

BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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BSNLEU/ 124 (UF)

22.06.2017

To

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

Sir,

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

We wish to once again draw your kind attention to the following issues, for favour of expeditious settlement.

The following HR issues, approved by the Management Committee and sent for the approval of the BSNL Board, are hanging fire for several years. We would like to request you to kindly revisit these issues and to ensure their early settlement.

(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.

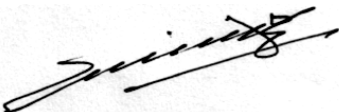
(3) Implementation of Gratuity to the casual labourers.

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 wish to inform you that, as explained above, the financial implication for the Company, on account of the settlement of the aforementioned issues, will not be big. Hence, we request you to kindly discuss this once again in the forthcoming meeting of the BSNL Board and ensure their early settlement.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary