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BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office

8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

BSNL/39-2/SR/2020

Dated the 29 Sept., 2021.

**Sub: Minutes of the meeting of Director (HR) with NFTE held on 18.08.2021 and 25.08.2021.**

A formal meeting of Director(HR) with NFTE on the agenda points submitted by NFTE was held on 18.08.2021 in the chamber of Director(HR). The list of participants of meeting is given at Annexure-A. Sr.GM(SR) welcomed all the participants present in the meeting. Thereafter, items of agenda were taken up for discussion. 4 items of agenda could be discussed on 18.08.2021 due to paucity of time and the remaining items were taken up on 25.08.2021. The item wise details of discussion are as follows :

(1) **Holding of LICEs for promotion to TT, JE, JTO and JAO Cadres.**

NFTE highlighted that the LICEs are overdue and expressed its concern for not holding of the same, as assured by the Management.

It was informed that notification for LICEs will be issued soon.

*[Handwritten signature]*  
29.09.21

**(2) Payment of salary on due date.**

Union raised the issue for timely payment of salary. They also stated that the payment of premiums of LIC, and EMI recovered from salary of employees not being remitted to the banks, societies. The Union suggested that the salary should be paid on the last date of the month and if this is not feasible at least the date should be fixed for payment of salary.

It was informed that payment of salary depends upon the collection of revenue, hence fixing of date is not feasible but efforts are being made to disburse the salary in the second fortnight of the month.

**3 (a) Wage revision of TSMs/approved Casual labourers as per 7<sup>th</sup> CPC:**

Union requested for Wage revision of TSMs/ Casual labourers as per 7<sup>th</sup> CPC. Union mentioned that necessary formula already exists for revision.

It was informed that the committee constituted to examine the issue of wages revision for TSMs/Casual Labourers has recommended that, considering the present financial position, the proposal for revision of the wages of casual labourers may be taken up for examination once the Company's financial health improves.

**3 (b) Regularisation of casual labourers.**

Union requested for regularisation of casual labourers.

It was informed that the TSM Scheme and other orders relating to regularisation of TSMs/Casual Labourers have become legally untenable in the light of Hon'ble Supreme Court judgement in Uma Devi's case. At present, there is no scheme available to consider the claim for grant of regularisation. The current financial position of the Company also does not allow any such exercise.

24/11/201

(3)

- (4) Providing 10 lakhs insurance for Covid-19 victims and grant of special casual leave.

The demand for BSNL Covid fund (Rs. 10 lakh as one time payment to the family of deceased employee) has already been accepted. Regarding grant of special casual leave to Covid-19 victims, it was informed that the necessary instructions have already been issued.

- (5) Request to review the abnormal enhancement of rent of departmental accommodation and permission of retention to retirees on affordable payment basis.

NFTE stated that many staff quarters are lying vacant in field units. The increase in rent has compelled the retirees to vacate quarters and thus there is a loss of revenue to the company.

It was informed that the rent for leasing of surplus staff quarters was earlier decided in 2011 (vide letter no. 482-16/2007-BG dated 01.09.2011) and not revised since then. In CROP-2020 policy, w.e.f. 25.08.2020 it was revised but the rent was still kept lower than the lease rent being charged from DoT officers under MoU with DoT. Moreover, on requests of various circles, the CGMs were given powers to reduce the CROP rent by upto 20%.

Now some circles have raised the issue that the rent is still high considering the condition of BSNL quarters and the prevailing market rent at some locations. In this regard, these circles have been requested to prepare a comparison chart of CROP rates vs Prevailing rent for major cities of their circles and submit to Corporate office so that a case may be put up for consideration of competent authority accordingly. The replies from the circles are awaited.

*[Handwritten signature]*  
29/09/2021

**(6) Group Term Insurance Scheme for non-executives.**

Group Term Insurance Scheme for Non-Executive employees has already been implemented.

**(7) Extension of MoU with Banks for loan.**

Union demanded for extension of MoU with banks for loan.

It was informed that the matter is being pursued with the UBI, PNB, SBI and Canara Bank. On receipt of consent of banks for execution of staff loan, the matter will be taken up for approval of BSNL Management.

**(8). Release of all withheld IDA instalments.**

NFTE demanded the release of all frozen IDA installments with arrears.

It was informed that the issue is under consideration.

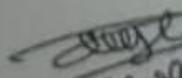
**(9). FTTH connections to employees on concessional basis**

Circular for provisioning for concessional FTTH connection has already been issued.

**(10) Compassionate ground appointments to the wards of Covid-19 deceased employees :**

NFTE requested to consider for compassionate ground appointments to the wards of Covid-19 deceased employees as their families have left in distress.

It was informed that due to acute financial crisis, CGA has been kept in abeyance in BSNL. For COVID deceased employees, BSNL has already issued orders for grant of one time financial assistance of Rs.10 lakhs to their family. Keeping in view the present financial position of BSNL, request of the union cannot be accepted at the moment.

  
29.09.2021

(5)

11). Mandatory use of BSNL Telecom Network by state/Central/PSUs etc.

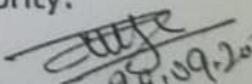
It was informed that after issuance of directive for the mandatory use of BSNL Telecom Network by state/Central/PSUs etc , Corporate office has taken it proactively and things were done on war footing basis to grab these opportunity to garner more business.

Letters have been sent by CMD, BSNL to all the Departments/Miniseries/PSUs to take connectivity on nomination basis from BSNL. Subsequently, all the Circle heads have also communicated to the concerned organisation in their jurisdiction to sensitize all the Department/sub-units about these directives.

It was reported that despite all efforts still some of the ministries / Departments, have ignored the government directives and are floating the RFPs/EOIs/tenders for their telecom requirements.

The issue has been taken up with DOT requesting to issue suitable directives to the controlling ministries of the non-compliant organisations to follow the instructions of mandatory utilisation of BSNL/MTNL network in true spirit. Circles have also been asked again to follow and pursue the pending business cases with concerned Central Departments/Ministries/PSUs and provide the list of all non-compliant Department/PSUs for further escalation.

This issues with the approval of the competent authority.

  
24.09.2021  
(Pardeep Kumar)  
Asstt. General Manager

Copy to

- i. General Secretary, NFTE
- ii. PPS to Director(HR), BSNL Board
- iii. Sr.GM(Estt.)/ Sr. GM(CBB)/GM(Admn.)/GM(Rectt.)/ GM(L&M)

List of participantsManagement Side

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|---------------------------|---------------|
| (1) Shri Arvind Vadnerkar | Director (HR) |
| (2) Shri Saurabh Tyagi    | Sr.GM(Estt.)  |
| (3) Ms. Anita Johri       | Sr.GM(SR)     |
| (4) Shri S.P. Singh       | GM(Admn.)     |
| (5) Ms. Samita Luthra     | GM(Rectt.)    |

NETE Side

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|---------------------|--------------------|
| (1) Sh. Islam Ahmed | President          |
| (2) Sh. C. Singh    | General Secretary. |

NETE  
22/9/2021