slab of Rs 1,50,001-2,50,000 attracts a tax rate of 20%. Income above Rs 2,50,001 attracts a tax rate of 30%. These slabs may be pushed upwards, with the income slab of Rs 1,50,001 attracting a 10% tax rate and more than Rs 5,00,000 attracting 30% tax rate.

BTEU (BSNL) WISHES ALL ITS READERS A VERY HAPPY AND MERRY CHRISTMAS AND A VERY HAPPY AND PROSPEROUS NEW YEAR

Valuation of Perquisite of Accommodation in respect of BSNL Employees in occupation of Staff quarters for the purpose of Income Tax

Copy of BSNL Corporate Office letter no 1001-06/2005/Taxation/BSNL/884 dated 13.12.2007

Kindly refer to this office letter of even no dated 27.11.2007 on the mentioned subject, wherein, you were requested to recover the Income Tax liability for the past period pertaining to the Annual year 2002-03 to 2007-08 from the salary of the concerned employees in occupation of staff quarters.

In this context it is intimated that BSNL Board of Directors in its 106th meeting held on 5.12.2007 vide additional item decided that the matter may be represented to the Ministry of Finance through DOT on priority and till then the recovery of tax be deferred.

Hence instructions contained in the letter of even no dated 27.11.2007 may be kept in abeyance till further orders.

Sd/- (Arundati Panda)
DDG(Taxation)

Government to set up four new telecom centres of excellence

The government has signed a clutch of memoranda of understanding (MoUs) for setting up centres of excellence in communication technology. While the Government has already signed MoUs for setting up two centres of excellence in October 2007, it signed fresh MoUs linking IIT Delhi with Airtel, IIT Kanpur with BSNL, IIT Mumbai with Tata Teleservices and IISc Bangalore with Aircel for setting up four more Telecom Centres of excellence. Shri A Raja, minister of Communications and Information Technology said that while all the leading communication technologies in the world had

been adopted, an Indian face of technologies such as e-commerce, tele working, e-governance, e-health and e-education, etc, that affect day-to-day life of common man, were also needed. To be a world leader and to reach masses we have to use state of the art Technology especially in the wireless domain, the minister said at a function for signing the MOUs for centres of excellence at the `India Telecom 2007- Digital Divide to Digital Oportunities' conference being organised jointly by the Department of Telecommunications and the Federation of Indian Chambers of Commerce and Industry (FICCI). This is a must to enable embracing of technologies by the masses. This will also bridge the digital divide and will lead to harnessing of full potential of our telecom growth. While the growth of telecom sector is very satisfactory, it is essential to foster development of telecom R&D facilities in India, he said. We, as a country, have special requirements especially for rural and remote areas and indigenous R&D would be able to address those requirements effectively, Shri Raja added. Shri Raja said the concept of cluster of centres of excellence across the country is a timely move for inculcating the best practices, nurturing innovations and acting as incubator for R&D efforts. This is one of the most important public-private partnership initiatives in the Indian telecom sector, he said. The India Telecom 2007 exhibition-cum-conference aims to discuss new growth drivers that are revolutionising the telecom sector in India and around the world and assess challenges and opportunities associated with new technologies and growth frontiers. It would also focus on showcasing the huge potential that India holds in the telecom sector for inviting investments in telecom equipment manufacturing. The conference will bring together operators, equipment manufacturers and experts representing top institutions, cutting edge technology companies and major investors along with existing and upcoming communications infrastructure companies for interaction with the high-level policy makers. The India Telecom series of exhibition will be held every year.

Recognised Union wakes up from its slumber:

After wide spread protests from all sections of employees, the recognized union has at last discussed the issue of the Transfer policy with the management. As per the note of DDG (Restructuring) Corporate Office, the following points have emerged and will be sent to the BSNL management for ratification.

Para 1 (i) : The sentence “gainful deployment of surplus staff within or outside the recruiting zone “ in this para can be replaced by “gainful deployment of surplus staff within the applicable transferability zone/level/cadre. “

Para 1 (ii) : In the para 3rd line of this para matching “employee’s qualification/experience.....” will be replaced by matching employee’s skills.....”

Para 2.2 (d) : in the end of 2.2 (d), after the word workload, “keeping in mind transferability condition as applicable to specific level/cadre” should be added.

Para 3 : A sentence “ This right will be exercised by the Management in a objective and transparent manner” should be added at the end of the para.

Para 6 (ii) : After the sentence ending with “.....by 31st March of a particular year” in the 4th line, a sentence “While deciding the cut off date for computing tenures, end of academic year position in a particular state, will be considered and a suitable cut off date will be decided accordingly by the head of the Circle will be inserted. The last sentence “however.....at any time of the year” will stand deleted.

Para 6 (iv) : This para can be deleted as it will be very difficult to administer . As per Union, it does not appear employee friendly. Union’s fear that its application in a subjective manner will lead to vindictiveness.

Para 7 (b) : The first sentence namely “In the complete span of employee service, two request transfers shall be permitted” can be omitted. Subsequent content in this para takes care of management’s concern.

Para 11 (a) : This para will be rephrased as “As the non-executives of Circle/SSA level have been recruited to serve the concerned Circle/SSA, requests for inter circle/SSA transfers outside of transferability zone will generally not be encouraged. However, in case of personal hardship request transfer of non-executives on unilateral basis will be considered by Director (HRD) in case of inter circle transfer or the Head of the Circle in case of inter SSA transfers or their delegated authorities as the case may be only after serving the concerned Circle/SSA for two years in the cadre.”

Para 11 (b) : Part/portion of the para starting from the sentence “Service rendered.....also to be forfeited” upto the end can be deleted.

Para 11 (c) (ii) : In case of Non-Executives, there will be only seats/sections tenure of 4 year. The concept of Station tenure and SSA tenure staff for Circle cadre should be done away with and hence 11 (c) (ii) will be termed as “Seat/section tenure will be 4 years” and rest of the para will stand deleted.

Para 11 (c) (iii) : The age limit of 58 years will be reduced to 57 years.

Para 11 (c) (iv) : In the first sentence, the tenure will be made 2 years in place of 3 years. The tenure station period should be only two years for non-executives. All financial benefits to compensate the

hardship due to transfer such as loss in HRA and other inconveniences in shifting should be given to employees on transfer to a tenure station. Those transferred to tenure station should be allowed to retain staff quarters, concessional phone etc. at their original station and granted posting of choice after completion of tenure.

It was stressed by DDG (Restructuring) that if we make the transfer policy too much restrictive on the Management, then it will be difficult to run efficient operations of scattered telecom assets in remote, rural, unpopular and difficult areas. Also since shortages in manpower need to be spread evenly, transfers become inevitable. However, keeping in mind the staff side apprehension that the paras indicated above are causing anxiety among the employees which may result in employee unrest and dissatisfaction and hence the proposed modifications. It is understood that above modifications are suggestions to higher BSNL Management.

Shri Kuldeep Goyal, CMD BSNL exhorts the members of staff to strive hard to achieve targets.

Copy of DO Letter no 12-8/2007-PAT(BSNL) Dated 18.12.2007.

Reference is invited to this office order no 12-8/2007-PAT(BSNL) Dated 10.10.2007 regarding grant of Productivity Linked Incentive (PLI) for the year 2006-07 with minimum of Rs.10000/-. The demand of staf side for raising minimum limit of PLI from Rs. 7000/- to Rs. 10000/- was agreed in view of categorical assurance of staff side in National Council meeting held on 20.9.2007 that they will make all out efforts to increase the revenue of BSNL hopefully to the order of Rs. 50,000/- crores in the financial yar 2007-08. In view of the assurance given by the representative union, while agreeing to the minimum limit of Rs. 10000, the Board desired that the employees be appraised of the fact that PLI so paid for the year 2006-07 has been linked with the turnover target of Rs. 50,000/- crores for the year 2007-08.

The position of actual turnover for the six month period ending 30.9.2007 reveals that we could achieve turnover to the tune of Rs.16,864.03 crores only which is even less than what was achieved during the corresponding period during 2006-07. In view of our commitment and the short fall so far, it has become absolutely necessary to mobilize all our resources so as to achieve annual turnover to the targeted level of Rs. 50,000 crores for the year 2007-08.

I would, therefore, request you to give wide publicity of the fact and take all required steps including impressing upon employees including, Employee Associations/Unions to strive hard to achieve the stipulated target.

With best wishes.

Yours sincerely

Sd/-

(KULDEEP GOYAL)

MTNL Mazdoor Sangh has conducted their 4th annual conference at New Delhi on 12th December 2007. The General Secretary attended the conference and addressed the delegates. The GS has called upon the MTNL workers to ensure that no other service provider remains in the field in New Delhi. The conference was also addressed by Sri Uday Rao Patwardhan, General Secretary BMS, Sri Amarnath Dogra, Prabhari PSUs and Sri Girish Arya, Vice President, PSENC. S/Shri Giri Raj Sharma, Brijesh Upadhyaya and Gaur were elected as President, General Secretary and Finance Secretary respectively.

Formation of Circle/SSA Branches of BTEU (BSNL)

Haryana Circle:

The circle conference of Haryana Circle was held on 15.12.2007 at Rohtak. More than 150 delegates have attended the conference. The following are elected unanimously.

President: Shri K.K.Agarwal,SSS o/o CGMT Ambala
Circle Secretary: Sri Surya Bali Yadav, TTA, Jajjar
Fin.Secretary: Sri Amar Singh TM Rohtak

Hyderabad Telecom District (AP Circle)

The District conference was held on 18.11.07.

President: Sri K.Srinivas, STS
District Secretary Sri A.Ganesh, TM
Treasurer Sri Rajaiah, TM

Tirupati Telecom District (AP Circle)

The District conference was held on 18.11.2007

President : Shri K.Kuppuswamy, STS Puttur
District Secretary: Sri M.V.Ramanaiah, TM(O) Tirupati

Finance Secretary: Sri B.J.Manohar, TM Tirupati

District Working Committees of Bihar Circle:

Patna Telecom District:

President: Sri Muralidhar Pandey, TM
Distt Secretary:Vidyanand Sharma,Sr TOA (G)

Fin.Secretary:Thakur Dayal Singh,Sr.TOA (G)

CGMT Office Branch:

President : Sheo Lal Ram, Sr TOA(G)
Secretary: Raj Narain Pandey, Sr TOA(TG)
Fin.Secretary: Mohan Kumar, TM

Darbhanga Telecom District

President: L.K.Jha, Sr TOA(G)

District Secretary Arun Kumar Chaudhary, Sr.TOA

Fin.Secretary: Md.Kalimullah, Sr TOA(T)

Bharatiya Workers of Kerala Circle are given judgement from the Hon'ble High court of Kerala in favour of their Sr TOA case.

The Hon'ble Tribunal of Kollam has given a verdict in case involving Sr TOAs of Kerala circle filed by the Bharatiya Unions. This was opposed by the BSNL management in the Hon'ble HC of Kerala stating that the un recognized unions have no say in such matters. The Hon'ble HC of Kerala stayed the verdict of the Hon'ble Tribunal of Koollam. The case was again taken up by the Bharatiya Union and the Hon'ble HC of Kerala has vacated its stay. Kudos to the BMS workers of Kerala circle. The copy of the judgement is awaited.

BSNL CO ND RELEASES 1000 POSTS OF JTO FROM OUT SIDE QUOTA TO 35% QUOTA FOR PROMOTION OF QUALIFIED AND TRAINED TTAs VIDE LETTERS NO 1)5-4/2007-Pers.IV/1 dt 26.12.2007 and 5-4/2007-Pers.IV/2 dt 26.12.2007 for the years 2006 & 2007.

General Secretary writes to BMS (Central) for disaffiliation of BSNLMS/BTEF/BSNL OA vide letter no BTEU(BSNL)/Org/2007 Dated 21-12-2007

Respected sir,

The Bharatiya Telecom Employees Union (BSNL) was formed at Hyderabad in the month of April 2007 and was subsequently registered at New Delhi vide registration no 5123 and thereafter affiliated to the Bharatiya Mazdoor Sangh in the month of August 2007. This is as a result of the disaffiliation of the BSNL Mazdoor Sangh from the BMS. This disaffiliation was done voluntarily by the General Secretary BSNL MS for reasons best known to him. Similar is the case with the BTEF and BSNLOA and MTNL OA.

After formation of the BTEU(BSNL), circle branches have been formed in all most all the Telecom Circles and Regions and further branches are being formed at District/unit level also.

It is being brought to the notice of us that still the functionaries of the BSNL MS and BTEF are propagating the theory they represent the BMS and that they are its flag bearers. This picture is being presented by them even to the management even though they have removed the symbol of the BMS and the words affiliated to BMS from their letter heads and sign boards. This is causing apprehensions and misgivings to the cadre in the field and a state of confusion is also being maintained in certain pockets.

In order to remove all such apprehensions and confusion in the field it is imperative that a circular may be released by the Central BMS to all concerned including the BSNL/MTNL / DOT management that the BTEF/BSNL Mazdoor Sangh /BSNLOA /MTNL OA are no longer associated with the BMS and that they stand disaffiliated from the day they sought disaffiliation voluntarily.

Further the accommodation at T 15 Atul Grove Road New Delhi is still under the control of the BTEF. This accommodation was allotted to the Bharatiya Federation by the Government of India by virtue of its affiliation to the BMS. As this relation ship no longer exists and that the BMS has formed a union on its own i.e. BTEU(BSNL) it is but natural that the ownership of T 15 Atul Grove Road also stands transferred to it automatically.

It is therefore requested that a letter on the above lines with supporting documents be sent to the DOT/BSNL at the earliest.

Thanking you,

Yours sincerely,
Sd/-
SVS.Subrahmanyam
General Secretary

Copy to

- 1Shri Amarnath Dogra ji, Prabhari PSU for kind information and necessary action please
- 2Shri Bhaskara Sharma ji, General Secretary PSENC for kind infn and n.a please.
- 3.Shri Gri Raj Sharma Ji, Prabhari, BSNL for kind information please

General Secretary toured Pune Telecom District (Maharashtra circle) on 20th and 21st December and met the office bearers and other karyakarthis of BTEU(BSNL). The General Secretary also visited the house of Shri S.W.Lawtey, former Secretary General BTEF who is not keeping good health for the past several days and wished him a speedy recovery. Shri H.V.Sovani, senior most leader of Bharatiya Union, Smt Vandana Khamthe, Vice President BTEU(BSNL) and Shri Purandhare senior most activist were with the General Secretary on both the days.

National Executive of PSENC:

Two day national executive meeting of the Public Sector Employees National Confederation (PSENC) will be held at Nagarcoil, Tamil Nadu on 30th and 31st January 2008.

BHARATIYA TELECOM EMPLOYEES UNION (BSNL)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh)

CHQ:24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

Email bteubsnl@indiatimes.com

NEWS LETTER

**Volume 1
2007**

Issue 3

October & November

Historic CWC of the BTEU(BSNL) at Pushkar, Rajasthan:

The Working Committee Meeting of the union was held at the historic temple town of Pushkar in Rajasthan on 29th and 30th of October 2007. The atmosphere in the meeting was surcharged with the members of the CWC eager to participate in the deliberations and show a new direction to the BSNL workers. The CWC began with the traditional Jyotiprajwala by Shri Amarnath Ji Dogra, Prabhari Public Sector Enterprises. The meeting was presided over by Shri K.Radhakrishnan, President of the CHQ. S/Shri Giriraj Ji Sharma, Prabhari BSNL, Brijesh Upadhyaya Ji, General Secretary MTNL Mazdoor Sangh and Dharma Raj Ji, Asstt General Secretary of the MTNL Mazdoor Sangh were also present. Shri Rajender Prasad, General Secretary, Bharatiya Mazdoor Sangh, Rajasthan graced the occasion.

Shri K.Radhakrishnan, President welcomed the CWC members and urged them to get charged up for the tasks ahead and conducted the proceedings of the CWC. The CWC was inaugurated by Shri Amarnath Ji Dogra. During the course of his inaugural address, Shri Dograji gave instances of BMS workers getting better service conditions and wages for the employees in various PSUs and hoped that the BTEU (bsnl) would shortly achieve the set goal. The General Secretary explained in brief the steps taken by the CHQ in organizing the union in the circles and the tasks ahead. Thereafter the circle secretaries presented their report cards on the activities of the union in their respective circles. The discussion on policy and programme was initiated by Shri Brijesh Upadhyaya ji. He stressed the need for killer instinct in the workers and urged them to

Be prepared for sacrifices and strive hard for the development of the Union. He has stated that the main aim of the BMS workers should be to win in the ensuing 4th membership verification in BSNL and to achieve this goal a concerted effort should be made by all concerned. The discussions on Promotion Policy, Wage negotiations and pension related issues were initiated by S/Shri Dharam Raj Ji and Giri Raj Sharma Ji. The members of the CWC actively participated in the deliberations and shared their views.

The CWC deliberated on many vital issues concerning the BSNL and the work force and felt that the recognized union has failed in all spheres and that there is every need to highlight the shortcomings of the recognized union before the workers.

