

21st Circle Council Agenda

Date: 14.07.2014

From

S.Chellappa,
Secretary, Staff Side,
Circle Council
BSNL, Tamilnadu Circle,
Chennai 600 002.

To

The Secretary,
Official Side,
Circle Council
O/o Chief General Manager (T),
BSNL, Tamilnadu Circle,
Chennai 600 002.

Sir,

Sub: Submission of Circle Council Agenda – Reg.

I submit the following agenda for discussion in the forthcoming 21st Circle Council Meeting.

Thanking you,

Yours sincerely,



(S.CHELLAPPA)

Secretary, Staff Side.

Circle Council Items

Review of 20th Circle Council pending cases.

New Cases

1. HBA Recovery Statement -Non receipt and discrepancy

We are getting complaints from officials of field units that, of late, there is delay in obtaining No due certificate from DOT and this is mainly because of non receipt of recovery statement and discrepancy in statements. Appropriate administrative instructions may be given to SSA Heads to be prompt in sending the statement without any discrepancies. Annual recovery statement certificate to the individual employee may be supplied by codifying a separate proforma so as to avoid sufferings of the employees

2. Apportioning Union Subscription

Corporate Office has issued guidelines for deducting Subscription from the salary of their members and properly apportioning it to appropriate levels. Unfortunately the instructions were not implemented strictly in various SSAs and delay in sending the amount is also there. Sometimes subscriptions pertaining to two or three months are received by us and our CHQ together. SSAs may be instructed suitably to follow the guidelines. Annual statement may kindly be issued by SSA authorities concerned to Circle Unions in a Proforma stating the amount sent to various levels and the date of remittance / issue of Cheque.

3. Formation of Standing Committee at Circle Level Council

As the periodicity of one council to another takes a minimum of 4 months, the review of earlier council items and the follow-up / ATR are also being delayed. In order to have a closer scrutiny of the items discussed and decided and to reach a solution within a reasonable time, Standing Committee may be formed. This would help both administration and Staff side to bring the items to its logical conclusion in a shorter duration

4. Recording TSM Service in HR Package

As we all know that half of the service rendered as TSM is counted as service for pension, the same may be included in the HR package. Compliance may be sought from SSAs that no TSM service is left out and all records found in the respective HR package

5. Provision of Non Metering/ Toll free numbers in MDF/ Test Room etc

Free SIM with talk time 200 is provided to field staff. Sometimes they are compelled to hold the call for testing purposes while attending faults which exhausts talk time. MDF/TD may be provided some toll free Landlines so as to avoid getting billed beyond Rs 200.

6. Awareness and Gender Sensitization programme in every SSA for giving due attention to honour the dignity of women employees at work places

As per the Visaka case, Harassment at work place Monitoring Cell should be formed and empowered in every SSA. There should be a centralized programme/ Seminar to detail the provisions to the Officers and members of the cell inviting experts in that field. BSNL community should be made / trained more on Gender Sensitive issues. Our CTTC may be instructed to frame the same as a subject matter forming a part of their curriculum

7. Awareness Programme for giving due diligence to honour Statutory obligations on the issue of Contract system to SSA authorities

BSNL has been engaging hundreds of Contractors to get our day to day and seasonal jobs executed. Unfortunately we have been getting complaints - umpteen in numbers - from our field units that the contract agencies are indulging in fraudulent measures and not honoring the statutory provisions mentioned in the tender Documents. No monitoring mechanism is established and corrective measures taken. Even some tender documents are not specifically mentioning the obligatory acts and rules that are mandatory in any contract system. A model tender document comprising all provisions may be made available to all SSAs to follow uniformly.

8. Quin-quennial attestation of Service Books.

As per the standing orders, quin-quennial attestations of service books have to be done once in two years. Most of the SSAs are not following this practice. Circle Council may give a direction in this regard.

9. Grant of Promotion under NEPP from the due date.

As per the Para 6.4 of NEPP order dated 23.03.2010, any upgradation of pay scale only has to be treated as promotion. But in Tamilnadu Circle this spirit of this order is not implemented in the cadre of Telegraph Man. To cite an example

- M.Kaliraj, TM, Tuticorin SSA (HRMS No. 198301074)
- He was a Telegraph Man in OTBP pay scale 4720-150-6970 during the year 2000.
- He got promoted as Telecom Mechanic during the year 2002 and his Pay Scale is 4720-150-6970.
- There is no upgradation of pay scale even though he got promoted as Telecom Mechanic.

But in most of the SSAs the TM promotion has been taken as 1st promotion and 2nd promotion was given after seven years i.e. 2009 (in this case). Corporate Office has issued clarification vide Ir.No. 13-2/2010/TE dated 06.01.2011. We are reproducing the clarification here for reference.

Sl. No.	Points raised	Clarifications issued
10	In some cases, the pay scale of regular promotion (OTBP) and cadre change as TTA are same in the pay scale of Rs. 7100-200-10100. It may be clarified whether these promotions are also to be taken as upgradation under NEPP although there is no upgradation of pay scale ?	As per Para 6.4 of NEPP Order, any change in pay scales is to be taken as upgradations. In the cases where there is no change in the pay scale of the employee consequent upon his upgradation/ promotion/ cadre change etc., the same is not to be treated as upgradation of pay scale under NEPP.

Hence it is requested that such officials should be given 1st promotion under NEPP on 01.10.2004 in the pay scale of 5700-160-8100 and 2nd promotion on 01.10.2011 in the pay scale of 6550-185-9375.

10. Better utilization of Staff Quarters.

Serious efforts are being taken by the management for better utilization of vacant Staff Quarters. However it is noted that still there are sizeable number of quarters in all SSAs are lying vacant. It is regretted to inform that the condition of such vacant quarters are worsened and are looking like abandoned houses. A thorough survey on vacant staff quarters is requested. Better utilization of vacant staff quarters will be a revenue to BSNL. The details may be supplied to Circle Council Members, so that they can also contribute in this regard.

11. Supply of Materials.

We are receiving complaints from SSAs that there is an acute shortage of Drop Wire, 5 Pair cable, Modem, Battery, toppers and Clip Instruments. It is requested to improve the situation in Tamilnadu Circle so that BSNL can compete effectively with private operators.

12. Mobile Services.

Palani and Rameswaram were the pilgrimage stations. Lakhs and lakhs of pilgrimages are visiting these auspicious places. Our BSNL Mobile Network is not functioning in these vital areas whereas private operator network is working properly. It is requested to improve the mobile network service in Palani and Rameswaram.

13. Access to HRMS package for retirees

Access to myHR for retiring staff is denied immediately on their retirement. It is requested that the facility to access the same may be continued at least six months after their retirement to help them resolve any sort of Service or pay discrepancy to settle their pension cases