

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/ 124 (UF)

14.05.2018

To

Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **HR issues pending with the BSNL Board – Requesting for kind intervention - req.**

Ref: - **BSNLEU letter no.BSNLEU/124(UF) dated 22.06.2017**

We wish to bring to your kind notice that, the Non-Executives of the Company are increasingly getting a feeling that, they and their issues are being totally neglected by the BSNL Management. In this regard we wish to state that no grievance of the Non-Executives is getting settled. Even issues of the Non-Executives which will have negligible bearing on the financial position of the Company, are being put into the cold storage. This does not augur well for the industrial peace in the Company.

For instance, three HR issues, which are already approved by the Management Committee, were sent for the approval of the BSNL Board. Those issues are yet to be approved by the BSNL Board. It is also pertinent to mention here that agreement between the Management Side and the Staff Side were reached on these issues in the National Council, after protracted discussions. It is totally disgusting to note that even such decisions which are taken at highest negotiating forum are hanging fire indefinitely. Thus, the very credibility of the Negotiating Forum is becoming questionable.

Under the aforementioned circumstances, we wish to once again draw your kind attention to the following issues which are lying pending with the BSNL Board. We request you to kindly do the needful for the early clearance of these issues, by the Board.

(1) Promotion of the Non-Executives to E1 pay scale.

According to the Non-Executive Promotion Policy (NEPP), which was implemented on 23.03.2010, the Non-Executives are eligible for promotion in E1 pay scale, on completion of one year of service in NE12 pay scale, and subject to the availability of posts. According to our estimation only a few Non-Executives will now get this promotion, due to the condition that one Non-Executive will get promotion in the E1 pay scale, if 10 NE12 promoted officials are working in an SSA. Due to the fast phase of retirement among Non-Executives, no one will get promotion to E1 pay scale, if the proposal of the Management Committee is further delayed.

(2) Granting of one extra increment to the left out Non-Executives, appointed between 01.01.2007 and 06.05.2010, who are suffering wage loss.

BSNL Corporate Office has already issued letter, granting one extra increment to the TTAs, who are appointed between 01.01.2007 and 07.05.2010, and who are suffering wage loss. This extra increment was granted to make good the wage loss being suffered by those TTAs. However, it is unfortunate that this extra increment is not granted to the other Non-Executives, who are appointed on compassionate ground, as well as under sports quota, and who are suffering wage loss. The number of such left out Non-Executives is very small.

(3) Implementation of Gratuity to the casual labourers.

The casual labourers working in BSNL are covered under the Gratuities Act. However, the same is not implemented till today. As a result, the casual labourers who die, or who get disengaged on completion of 60 years of age, are being denied of payment of Gratuity. The number of serving casual labourers is also not much.

We hope that the needful would be done without further delay.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to: (1) Ms. Sujata T. Ray, Director (HR), BSNL, New Delhi.
(2) Shri Saurabh Tyagi, GM (Estt.), BSNL CO., New Delhi.