UNITED FORUM CALL FOR AGITATION - A PLOY TO COVER THEIR FAILURES

The united forum has given a call for an agitational programme including strike in November- December 2007 in order to press for long pending demands of the employees. This is only a ploy being adopted by them to cover up their failures. The united forum has made several promises to the workers at the time of the 2nd and 3rd verifications. However, their track record in these 3 years is nil. They have failed to achieve any thing tangible for the workers. We are sure that this kind of gimmicks being indulged in by the leaders of the United Forum will not be liked by the workers who have now become wise and would not fall prey to them once again.

Copy of letter no BTEU(BSNL)/PSU/20007 Dated the 31st October 2007 addressed to Shri Kuldeep Goyal, CMD BSNL regarding marketing of BSNL products with PSUs and its employees.

Sir,

We welcome and appreciate your recent strategies adopted for capturing a larger market share for BSNL and have a fond hope that we would soon regain the lost ground of largest player position in terms of revenue and consequent profits. While the new areas discovered by BSNL for market expansion have high revenue potential, there should be other obligatory segments, which have to be aptly tapped and one such area is the Public Sector companies with its vast operational area and work force.

Needless to say, the very Public Sector is plagued by stiff competition by the Private sector and our profits are dwindling mainly due to the latter is making deep inroads into the domains of the former and grab the market in their favour in the form of some sops offered initially. Therefore, to arrest the usage of private sector products by the Public Sector Organizations and its employees, *we have to devise an obligatory mechanism whereby the PSUs and its staff working therein shall patronize the products of Public Sector Companies only so that certain fraction of revenue is perennially assured.* Such symbiotic existence makes the very Public Sector as a single entity given the quality of service and cost effectiveness are ensured while offering the service.

Therefore, the need of the hour is that the apex body has to come out with exclusive packages and impress upon the managements of the PSU and its employees of the corporate individual Responsibility. Patronizing the products marketed by the state run Public Enterprises would be the highest element of corporate individual responsibility since such an act obviously generates and augments the profits of government owned companies to a larger extent whereby our Coffers always remain comfortable.

We hope you would expedite the matter in all seriousness and our share of persuasion will always follow.

Thanking you,

Yours sincerely,
Sd/-

(S.V.S. SUBRAHMANYAM)

General Secretary

Letter addressed to Shri Kuldeep Goyal, CMD BSNL New Delhi vide letter NO: BTEU (BSNL) / TTA/2007 Dt 5-11-2007 regarding promotion of TTA to JTO.

Subject: Promotion of TTAs to the cadre of JTO

Sir,

This is regarding the promotion of the TTAs who are qualified in the Screening Test held in the year 2000 and trained in the JTO cadre in the year 2004 and officiating from May 2005 onwards. This issue has been discussed by the unions/associations in various fora for the past several years stressing the urgent need to regularize the services of the incumbents as continuous officiating arrangements for years together is not envisaged in the rules. All the TTAs are doing equal field services as that of regular JTOs both qualitatively and quantitatively and therefore a slight hike in emoluments and cadre change in JTO undoubtedly boosts up the morale of the existing TTA.s resulting in more out turn.

Despite all this, no amicable solution could be found so far for regularizing these officiating arrangements. The management has been diverting about 500 posts of JTOs from out side recruitment quota from August 2001 onwards. However no posts were diverted during the past 2 years and the TTAs who are officiating in JTO cadre have become desperate.

As you are aware, the cadre of TTA in the field has been quite pivotal and the network developed by them is serving us despite all odds. The interest of the cadre has to be protected by all of us. Further it is brought to the notice of this union that due to various court cases, the diversion of vacancies from out

side quota is held up. In order to obviate this it is suggested that the posts of TTAs occupied by these qualified and trained officials be upgraded to the JTO cadre as a one time measure by personal up gradation. These posts can be abolished as and when the same are vacated by these officials in the course of time vis-à-vis retirement, resignation and promotion etc as the case may be.

We request you to kindly consider this issue in a very sympathetic manner taking into account the services rendered by these TTAs in the growth of the network.

Thanking you in anticipation

Yours sincerely,

Sd/-

(S.V.S.Subrahmanyam)

General Secretary

BSNL AND MTNL TAKE ON AIRTEL

BSNL and MTNL hit back at Bharti Airtel chairman Sunil Mittal who had questioned the government's move to allocate additional spectrum to the PSUs, described them as being inefficient and had asked the government to withdraw the additional radio frequencies allocated to them. BSNL's chairman and managing director Kuldeep Goyal told reporters that the company was entitled to the spectrum it had been awarded, while adding that Mr Mittal's comments that the PSU was using spectrum inefficiently were baseless. Mr Goyal also said that with the government permitting dual technology, BSNL was examining the possibility of offering full-fledged CDMA services. "We will set up about 10,000 wireless towers for the CDMA network within a year if we decide to go in for full-fledged CDMA services," Mr Goyal said. He also ruled out any surrender of 2G spectrum as demanded by Mr Mittal. MTNL, on its part defended the government's move to award it special treatment with regard to spectrum allocation. The company said that since it was a late entrant in the mobile space, it was always at a disadvantageous position vis-à-vis its competitors. The company said that it was given GSM spectrum in two different bands unlike private players and this put great

constraint on frequency planning and network quality. It also added that this had resulted in increased capex and opex and had adversely affected the profitability to MTNL. The PSU, which offers services in Mumbai and New Delhi also said that it was on account of the litigation brought about by private operators that it was forced to enter the mobile segment late. Private GSM players have been at loggerheads with the government over its recent move to give additional spectrum to BSNL which took the PSU's total allocation to 10 MHz in all major telecom circles even as they (private players) had been waiting for radio frequencies since December 2006. When it was pointed out that the DoT had given spectrum to the PSUs as per the earlier allocation criteria, even as private operators were asked to wait for the new policy, Mr Goyal said that he could not comment on the issue. "We are a state-owned company, so it is the government's prerogative to grant us spectrum," he said. On Thursday, Mr Mittal in his communication to the DoT had said that there was no logic why BSNL and MTNL, which have significantly lower customers than Airtel, were given spectrum generously even when they have not fulfilled the subscriber base criteria as prescribed in the current policy. MTNL in its reply has also added that special treatment was essential for it was essential from national security point as the PSU catered to the communications needs of India's defence forces.

Government of India order on Pension

The Ministry of Personnel, Public Grievances and Pensions (Department of Pension and Pensioners Welfare), Government Of India notification dated 25th October 2007 is reproduced below.

S.O1821(E)-In exercise of the powers conferred by the proviso to article 309 and clause (5) of Article 148 of the constitution and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department and in supersession of the notification number S.O 1487(E) dated 14th.

October 2005 except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules further to amend the Central Civil Services (Pension) Rules 1972 namely:-

I (1) These rules may be called the Central Civil Services (Pension) Amendment Rules 2007

(2) They shall be deemed to have come into force from the 30th day of September 2000 i.e. date from which provision of pro-rata pension was withdrawn.

(2) In the Central Civil Services (Pension) Rules 1972, in rule 37A, for sub-rule (8) the following sub-rule shall be substituted namely:-

“(8) A permanent Government servant who has been absorbed as an employee of a Public Sector undertaking or autonomous body shall be eligible for pensionary benefits on the basis of combined service rendered by him in the Government and in the public sector undertaking or autonomous body in accordance with the formula for calculation of pension /family pension under these rules as may be in force at the time of his retirement from the public sector undertaking or autonomous body as the case may be or at his option, to receive pro rata retirement benefits for the service rendered under the Central Government in accordance with the orders issued by the Central Government.

Explanation: The amount of pension/family pension for the absorbed employee on superannuation from Public Sector Undertaking/Autonomous body shall be calculated in the same way as would be the case with a Central Government servant retiring on superannuation on the same day

Email ID of the union :

A mail box has been opened with the following mail id. All the Circle Secretaries and activists of the union are requested to kindly send their comments and information pertaining to the activities of the union in their circle to the mail id regularly.

bteubsnl@indiatimes.com

The Public Sector Employees National Confederation (PSENC) an affiliate of the Bharatiya Mazdoor Sangh has given a call for a mass Dharna/Demonstration in front of Parliament House at New Delhi on 4.12.2007 in support of the following demands.

- 1.No privatisation / Disinvestment of PSUs
- 2.No outsourcing in PSUs
- 3.Wage revision shall immediately be commenced and concluded and should be for every 5 years instead of 10 years with 100% DA neutralisation.
- 4.No contract labour in PSUs
- 5.Grant of Navaratna Status to BSNL
- 6.PSUs should be given autonomy in all matters
- 7.Against Kelkar Committee Recommendations aimed at 50% disinvestment and FDI @ 50% in Defence PSUs
- 8.Bonus for PSU workers beyond Rs.10,000 wage limit

The programme will commence at Jantar Mantar, New Delhi at 11.00 AM on 4.12.2007. Eminent trade union leaders of Bharatiya Mazdoor Sangh will address the gathering. Efforts should be made to mobilize a large number of workers for the above said programme.

BTEU (BSNL) WARMLY EXTENDS GREETINGS ON THE OCCASION OF DEEPAWALI AND GURUPRAB. MAY THIS FESTIVAL SEASON USHER IN PEACE AND PROSPERITY IN TO THE HOMES OF THE BSNL EMPLOYEES.

EPF PENSION FUND COLLAPSE IMMINENT AS THE UPA GOVERNMENT PROPOSES TO DEFER PENSION PAYMENT:

The Ministry of Labour in a meeting held in September 2007 with the Central Board of Trustees informed the Trade Unions that the Pension fund was likely to collapse as a staggering amount of Rs.30,000 crore deficit has already been incurred in the past three years. It was proposed by the Labour Ministry that the employees may have to wait for at least 2 years after retirement to get their pension as opined by an expert group. One of the other suggestions made by the expert group was that the employees contribution be increased from the present 8.33% to 10.33% or to restrict the withdrawal benefits. This was vehemently opposed by the Bharatiya Mazdoor Sangh in the meeting.

Pay Commission mulls pay for performance

The sixth central Pay Commission is examining the feasibility of introducing performance-linked salaries for government employees. The commission has constituted a study group headed by Indian Institute of Management -Ahmedabad Professor Biju Varkkey to develop a model on these lines.

The study group has submitted interim reports and was expected to send its final report soon, a Pay Commission official told Business Standard. The group is expected to evolve a system of linking performance-based pay to the actual delivery of services to citizens.

Declining to reveal details of the interim findings, the official added that the Pay Commission's report will be submitted next March, slightly ahead of the original deadline of April 2008.

Performance-linked pay is a marked departure from the present practice. If implemented, it will align government pay more closely to corporate sector compensation practices. Pay increases for both central and state government employees are currently based on annual increments, and salaries depend more on length of service and hierarchy than annual performance. The Varkkey group has been asked to work out a model in which a base salary is attached to each post based on the conventional criteria of skills and responsibilities. A second component of salary could be introduced that pays a percentage of the basic salary based on performance and productivity. This could be determined either individually or as a group. The group has been asked to evolve measurable and quantifiable criteria for judging performance and productivity of different grades of employees in various government organisations depending on the nature of their work and relationship with their clients. The study is also expected to consider international best practices. It will also suggest whether performance-related pay should be applied to all jobs in all sectors or to higher managerial positions in certain sectors to begin with.

The sixth Pay Commission was constituted last year by the United Progressive Alliance government. It is chaired by Justice B N Srikrishna. The award of fifth Pay Commission, which was set up in 1994 and implemented in 1997, was widely blamed for setting back central and state finances

Circle Conference of Orissa Circle

The Circle Conference of Orissa Circle was held on 18.11.2007 at Bhubaneswar in the TRC o/o CGMT. Delegates from more than 15 SSAs have attended the conference. The following were elected in the conference for the term 2007-09.

President Shri M.N.Sahoo, CSS o/o CGMT

Circle Secretary Sri Trinath Nayak, SS(O) o/o CGMT

Finance Secretary Sri N.C.Das, SSS, o/o GMTD Bhubaneswar

Government considering to raise retirement age by 2 years for Central Government Employees?

In a move that will benefit over 10 million central and state government employees, besides those in the defence services, the ministry of personnel is finalising a proposal to raise the retirement age of central government officials from 60 to 62 years. If approved by the Cabinet, this will be the second time in nine years that the retirement age will be raised. "Those who support the proposal feel it should be implemented in order to retain the collective experience. But there are people who say more young people should be brought into government services. We are discussing the matter," minister of state for personnel Suresh Pachauri told Business Standard. He declined to specify when the proposal would come before the Cabinet. In 1998, the retirement age was raised from 58 years to 60, principally as a means of easing pension payments caused by a hefty increase in government salaries on the lines of the Fifth Pay Commission recommendations. The move is expected to be politically beneficial for the ruling United Progressive Alliance since the government servants constitute a large vote bank. General elections for India's Parliament are due in early 2009 but the critical state elections in Gujarat and Himachal Pradesh will be held in December. The move also comes ahead of a significant increase in salaries expected with the recommendations of the Sixth Pay Commission early next year. The official reason for raising the retirement age is India's increasing life expectancy, which has improved from 62.86 years in 2000 to 68.59 years in 2007. The retirement age of the government officials in most developed nations ranges between 62 and 65 years. The move is likely to have a significant impact on government finances which are now tied to Parliamentary commitments on fiscal prudence. According to the Budget estimate for the current fiscal year (2007-08), the outgo on pay, allowances and travel expenses, excluding defence services, is Rs 46,379 crore, around 11.60 per cent higher than in 2006-07. The central government has 3,32,1210 employees (excluding defence personnel) on its rolls, the number projected to go up marginally to 3,32,9682 in 2008. The current retirement benefit for a retiring officer at the secretary level is around Rs 25 lakh, which is paid in one go. In addition, the pension is equivalent to 50 per cent of the last basic pay. The move is also likely to impact state finances since the state governments typically follow the Centre's lead on such personnel policies. The state governments are estimated to have a total of around seven million employees. A serving secretary in the union government, who supports the move, said a decision will ultimately depend on the fiscal impact. Another secretary was a little skeptical. "Personally, I feel it would be a retrograde move as it will lead to stagnation in the government. I feel 60 is a good age to retire at," he said. A defence services official pointed out that the key benefit would be that the government will be able to tide over the pension liabilities for two years, especially as they would go up due to the Sixth Pay Commission award.

BHARATIYA TELECOM EMPLOYEES UNION (BSNL)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh)

CHQ:24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

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NEWS LETTER

Volume 1

Issue 2

September 2007

Wither Transfer policy?

The transfer policy for BSNL employees notified by the Management vide its order No 6-01/2007-Restg, dt 6.9.2007 has created a sense of insecurity in the minds of the employees who intend to seek transfer on personal grounds. As per the transfer policy the management feels that the employees have to be encouraged to seek transfers but on the other hand the policy is so damning that no one would dare to seek transfer as he / she would loose all their service. We reproduce below some of the highlights of the transfer policy.

Employees will be encouraged to request transfers which will facilitate their career development.

In the complete span of employee service two request transfers shall be permitted. Request transfers shall generally be acceded to as far as possible. Employee while making request should give in writing that he is asking for request transfer. In his application circumstances under which transfer is required need to be explained clearly. Further employee should serve minimum two years at a particular location before asking for a request transfer.

Transfer Rules for Non-Executives:

(a) As the non-executives of Circle/SSA level have been recruited to serve the concerned Circle/SSA, request transfers of non-executives on unilateral basis shall be considered by Director(HRD) or their delegated authorities only after serving the concerned Circle/SSA for five years in the cadre.

b)The non-executives transferred from one Circle/SSA to another, either on mutual or unilateral basis, shall rank en bloc junior to all other non-executives of the cadre in new Circle/SSA(where employee is going to join on transfer) on the date of joining. Service rendered in previous Circle/SSA shall not be counted for the purpose of computing qualifying service for any perks/ incentive / compensation linked with service and career progression, either time bound or post based in new

Circle/SSA. Further, their claim for any benefit on service related career progression/perks/incentives/compensation on the basis of service rendered in previous Circle/SSA should also be forfeited.

Transfers within recruiting Circle/SSA :

a)For transfers involving station change within recruiting Circle/SSA, stay at the station shall be the criteria.

b)Seat/Section tenure will be four years, station tenure ten years and SSA tenure for Circle cadre staff shall be twelve years. For counting station/SSA tenure, the period of service rendered in previous grade/grades would also

be counted. However, the period of service rendered as DRM/TSM shall be excluded. Break period of two years or more shall only be recognised while computing post/station/ SSA tenure.

c)Employees of 58 years or more shall normally be exempted from rotational transfers involving change of station, however, they can be rotated on the basis of seat/section tenure at same station.

d)Regarding transfers from urban to rural/unpopular and vice versa, the rural stations should be treated as tenure stations with tenure of three years. For effecting transfers from urban to rural stations, the system of calling of volunteers is to be adopted & in the event of not getting adequate volunteers, employees of the cadre having longest stay at the station shall be transferred. Such transferred employees shall be eligible for choice posting at urban station on completion of rural tenure, if necessary, by transferring out other

WE EXTEND OUR GREETINGS FOR THE ENSUING POOJA FESTIVAL. MAY GODDESS DURGA BESTOW HER GOOD WISHES TO ALL THE MEMBERS OF STAFF AND THEIR FAMILY MEMBERS. MAY THIS FESTIVAL SEASON BRING IN PEACE AND PROSPERITY INTO YOUR LIVES.

employee with longest stay at the urban station. Persons posted in rural areas may be allowed to continue even beyond three years tenure if they so volunteer. However they should be subjected to the prevailing tenure limits.

The above transfer policy was communicated by the Management in the form of a draft policy to the recognised union vide its letter NO: 3-1/2002-RESTG(Pt.II) dated 11.12.2006. The recognised union is now crying hoarse that the policy is not acceptable to them. What have they done for all these months?.

Recruitment of Management Trainees in BSNL:

The BSNL has notified the Recruitment Rules for Management Trainees vide order no 400-07/2005-Pers I dated 13.9.2007, for both internal and external recruitment. As per these RRs the internal candidates should not have crossed 36 years of age and should possess the relevant specialisation i.e. MBA for Marketing, HR etc. However, the RRs also stipulate that apart from the MBA qualification the internal candidate should also have engineering degree. Here comes the crunch. With a clever idea to keep away the internal candidates from appearing for the MT posts, the BSNL management has devised this plan. The age bar also adds as a deterrent to the employees. The CHQ has protested against these Recruitment Rules and demanded that the RRs be amended.

New Circle Bodies of the BTEU (BSNL) constituted :

1.Gujarat Circle:

President Shri Y.P.Chouhan, Sr Accountant o/o CGMT Ahmedabad

Circle Secretary: Shri Hemanth Singh J Chouhan, TM, GMTD Jamnagar

Treasurer :ShriM.A.Patel,SrTOA,Ahmedabad TD

2.Karnataka:

President:Shri Krishna Raju, TM Bangalore TD

Circle Secretary: Shri Diwakar Bhatt, Sr.TOA Chikmagalore

Treasurer: Shri AD Govindappa, TTA, Chikmagalore

3.Northern Telecom Reogion (New Delhi)

Circle Convenor: Shri Suresh Kumar Sharma, Sr TOA(T) New Delhi

4.Uttar Pradesh (West)

Circle Convenor: Shri Dev Varma, TM Aligarh

5.Uttarakhand:

Circle Convenor: Shri Moti Ram, TM Dehradon

6.Maharashtra Circle

President:Sri PM. Joshi, Sr TOA Dhulia

Circle Secretary:Sri Dhananjay Thakre,Sr TOA Akola

Fin Secretary:Sri Rathod, Sr TOA Akola

The Circle Conventions of Kerala is taking place on 13th October 2007

Link Pay of Public Sector Employees with Market - SCOPE

The standing conference of Public Enterprises (SCOPE) has demanded that the pay and perks of employees working in Public Sector Enterprises at all levels be linked to the market.

Shri M.Dewan, DG, SCOPE, said that the current practice of revising wages once in 10 years had no connection with affordability. The guidelines do not take full cognisance of individual qualification or contribution nor takes into account the aspirations of the employees with the result that there was an unprecedented increase in resignations during 2006-07 across all categories of staff. Scope has also demanded merger of 50 % DA in Basic Pay and enhancing of retirement age to 62 years from the present 60 years. Scope in its report to the Second Pay revision commission has also demanded powers for fixation of pay for the staff.

CWC of the CHQ:

The Working Committee Meeting of the Central Head Quarters will take place on 29th and 30th October 2007 at Pushkar, Rajasthan. Notice is reproduced herewith.

No: BTEU(BSNL)/CWC/2007 Dt 20-9-2007

NOTICE

**

It is hereby notified that the Working Committee Meeting of the Central Head quarters of Bharatiya Telecom Employees Union (BSNL) will be held from 10 AM of 29th to 16.00 Hrs of 30th October 2007 at Ram Sakha Ashram, Pushkar, Ajmer, Rajasthan under the Presidentship of Shri K.Radhakrishna, esteemed President of the CHQ in order to transact the following agenda:

A G E N D A

1. Confirmation of the Minutes of the last CWC held at New Delhi
2. General Secretary's report
3. Finance Secretary's report
4. Reporting by Circle Secretaries
5. Policy and Programme
6. Charter of demands of BTEU(BSNL)
7. Transfer Policy
8. Promotion Policy
9. Wage revision in BSNL
10. Issues concerning BSNL
11. Any other item with the permission of the President

(S.V.S.Subrahmanyam)
General Secretary

News in brief:

IDA w.e.f.1.10.2007

IDA Increases by **4.9 %** w.e.f. 1.10.2007 from the existing 71.1 % to 76%.

AI Status for Bangalore:

Bangalore city also gets A1 Status

Lesser bonus this year?

The performance of the BSNL has come down during the financial year 2006-07 and as such the rating of BSNL as per BPE guidelines has been declared as Very Good. Thus it will have an adverse effect on the declaration of Bonus.

Telecom Service Centre of Ratlam (MP Circle) declared as the best service Centre by the BSNL. We congratulate all the staff working in Ratlam SSA for this achievement.

Absorption of Trained RMs into TM Cadre:

The RMs who have passed the 2nd screening test and trained in TM cadre are likely to be given Line Man pay scale. The case is being pursued in the Corporate Office/ DOT

Verification of membership of Central Trade Unions by the Government of India:

The Government of India has announced the results of the membership verification conducted by the Chief Labour Commissioner, New Delhi. In the results declared, the **Bharatiya Mazdoor Sangh has got a membership of 62.2 lakhs.** The CITU union which is affiliated to the CPI(M) has got only 26.7 lakh members. The second position has been taken by the INTUC with 38.9 lakh members.

**Sl.No Name of Union Membership %
in lakh Nos**

| | | | |
|----|-------|------|------|
| 1. | B.M.S | 62.2 | 25.2 |
| 2. | INTUC | 38.9 | 15.8 |
| 3. | AITUC | 33.4 | 13.5 |
| 4. | HMS | 32.2 | 13.0 |
| 5. | CITU | 26.7 | 10.8 |

Applicability of the provision of payment of Gratuity 1972 and Rules made there under for Government Employees absorbed in BSNL

The Corporate office BSNL New Delhi vide their letter no 31-70/2006-Pen(B) dated 18.9.2007 has given the following directives on the subject cited

above to The CGMT Punjab Circle and copy to all the Heads of Circles.

Sir,

I am directed to refer to your office letter no CA/1/BSNL/PB/Genl-1/2006-2007/4, dated 6.12.2006 on the above noted subject and to say that the case was examined in consultation with DOT and it is intimated that Pension./Family Pension of the absorbed employees in BSNL are regulated by the following provisions of 37(A) of CCS Pension Rules 1972 which reads as follows:

Sub Rule:8:"A permanent Government servant who has been absorbed as an employee of a Public Sector Undertaking or Autonomous Body shall be eligible for pensionary benefits on the basis of combined service render by him in the Government and in the PSU or Autonomous Body in accordance with the formula for calculation of pension/family pension under these rules as may be in force from time to time of his retirement from the PSU or Autonomous body as the case may be".

Explanation: As per this provision, the amount of pension / family pension of the absorbed employee on superannuation from PSU/ Autonomous body shall be calculated in the same was as would be the case with a Central Government servant retiring on superannuation on the same day.

Sub Rule 21: Provides that pensionary benefits including family pension of absorbed employees will be paid by Government of India (GOI).

Rule 3(O): CCS Pension Rules defines pension as follows:

(O) "Pension includes gratuity except when the term pension is used in contradistinction to gratuity but does not include dearness relief.

In view of the above it is clarified that provision of payment of Gratuity Act 1972, and rules framed there under are not applicable to the Government employees absorbed in BSNL. They were Government employees till the date of absorption and their absorption in BSNL and settlement of their pensionary benefits were in accordance with the option exercised by them read with CCS (Pension) Rules, 1972. The contributory Provident Fund Scheme is also not applicable to them.

It is, therefore, requested to send a suitable reply to labour enforcement authorities explaining the rule position and the non applicability of payment of Gratuity Act to the Government employees absorbed in BSNL in consultation with BSNL advocate.

Sd/-

(RRP.Sinha)

Asstt Director General (Pers V)

We extend our warm greetings to all our staff members on the occasion of Ramzaan.

