# ALL INDIA BHARAT SANCHAR NIGAM LTD. EXECUTIVES' ASSOCIATION
# RAJASTHAN CIRCLE

## REPORT OF THE CIRCLE SECRETARY
## PLACED IN THE CENTRAL WORKING COMMITTEE MEETING OF AIBSNLEA
## HELD ON 19th to 20th OCTOBER'2011
## AT
## BRBRAITT, RIDGE ROAD, JABALPUR

**01. Name of Circle : Rajasthan Circle**
**02. Name of Circle Secretary : O.P.JAT**
**03. Date of Holding Last Circle Conference : 12th to 13th September'2009**
**04. Membership details :**

The paid membership of Rajasthan circle AIBSNLEA is now 962. The average paid membership has marginally decreased. There is a little scope to increase the paid membership.

The details of Executives (JAG/STS/TES Grp. "B"/AOs/JAOs/ JTOs (T/C/E) / PAs/PSs/AD(O/L) etc in Rajasthan Circle working in various disciplines & as members of 26 Branches up to the month of September' 2010.The detail of the sanctioned posts & working strength of executives' on dated 01/09/2011 as below.

**(A). Detail of JAG Posts:-**

| S.No. | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | Raj.Telecom Circle | 63 | 54 | NIL | 09 |
| 2. | Raj.TelecomProjects, JP/JPR | 2 | 2 | NIL | NIL |
| 3. | Raj.TelecomMaintenance, JP | 2 | 2 | NIL | NIL |
| 4. | T & D Circle at Jaipur | NIL | NIL | NIL | NIL |

**(B). Detail of STS Posts:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | Raj.Telecom Circle | 240 | 122 | NIL | 118 |
| 2. | Raj.TelecomProjects, JP/JPR | 10 | 2 | 6 | 2 |
| 3. | Raj. Telecom Maintenance, JP | 9 | 8 | NIL | 1 |
| 4. | T & D Circle at Jaipur | 2 | 2 | NIL | NIL |
| 5. | Dy.Director(OL) | 1 | NIL | NIL | 1 |

**(C). Detail of TES Group "B" Posts:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | Raj.Telecom Circle | 959 | 475 | NIL | 484 |
| 2. | Raj.TelecomProjects, JP/JPR | 27 | 21 | 6 | NIL |
| 3. | Raj.Telecom Maintenance, JP | 120 | 74 | NIL | 46 |
| 4. | T & D Circle at Jaipur | 11 | 7 | NIL | 4 |

**(D). Detail of JTO Telecom in Rajasthan Circle Posts:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | Raj.Telecom Circle | 1664 | 679 | NIL | 985 |
| 2. | Raj.TelecomProjects, JP/JPR | 38 | 8 | NIL | 30 |
| 3. | Raj.Telecom Maintenance, JP | 108 | 45 | NIL | 63 |
| 4. | T & D Circle at Jaipur | 3 | 1 | NIL | 2 |

**(E). Detail of JAO/AAO,AO/Sr.AO,CAO/DFA Posts in Rajasthan Circle:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | DFA | 14 | 7 | NIL | 7 |
| 2. | CAO | 62 | 34 | NIL | 28 |
| 3. | AO/Sr.AO | 201 | 163 | NIL | 38 |
| 4. | JAO/AAO | 310 | 161 | NIL | 149 |

**(F). Detail of AD (O/L)/W.O./PA & PS Posts in Rajasthan Circle:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | AD(O/L) | 9 | 9 | NIL | NIL |
| 2. | W.O. | 1 | 1 | NIL | NIL |
| 3. | PA | 54 | 10 | NIL | 44 |
| 4. | PS | 28 | 14 | NIL | 14 |

**(G). Detail of JTO/SDE/EE/SE Posts of Electrical Wing in Rajasthan Circle:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | CE | 1 | 1 | NIL | NIL |
| 2. | SE | 2 | 2 | NIL | NIL |
| 3. | EE | 7 | 7 | NIL | NIL |
| 4. | SDE | 30 | 22 | NIL | 8 |
| 5. | JTO(E) | 61 | 34 | NIL | 27 |

**(H). Detail of JTO/SDE/EE/SE Posts of Civil Wing in Rajasthan Circle:-**

| S.No | Name of Unit | Sanctioned | Filled up | | Shortage |
|---|---|---|---|---|---|
| | | | Regular | Officiating | |
| 1. | CE | 1 | 1 | NIL | NIL |
| 2. | SE | 3 | 3 | NIL | NIL |
| 3. | EE | 10 | 9 | NIL | 1 |
| 4. | SDE | 55 | 46 | NIL | 9 |
| 5. | JTO(C) | 72 | 42 | NIL | 30 |

(I) **Membership details: -**

| Discipline | Cadre | working strength | Enrolled as members | Remarks |
|---|---|---|---|---|
| Telecom Engg. | JTOs | 679 + 54 | 79 | |
| | SDEs | 475 + 102 | 384 | |
| | DEs | 122 + 12 | 98 | |
| | DGMs | 54 | 01 | |
| | GM | 24 | NIL | |
| | PGM | 01 | NIL | |
| | CGM | 01 | NIL | |
| Finance& Accounts | JAOs/AAOs | 161 | 160 | |
| | AOs/Sr.AOs | 163 | 150 | |
| | CAOS | 34 | 30 | |
| | DGM | 7 | 7 | |
| | GM | 02 | NIL | |
| Civil | JTOs | 42 | 40 | |
| | SDEs | 46 | 46 | |
| | Ex. Engineer | 09 | 05 | |
| | SE | 03 | NIL | |
| | CE(C) | 01 | 01 | |
| Electrical | JTOs | 34 | 34 | |
| | SDEs | 22 | 22 | |
| | Ex. Engineer | 07 | 4 | |
| | SE | 02 | NIL | |
| | CE(E) | 01 | 01 | |
| Architect | JTOs | 4 | 4 | |
| Field Unit | Personal Assistants | 10 | 10 | |
| | Private Secretaries | 14 | 13 | |
| Official Language | AD(O/L) | 09 | 08 | |
| WO | Welfare officer | 01 | 01 | |
| Total | | 2096 | 1098 | |

## 05. Important unresolved problems of the Circle:-

**(a) Cancellation of transfer order of Shri Karim Khan DE, Sri Ganganagar & Review of guidelines on Other Tenure Areas :-** BSNL Corporate Office declared six SSA,S of Rajasthan Circle i.e. Barmer, Jaisalmer, Banswara, Sri Ganganagar, Bikaner & Sirohi as other tenure areas on dated 23/06/2010.AIBSNLEA Rajasthan Circle regresiouly take up the case with Rajasthan Circle Administration as well as CHQ level to exclude the executives from all India transfer liability those are working in tenure SSA,s of Rajasthan circle.

**BSNL Corporate Office vide File No.412-10/2009-Pers.I, dated September, 2011 asked the feed back from our association to review the guidelines on other tenure areas( In circle other than J&K, NE states and A&N Islands).**

**The issue of other tenure areas was widely discussed among the executives' specially working on these areas in Rajasthan Circle and as per their feed back, AIBSNLEA, Rajasthan Circle have an opinion that**

(1).The Inter Circle transfer for TES Group"B" & STS cadre should be at par for both the cases i.e tenure area & soft tenure areas. Therefore, their should not be any discrimination between tenure area & soft tenure areas while considering the long stay or tenure Inter Circle transfer.

(2).The period of soft tenure area should remain two years only instead of three years.

**The purpose of declaration of other tenure station i.e. remoteness, infrastructural backwardness and unpopular posting areas will served in true sense, if the executives excluded from Inter Circle transfer liability.**

The tenure station matter was sent many times to CHQ and the same was also discussed & included in the Circle Secretary report at the time of CWC GOA, CEC Sri Ganganagar & AIC Kolkatta.

The tenure station issue was specially discussed in the OPEN SESSION of CEC Sri Ganganagar on dated 13th November'2010 & CEC Jaipur on dated 21st August' 2011.In this meeting Com. General Secretary assured to circle executive members that the executives' working on these stations will protect & excluded from inter circle transfer liability.

Com. Shri Karim Khan, DE, Sri Ganganagar transferred to Inspection Circle (One tenure circle to another tenure circle) is totally unjustified and against the tenure station transfer policy. Shri Karim Khan, is our active comrade & presently holding the post of Organising Secretary (North).We therefore request to General secretary to immediate action for cancellation of Shri Karim Khan, transfer order or held in abeyance till finalisation of tenure station transfer policy as officer was relived from Rajasthan Circle about two & half month back.

**(b)BSNL Transfer Policy:-**BSNL Transfer policy was formulated on 7th May' 2008 for implementing transfer order's **in a transparent manner to meet certain objective & requirement.**

**The basis of transfer as per Para 5:-**Transfer shall not be purely based on tenure decided by the transfer policy. Transfers shall also be based on competencies and skills required to execute the work or to provide an opportunity to employees to develop competencies as per job rotation requirement. Transfers shall be based on:

(a) Vacancies created due to promotions, creation of posts and retirement.
(b) Job rotation requirement in synchronization with period specified for post, station/ and circle tenure.
(c) Past experience in various functions and nature of jobs handled.
(d) Surplus and/or shortages at any location

As per clause **6(b)** of transfer policy, Transfers involving change in the Post/Station/SSA/Circle shall be affected in such a way that orders are issued preferably during the month of **March/April**. However, in the interest of service, transfer orders can be issued at any time of the year.

As per para 6(a) the request of employees coming from hard tenure/tenure stations shall be accommodated, if necessary by displacing other employee, depending on the longest stay basis.

But what is actually happening in transfer order's issued by the corporate office. Transfer orders are being issued at any time in the year, in a arbitratary manner without observing the very aspect of transfer policy.

The request of employees coming from **other than hard** tenure/tenure stations considered without displacing other employee, but it is surprising and interesting to note that for a particular period i.e. June 2011 to Aug2011 and even from particular circle, The request of employees coming from BSNL CO to Rajasthan circle considered by displacing other employee depending on the basis of longest stay which is not as per the provision of transfer policy.

Here it is also mentioned that in last few year's number of SDE/ AGM were transferred from Rajasthan circle to BSNL Co on their request and on their transfer from Rajasthan to BSNL.CO no substitute was given at that time as per the transfer policy and even up to the month of MAY' 2011 the request of employee coming from BSNL CO to Rajasthan were also considered without displacing other employee , depending upon longest stay . But from the month of JUNE' 2011 all of sudden , the request of employees coming from BSNL CO to Rajasthan circle considered by displacing other employee from Rajasthan circle depending on the basis of longest stay in Rajasthan circle which is not as per the provision of transfer policy ,even than there is acute shortage of STS in Rajasthan Circle.

The officer's working at Hard Tenure station in Rajasthan circle are even transfered from Rajasthan circle to another Hard Tenure circle. This is completely violation of instruction of transfer policy and indicates the biasing attitude of BSNL Management. Moreover, neither the longest stay particulars on all India basis nor the list of complete request applications are disclosed by the BSNL CO, which is very much required for transparency in implementing the transfer policy. Here it is my humble request to the august house that we should ask to corporate office to implement the transfer order's in a very transparent manner according to the transfer policy and not as per their wishes.

**(c)<u>Review of Inter Circle transfer of SDEs on direction of CVO – SDEs appearing in ODI list</u>:-** Seventeen SDEs of Rajasthan Circle, who have been transferred out of circle on ODI list vide BSNL Corporate Office letter no.21-01/2010-Pers.II dated 23/4/2010. One ODI transfer order out of these seventeen orders was heard & quashed by CAT

Jodhpur in view of that the ODI list prepared long back & case was very old. CAT also mentioned in judgment that officer him self bear the TA/DA expenditure to attend Court/Inquiry Proceeding & whole proceeding will delayed due to Zonal transfer. We request to CHQ to pursue the case at BSNL Corporate Office for reviewing these transfer orders in view of the recent CAT Jodhpur decision. The copy of the judgment already available with CHQ. The Gazette of India notification for preparation of agreed/ODI list already submitted to CHQ as detail

(1)Agreed/ODI list is applicable for public servant of gazetted status as per CVC guidelines issued vide letter no.263-23/2005-O&M/115 dated 05/09/2005 endorsed by CVO, BSNL vide letter no.21-9/2009-VM-II/VA (part-i) dated 15/12/2009 in which at page no. 4 also categorically mentioned that ODI list is prepared for above the junior management level for PSU,s.

(2) As per CVC office order no.37/10/07 dated 18/10/2007 (The Gazette of India) clearly indicate that Agreed/ODI list to be prepared for E-7 scale and above for PSU,s .

The CHQ is again requested to pursue them with full force for resolving the matter earliest as per the above guidelines.

**(d)Cancellation of transfer order of Shri Karan Singh,DE,Jaipur & Shri G.S.Chhabra DE,Ajmer:-** The transfer order of Com.Karan Singh & Com.G.S.Chhabra from Rajasthan Circle to BSNL Corporate Office are against the transfer policy & should be cancelled immediately as both the officers are active comrade of our association & holding the post of CHQ Advisor & Branch Secretary of very important Ajmer Branch.

**(e)Anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale on implementation of 2nd PRC- modification of the order- Violation of Fundamental Rules .** Anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale on implementation of 2nd PRC has been clarified by BSNL CO vide letter no. 2-8/2009/PAT -BSNL dated 23-9-2009. Now, for some unknown reasons, the above order has been revised as per the letter no. 2-8/2009/PAT -BSNL dated 14-6-2010, which now provides for stepping up of pay of the senior to that of junior with the same DNI as that of junior, instead of antedating the increment. The revised clarification not only creates serious anomaly but is in contravention of the Fundamental Rules, which guarantees grant of one increment (presently 3% of the pay) after every 12 months of service in a particular pay scale. This provision guaranteed under the Fundamental Rules has been ignored while issuing order vide letter no. 2-8/2009/PAT -BSNL dated 14-6-2010 resulting in huge loss to the seniors in violation of existing FRs.

**(f) Settlement of pending welfare case:-** The case of welfare assistance of Shri D.S.Gautam, SDE(Civil),Jaipur, Rajasthan Circle is pending at CHQ level since 1st June 2011.The relevant documents/certificates already submitted to CHQ for finalisation of the welfare assistance. We request to kindly settle the case & provide the assistance immediately.

## 06. Other Issues/Demands:-

**(a)VRS:-** The VRS is a burning issue & we should decide here to grant special time in agenda to discuss the matter with the merits/demerits of the proposal of VRS scheme.

The future line of action of our association on VRS issue should be decided & resolution be passed according to the feed back of the Circle Secretary in CWC meeting.

**The VRS issue was widely discussed among the Circle Office bearers ,Branch Secretaries & members of our association in Rajasthan Circle and as per their feed back, AIBSNLEA, Rajasthan Circle have an opinion in the favour of proposed VRS scheme & association should negotiate with the management to enhance the benefit of VRS scheme as mentioned below.**

(1).The association can negotiate or bargain to the management to fulfil the 2nd PRC recommendation & implementation of 78.2% fitment formula before granting of VRS scheme.

(2).The ex-gratia amount & other payments of proposed VRS scheme must be exempted from income tax.

**(b)ITS Absorption:-** The process of ITS absorption is again started & a certain date has been fixed to complete the absorption process. The ITS absorption is important issue & will decide the future of the company. We request to august house to discuss the issue thoroughly & decide the future line of action in this long pending & heart burning issue.

**(c)Regularisation officiating JTO's:-** The various Hon'ble courts have directed that the fixation of pay of officiating JTO's should be done according to FR22(1)(a) instead of FR-35.It clearly denotes that these JTO's are entitled for benefit available to regular JTO's.To resolve the problem in right perspective such JTO's should regularised against the post of JTO's wef from date from which individual JTO in officiating to reduce the problem amongst number of JTO's who are front runner in customer service area.

**(d)Seniority Cases of Executive's (Group "B") at CHQ level:-** The correction in seniority of under mentioned executives' is pending since long at Corporate office & also peruse so many time to CHQ for change of their position in seniority list.

| S.no. | Name | Cadre | Type of Change |
|---|---|---|---|
| 1. | Sh.B.M.L.Meena | SDE | Correction as per Seniority |
| 2. | Sh.Prem Prakash | SDE | Correction as per Seniority |
| 3. | Sh.Mohar Singh | SDE | Correction as per Seniority |

The issue related to correction in TES Group "B" seniority case of Shri B.M.L.Meena,SDE Swaimadhopur is pending at BSNL Corporate Office & needs immediate persuasion for settlement. The required information in this regard submitted to BSNL Corporate Office & pending since long.

**(e)Review of monthly subscription:-** We honour the decision of enhancement of monthly subscription from rupees twenty five to fifty by representative council in All India Conference in Kolkata but the branches are facing collection of enhanced subscription .We request to august house to review the decision of AIC Kolkata so that the smooth collection of subscription may continue.

**(f) Review the RR of SDE in Civil/Electrical wing:-** The RR 1994 of SDE cadre in civil & electrical wing required modifying in context of the qualification of Diploma holder to consider in the promotion of Executive Engineer. At present the large number of

JTO/SDE in Civil/Electrical wing are debarred from the promotion of Executive Engineer which is create the frustration among the senior executives.

**(g)<u>Regular DPC</u>: -** Regular DPC for promotion should be conducted to fill up the vacant posts from JTO(C/E/T) to SDE (C/E/T), JAO / AAO to AO, SDE (T) to STS, AO to CAO, large number of posts laying vacant in these cadres.

**CONCLUSION:**

I am thankful to the General Secretary and other CHQ office bearers who attended the 3rd Circle Executive Meeting at Jaipur and guided Circle body in various issues. We are also thankful to CHQ and Madhya Pradesh & BRBRAITT Circle for making nice arrangement for CWC meeting at Jabalpur.

Thanking you it is concluded.

**AIBSNLEA - UNITY - ZINDABAD**

**LONG - LIVE – AIBSNLEA**

**Yours Sincerely**

**(O.P.JAT)**
**Circle Secretary, AIBSNLEA**