Govt raises salary limit for bonus

Ahead of the festival season, the government handed a bonanza to millions of industrial workers by approving changes to the Bonus Act, which would make workers drawing up to Rs 10,000 monthly salary eligible for annual bonus. Hitherto, only those drawing a monthly salary of up to Rs 3,500 were eligible to claim bonus. The Cabinet has approved the amendment to Section 12 "to raise the eligibility limit for payment of bonus from the salary or wage of Rs 3,500 to Rs 10,000 per month," Labour Minister Oscar Fernandes told reporters. He said construction workers, even if they have worked for a month with builders or contractors, would also be eligible to avail a proportional bonus from their employers. The decision would benefit seven per cent of the total workforce in the country, which is working in the organised sector, said the Minister. The payout proposal is broadly in line with recommendations of the 41st session of the Indian Labour Conference (ILC) held in April this year, and is the result of a long-pending demand of the trade unions, particularly the **Bharatiya Mazdoor Sangh**. Incidentally a high powered delegation led by Sri Uday Patwardhan, General Secretary, BMS met Shri Oscar Fernandes, the Hon'ble Labour Minister on 24.9.2007 in this regard. Sources said since the next session of Parliament would be called in November, government may bring an ordinance for the purpose. Though the minister declined to comment on the financial implications of the decision, sources said the government had paid between Rs 300 crore and Rs 350 crore last year on account of ad hoc bonus at a maximum Rs 2,467 per employee.

JOINT FORUM CALL TO ORGANISE MASSIVE DHARNA ON 11-10-2007 IN SUPPORT OF THE FOLLOWING DEMANDS

1. Immediate supply of 2G, 3G GSM Lines
2. Grant Navaratna Status to BSNL
3. Ensure Financial Viability
4. Withdraw unjustified conditions on Pension
5. Immediate Absorption of Group A / ITS Officers
6. No VRS / CRS
7. Start Wage Negotiation
8. Merge 50% of DA with Pay w.e.f. 01.01.2004

Recruitment to the post of Rajbhasha

Adhikari

Letter no 27-2/2006-Pers II, dated 3.10.2007

Subject: - Recruitment to the post of Rajbhasha Adhikari through Limited Internal Competitive Examination in accordance with RRs dated 06.08.2005- reg

Sir,

I am directed to refer to letter no 60-1/2005-OL dated 13.9.2005 on the above mentioned subject and to say that many Telecom Circles have expressed their inability to conduct LICE for the post of Rajbhasha Adhikari for want of permanent posts of Rajbhasha Adhikari.

2. The matter has been examined in consultation with Establishment Branch. The permanency of posts are in general not being done. Temporary posts are retained on year to year basis.

3. In partial modification of BSNL CO letter no 60-1/2005-DE dated 13.9.05 all the Heads of circles are directed to conduct the LICE for filling up the vacancies against all the available posts of Rajbhasha Adhikari as on 31.3.2005.

4. The Telecom Circles where the LICE has already been conducted in pursuance of letter no 60-1/2005-DE dated 13.9.2005 are directed to re-calculate the vacancies by taking into account all the available posts of Rajbhasha Adhikari as on 31.3.2005 and declare the results accordingly.

5. While declaring the results the action may be taken in accordance with this office letter no 15-66/2005-Pers II dated 30.4.2007 and 6.6.2007 (copy enclosed)

The circles are requested to intimate this office of the action taken in this regard.

Yours faithfully,

Sd/- (Bindu Roy)

Asstt. Director General (Pers II)

Copy of Letter No BTEU (BSNL)/Tfns Policy/2007 dated 13.9.2007 addressed to Shri Kuldeep Goyal Chairman & Managing Director, Bharat Sanchar Nigam Ltd., Corporate Office, New Delhi

Subject: BSNL Employees Transfer Policy

Sir,

Kind reference is invited to Corporate Office order no 6-01/2007-Restg, dated 6th September 2007 on the subject cited above wherein the transfer policy

for the employees of BSNL has been communicated. In this connection the following few lines are brought to your kind notice and consideration with regards to the non executive employees please.

As per the new policy, the non executives transferred from one circle/SSA to another, either on mutual or unilateral basis shall rank en block junior to all other non executives of the cadre in the circle/SSA on the date of joining. But as per the provisions under Rule 38 if the transfer is on mutual basis, the senior official will get the position of junior official in the new unit. It appears that the new transfer policy is formulated not as per the provisions existing under Rule 38 of P&T Manual vol IV.

As per the transfer policy issued, the service rendered in previous, circle / SSA shall not be counted for the purpose of computing qualifying service for any perks / incentive / compensation linked with service and career progression, either time bound or post based in Circle/SSA. Further, their claim for any benefit on service related career progression/perks/ incentives /compensation on the basis of service rendered in the previous Circle/SSA should also be forfeited. But as per provisions under Rule 38 of P&T Manual Volume IV, the service rendered by the official in the previous circle/SSA will be counted for service benefits like time bound promotions / perks (annual increments) and pensionary benefits, except for appearing in departmental examinations and seniority. Not only this, there is a provision of lien for the post till the official got confirmed in the new unit.

These issues are to be clarified as to whether the provisions of Rule 38 of the P&T Manual Volume IV are valid to the BSNL employees or not. If not then the condition of forfeiture of past service for. career progression /perks / incentives/compensation on the basis of service rendered in the previous Circle/SSA should be protected as is being done now in case of transfer on mutual basis or unilateral transfer to other SSA/Circle. No guidelines for transfer under deputation basis from one Circle/SSA to another have been issued vide the above cited order. This issue may also be addressed please. Keeping in view of the above, it is requested that the provisions contained in the policy with regards to non executives may be

re worked so as to avoid discontentment amongst the staff. In other words no one would dare to seek transfer from one SSA to another or from one

Circle to another as long as the provisions of the transfer policy are not modified and as such many genuine cases may suffer silently.

Thanking you,

Yours faithfully,
Sd/
(S.V.S.Subrahmanyam)
General Secretary

Shri Kuldeep Goyal ji, CMD, BSNL New Delhi writes to General Secretary, BTEU(BSNL) vide letter no 4599-CMD(BSNL)/2007 Dated 30.8.07

I am in receipt of your letter No BEEU(BSNL)/orgn/2007 dated the 3rd August 2007 extending greetings to me. I thankfully acknowledge your good wishes and share the sentiments expressed by you with regard to the growth and prosperity of BSNL

It is true that we can grow only if we work together in tandem and I look forward to develop further the growth oriented environment in BSNL. In fact, growth of any company largely depends on the behavioural pattern of its employees and approach of the trade unions. The trade unions can play an important role in this regard. I greatly appreciate the efforts made by our trade unions in the transformation of thoughts and approach in the changed business scenario.

As rightly mentioned by you, all of us have to act as "Brand Ambassadors" of BSNL to market our products and services. I am greatly impressed with your suo-moto initiative to fix informal individual targets to achieve this goal and convey my deep appreciation for the progressive initiative taken by your organisation. I am sure your this step and monitoring for its implementation in true spirit would ensure that BSNL gains back the market share lost in last couple of years and attains its pre-dominant position again. I wish you all success in this mission.

Sd/
Kuldeep Goyal
Chairman & Managing Director

DOT may dump cell licence queue

The rush of mobile licence applications landing at Department of Telecom's (DOT) doorstep is likely to impact the expansion plans of Vodafone Essar, Idea Cellular and Spice as well as the GSM ambitions of Reliance Communications, all of whom have applied for 2G spectrum in many circles well over a year ago. The current policy allocates 2G spectrum to companies on a first-come-first-serve-basis (where Vodafone, Idea and Spice are ranked above all the new applicants). At present, when a licence is allocated for a particular circle, it comes bundled with 2G spectrum. However, following the slew of applications over the last couple of weeks, the DoT had constituted an internal committee to rework the existing policy norms. DoT sources told ET that this internal committee is 'most likely' to do away with the first-come-first-serve clause, and also delink grant of licence from spectrum allocation.

Besides, the DoT committee is likely to recommend that new norms be extended to the pending applications of existing operators (Vodafone, RCOM, Idea, Spice) and not just the new players. Put simply, if implemented, this would mean that the pending applications of the players to expand to new circles will be treated at par with the nearly 375-odd new UASL applications landing over the last couple of weeks.

Confirming it, a government source close to the development told ET: "As per new norms, which will be unveiled soon, the license is likely to be delinked from spectrum allocation. The DoT committee is likely to recommend that this be extended to the pending applications of existing operators also and not just the new players. This issue will also be discussed during the meet between telecom minister A Raja and representatives from the industry in Delhi recently."

A DoT official said a possible solution being considered was to issue a pan-India UAS licence to new applicants on payment of Rs 1,500 crore entry fee, and subsequently ask all players to separately bid for spectrum through the auctioning route. "Existing players who want to expand their operations to new circles may then be asked to bid along with the new entrants. But this is only an option and there is no final decision on this yet," the DoT source said.

It must also be noted that players such as Vodafone, Idea Cellular and Spice have jointly asked the government (DOT) to treat their pending applications for mobile licenses 'on a different footing' by considering them on a 'top priority' basis, when compared to other applicants. These players, through their industry association COAI, have told the DOT that the government in the past had already discriminated against them when it announced the UASL policy in 2003.

The new policy allowed FSPs (fixed service providers such as Reliance and Tatas) to migrate to full mobility and also gave them additional advantages as they were placed first in the queue (for spectrum) and had no waiting period, pointed out Vodafone, Idea and Spice in their communication to the DOT. Another senior government official in the communications ministry said "several high-powered meetings were scheduled this week at the DoT as the government was looking at coming up with a definite set of new guidelines by October 10 to lend clarity to future spectrum allocation norms" With regard to TRAI's recommendation that companies be allowed to offer both CDMA and GSM services under the same license, the Government official added: "Any DoT response to a pending application for extra spectrum by an existing GSM licensee or request by an operator to offer access service through a combination of technologies under the same licence will need to be taken keeping the total spectrum availability in mind

BSNL BAGS AWARD

Bharat Sanchar Nigam Limited (BSNL) has once again grabbed the number 1 position in the EFY TOP 100 list of Electronics & IT Companies . With a turnover of Rs 346,162 million, BSNL kept Tata Consultance Services (TCS) at number 2 with Rs 189,142 million turnover for the year 2006-2007. For more details please visit the following website :<http://www.efytimes.com>

The regular convention of BTEU(BSNL) Bihar Circle was held at Patna on 9.10.2007 and has elected the following as office bearers for the term 2007-09

President Sri Salik Singh, TM
Begusarai

Circle Secretary Sri Banshi Mahto Sr TOA,
Patna

Treasurer Sri Vinod Kumar Dubey, TTA Patna

BHARATIYA TELECOM EMPLOYEES UNION (BSNL)

Registered No 5123

(Affiliated to Bharatiya Mazdoor Sangh)

24-147/16/1, East Anand Bagh, Malkajgiri, Hyderabad-500 047

NEWS LETTER

Volume 1

Issue 1

August 2007

Government and BSNL Management keeps the employees under tension for the 3rd month in succession:

During June, July 2007 the award of GSM tender for was the hot topic amongst the employees and the media. The employees agitated under Joint forum and put the Government and the BSNL management under notice that the employees cannot be taken for a ride any more. The show of unity was unparalleled. The spirit of the joint forum has to continue for many more such issues. The viability of the BSNL, the work culture in BSNL etc are to be given top priority by the joint forum.

On 31st July 2007, the Hon'ble MOC while dedicating the BSNL Bhavan, a new office building housing the Corporate office at New Delhi has stated that a large number of employees in the BSNL are in 40 plus age group and as such are not able to meet the challenges in the new environment. One the same day, the out going CMD BSNL while giving an interview on television has also hinted that the staff in BSNL may be offered VRS for which a proposal has been moved. The sudden move on the part of the BSNL management has caused anxiety amongst the employees and a sense of insecurity prevailed. On 1.8.2007, while bidding farewell to the out going CMD and also welcoming the new CMD, the unions took up the issue

With them and put forth our resentment over the manner in which the case was dealt. The CMD has then assured that there is no such proposal on hand.

However, the media highlighted this issue for the next 2 to 3 days and naturally the unions had to take stock of the situation. A decision was taken on 6th August, by the NFTE and BTEU (BSNL) to organise protest demonstrations at all work places on 10.8.2007 in order to bring pressure on the management to abandon the move to offer VRS. The executive associations have also assured to join in the protests and as a result of which notices were served on the management by individual unions/associations. The management took notice of this and convened a meeting of all the unions and associations on 10.8.2007 and have categorically stated that there is no such proposal to offer VRS to the staff at present and the issue will be discussed with the unions/associations at length.

Registration of BTEU(BSNL) Union

The BTEU (BSNL) Union was registered at New Delhi on 1.8.2007 and the registration no is **5123**. Immediately a letter was addressed to the CMD BSNL CO New Delhi intimating of the same.

Subsequently a letter was also addressed to the Prabhari, Sri A.N.Dogra ji for taking up the case for grant of affiliation to the Bharatiya Mazdoor Sangh and we are glad to intimate that the BMS in its Karyakarini held at Nagpur has accorded affiliation to the BTEU(BSNL) Union and the affiliation no is **D/260**.

Woman empowerment:

Bharat is celebrating its 60th Independence and what a fitting moment it is for us all to be proud. We have a woman as the first President of the country. We congratulate Smt Pratibha Patil, the 13th President of India. We hope that under her stewardship the women folk in the country would get its due share. We also salute Shri A.P.J. Kalam, the peoples President, as he is fondly called, for the distinction with which he administered the affairs of the country. He is an embodiment of courtesy and compassion.

Shri Raman Giridhar ji Shah is no more:

Shri Raman Giridhar Shah, one of the founding members of the Bharatiya Mazdoor Sangh passed away on 1.8.2007 at about 9.00 AM. Shri Raman Bhai as he is fondly known by all BMS workers was the All India President of the BMS. He was born at Talegaon in Maharashtra on 31.12.1926 and continued to work for BMS till he breathed his last.

Shri Jagmohan Lal ji Sharma is no more:

Shri Jagmohan Lal ji Sharma, former Secretary General of the BPTEF passed away at New Delhi on 5.7.2007. He was also the former General Secretary of the Bharatiya Telecom Technicians Unions.

9th Triennial National conference of Public Sector Employees National Confederation (PSENC):

The 9th triennial national conference of the Public Sector Employees National Confederation was held at New Delhi on 25th and 26th June 2007. The conference was inaugurated by Shri Shah Nawaz Hussain, Hon'ble MP Lok Sabha and was attended by Shri Rudra Nath Pany, Hon'ble MP Rajya Sabha, Sri Uday Rao Patwardhan, General Secretary, BMS New Delhi, Shri Amarnath Nath Dogra, Prabhari, Public Sector. The conference was hosted at New Delhi by the MTNL Mazdoor Sangh. Shri Uday Rao Patwardhan, General Secretary BMS while addressing the delegates emphasised the need for a strong and vibrant Public Sector in the country.

The following were elected as office bearers of the PSENC.

President: Sri Gokulanand Jena, NALCO, Orissa
Working President: Sri Anguswami, BHEL Trichy
Vice President: Sri Giriraj Sharma, MTNL N D
Secretary General: Sri K.Bhaskara Sharma, HAL HD
Dy Secy General: Sri Virjesh Upadhyaya, MTNL ND
Treasurer: Sri Madan Kumar, MTNL ND
Executive Member:
SVS.Subrahmanyam BSNL

The 2 day conference has deliberated on many vital issues concerning the employees working in the Public Sector and passed many resolutions. They have also demanded the Government

to finalise the wage revision for the PSU employees at an early date. The Conference has also demanded the Government to revise the wages of PSU workers once every 5 years.

Circle Conventions of BTEU(BSNL):

The Circle conventions of the BTEU (BSNL) were held at some of the circles and the following are the office bearers of the BTEU (BSNL) Union in these circles. Conventions in respect of rest of the circles will be held in the month of September 2007

Andhra Pradesh Circle

President: Sri AVVS.Murthy, STS HD
Circle Secretary Sri Premnath SS(O)
CGMT HD

Treasurer: Sri K.Srinivas, STS, HD

Bihar Circle:

President Sri Salik Singh, TM
Begusarai
Circle Secretary Sri Bansi Mehto Sr
TOA, Patna
Treasurer Sri Vinod Kumar
Dubey, TTA Patna

Madhya Pradesh Circle:

President: Sri N.P.Rai, TTA, Bhopal
Circle Secretary, Sri R.K.Dixit, Sr.TOA
Ujjain
Treasurer **Smt** Pratibha Dubey, Sr
TOA Bhopal

Uttar Pradesh (East) Circle

President: Sri Shravan Kumar Bhatia,
W/M Kanpur
Circle Secretary: Sri Shiv Sewak
Upadhyaya, TM Lucknow
Treasurer: Sri Ram Narian Tripathi, TM
Lucknow

Haryana circle:

President **Sri R.K.Agarwal**,SSS o/o
CGMT Ambala
Circle Secretary:**Sri Surya Bali Yadav**,
TTA, Jajjar
Treasurer: Sri Amar Singh TM Rohtak

GS BTEU (BSNL) welcomes Sri Kuldeep Goyal, on his taking charge as CMD BSNL

No: BTEU(BSNL)/Orgn/2007 Dated 3-8-2007

Sir,

At the outset, I on behalf of **Bharatiya Telecom Employees' Union (BSNL)** fraternity which is affiliated to the **Bharatiya Mazdoor Sangh**, the **largest Central Trade Union** in the Country welcome you to the highest office of BSNL Corporate and wish that you would take the enterprise to the zeniths of performance in the days to come rating it to second to none.

Sir, we staunchly believe that the responsibility of service unions is not limited to addressing the grievances of their members but to consistently contribute to the prosperity of the organization without which the existence of any union remains a meaningless proposition serving no cause. So please be assured that we both work in tandem to bring about development and prosperity to our giant organization and for that matter **BTEU (BSNL)** leaves no stone unturned in the direction of transforming BSNL more vibrant than ever. Needless to say, your varied experience and Administrative skills will undoubtedly augment the efficiency of the existing growth modules and the periodic performance indicators show robust results. However, poor marketing methods not in line with the contemporary techniques presently plague the BSNL, which is ultimately resulting in loss of revenue and market share. Therefore, we request you to

adopt latest marketing strategies to boost our revenues and so the need of the hour is that every staff member shall transform himself/herself as a Marketing person and canvas about the products marketed by BSNL among general public whenever occasion arises in their day-to-day life, besides giving dedicated and satisfactory service to the subscribers so that our customer base would be intact. We have made a beginning in this direction fixing self-imposed individual targets in an informal manner.

With high regards,

Sd/(S.V.S. Subrahmanyam)
General Secretary

**Circle convention of Kolkatta
Telephones**

President: Sri Sekhar Chandra Das, JTO
CTD

Circle Secretary: Sri Pradeep Kumar
Kundu, TM CTD

Treasurer: Sri Ananda Modak, TTA

Rajasthan Circle

President: B.D. Pandey, CTS Kota

Vice President: G.K. Mathuria, SSS O/O
CGMT

Circle Secretary R.P. Sharma, TM GMTD
Jaipur

Treasurer: Ashok Kr Gupta, Sr. TOA, o/o
CGMT

West Bengal Circle

President Sri Rabi Biswas

Circle Secretary Sri Md Jaiod Ansari

Treasurer Sri Swapan Roy
Choudhury

Orissa Circle

Sri Achutananda Nayak, Sr TOA o/o CGMT
Bhubaneswar has been appointed as the Circle
convener.

**DOT RULES OUT MERGER OF
BSNL AND MTNL**

DOT has ruled out the possibility of merging BSNL and MTNL on the grounds of the listed entity status of MTNL. Telecom minister A Raja has been recently apprised by DoT officials of this decision which says MTNL has private stakeholders who may not favour a merger with BSNL. While BSNL is 100% owned by the government, MTNL has 56.25% government stake. MTNL is listed in the domestic market and on the New York Stock Exchange. The merger plan was first floated by the late communications minister Pramod Mahajan and it was revived later by former minister Dayanidhi Maran. MTNL has minority shareholders/ADR holders whose approval for the merger decision is crucial. After I-Sec submitted its report, the government was exploring the financial pros and cons of a reverse merger of BSNL with MTNL to take care of the private shareholders' interests. A merger mode would necessitate a mandatory delisting of MTNL for a subsequent relisting of the combined BSNL-MTNL entity which would have been a complicated process for DoT to handle. In a reverse merger, BSNL would have been required to fork out \$1 billion to buy the 56.25% government stake in MTNL based on its \$1.8 billion enterprise valuation. A possible deterrent to reverse merger was the hefty stamp duties that would automatically accrue on BSNL

IDA W.E.F 1.10.2000

| SL NO | DUE ON | % OF IDA DUE |
|-------|------------|--------------|
| 1 | 01-10-2000 | 28.0% |
| 2 | 01-01-2001 | 29.2% |
| 3 | 01-04-2001 | 28.3% |
| 4 | 01-07-2001 | 29.3% |
| 5 | 01-10-2001 | 33.4% |
| 6 | 01-01-2002 | 35.2% |
| 7 | 01-04-2002 | 34.9% |
| 8 | 01-07-2002 | 35.5% |
| 9 | 01-10-2002 | 38.6% |
| 10 | 01-01-2003 | 40.6% |
| 11 | 01-03-2003 | 39.6% |
| 12 | 01-07-2003 | 41.8% |
| 13 | 01-10-2003 | 44.0% |
| 14 | 01-01-2004 | 44.9% |
| 15 | 01-04-2004 | 45.3% |
| 16 | 01-07-2004 | 45.8% |
| 17 | 01-10-2004 | 49.2% |
| 18 | 01-01-2005 | 51.4% |
| 19 | 01-04-2005 | 51.2% |
| 20 | 01-07-2005 | 52.1% |
| 21 | 01-10-2005 | 54.6% |
| 22 | 01-01-2006 | 58.1% |
| 23 | 01-04-2006 | 58.9% |
| 24 | 01-07-2006 | 60.4% |
| 25 | 01-10-2006 | 65.2% |
| 26 | 01-01-2007 | 68.8% |
| 27 | 01-04-2007 | 70.2% |
| 28 | 01.07.2007 | 71.01% |

JAO Screening Test results:.

The JAO, Screening Test was conducted on 27.5.2007. The results are yet to be announced by most of the circles. The Corporate Office vide this letter No 4-27/2007-SEA, dated 9.8.2007 have fixed 31.8.2007 as the date by which all the circles are to declare the results so that the Part II examination can be held in November 2007. However, the Corporate Office vide their letter no 4-27/2007-SEA, dated 16.8.2007 have intimated that the results are not be declared as there is a court case at Allahabad.

TTA DIRECT RECRUITMENT

Corporate Office vide their letter no 10-1/2007/Rectt dated 16.8.2007 have issued notification for holding direct recruitment in the cadre of TTAs. the entire process is to be completed within 6 months from the date of issue of the notification.

DO YOU KNOW?

The total out standings from the customers /subscribers in BSNL is approximately about Rs.4000 crores.

The Corporate Office is devising ways to realise this amount by out sourcing. We strongly condemn the attitude of the Management in this regard. Instead the Management can make use of the staff in getting the dues recovered from the defaulters.

Hyderabad gets AI Status:

The Ministry of Finance has issued orders declaring Hyderabad city as A -1 city w.e.f. 1.9.2007. Wtth this the long felt demand of the Central Govt employees working in Hyderabad has been met. The unions under BMS have agitated over the issue for the past several years.

WORKING COMMITTEE OF PUBLIC SECTOR EMPLOYEES NATIONAL CONFEDERATION (PSENC)

The first working committee of the PSENC was held at Bhubaneswar, Orissa on 5th and 6th August 2007. During the course of deliberations it was decided to organise a massive Dharna at Jantar Mantar New Delhi on 4th December 2007 in support of the following demands.

- 1.No privatisation / Disinvestment of PSUs
- 2.No outsourcing in PSUs
- 3.Wage revision shall immediately be commenced and concluded and should be for every 5 years instead of 10 years with 100% DA neutralisation.
- 4.No contract labour in PSUs
- 5.Grant of Navaratna Status to BSNL
- 6.PSUs should be given autonomy in all matters
- 7.Against Kelkar Committee Recommendations aimed at 50% disinvestment and FDI @ 50% in Defence PSUs
- 8.Bonus for PSU workers beyond Rs.10,000 wage limit

Cooperative Credit Society elections in Hyderabad Telecom District

The elections to the Managing committee of the Cooperative Credit society of Hyderabad Telecom District were held on 30.8.07. The entire Panel supported by the BTEU(BSNL) has won the elections defeating the panel proposed by the BSNL Mazdoor Sangh and BSNL Employees Sangh.

Parliament question on VRS

Shri Rajiv Ranjan Singh, Shri Ramji Lal Suman and Shri Manoranjan Bhakta, Hon'ble Members of Parliament have put the following question to the Hon'ble Minister for Communications:

Will the Minister for Communications and Information Technology be pleased to state:-

- a) Whether the proposal to relieve 23,000 'C' and 'D' category employees of Bharat Sanchar Nigam Limited from their services through Voluntary Retirement Scheme (VRS) is under consideration;
- b) If so, the details thereof;
- c) The time by which the said proposal is likely to be implemented;
- d) The total additional fund required to implement the said proposal;
- e) Whether the representatives of the employees have been taken into confidence over the said proposal; and
- f) If so, the details thereof?

Answer

The Minister of State in the Ministry of Communications and Information Technology (Dr Shakeel Ahmad)

- a) Yes, Sir, BSNL management has been considering Voluntary Retirement Scheme (VRS) to be applicable to its non executive employees.
- b) Scheme currently being considered is to be applicable to non executive employees of category Sr. TOA and TOA with 15 years of service or 40 years of age. The would be VRS optees are proposed to be paid ex-gratia equivalent to 60 days salary (basic+DA) for each completed years of service or salary for numbers of months of service left which ever is less. They are also proposed to get other retirement benefits as applicable at the time of superanuation/retirement. VRS terms have not yet been approved
- c) & d) The proposal has not yet been approved
- e) & f) Representatives of employees unions have been consulted a number of times. **However, they are opposed to VRS in BSNL.**