

TELECOM

Organ of National Federation of Telecom Employees (BSNL)
(Regd. No. 4906 dated : 17.9.2001)

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AUGUST 2022

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Editor - Chandeswar Singh

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Editorial

Our journey From Amritsar to Ranchi

We conducted our 5th All India Conference at Amritsar in March 2018. Amritsar a city like striking travel goal. The city is known as most deeply spiritual one. The city where more than 10 thousand of devotee Sikhs and Cultural Tourists like to make a pilgrimage to Amritsar. The main reason to visit Amritsar is alteration of famous Golden Temple. Thousands of visitors getting food free of cost at holly Golden Temple Gurudwara. Massive volunteers run kitchen with the help of dozen of other visitors. Our Comrades have enjoyed a lot alongwith participating in the meeting of AIC. We seen the border of Pakistan and watched the daily Wagah Border ceremony. Our Comrades have also come cross to know the historical Jallianwala Bagh, just behind the golden temple. It is also an important place at Amritsar. The British Policemen killed more than 1500 people in a public garden known as Jallianwala Bagh. The people were assembled there to protest against British Rulers and demanding the release of imprisoned leaders of the Indian Independence movement. This happened in 1919. Which have been witnessed by our thousands of delegates and observers who were present in our AIC. Today also holes in walls of the garden are the proof of bullets fired by the British Policemen.

We held our conference at the holy place of Golden temple which was symbol of sacrifices of the people of Punjab in freedom movement.

Our conference started on 14th March, 2018 with flag hoisting at 09.30 am. The National as well as our NFTE flag were hoisted. First session was inaugural session and Com. Amarjeet Kaur inaugurated the conference with her one and half hour

inspiring and educational speech to the workers. The other leaders of sister unions and associations also attended the inaugural session and graced the gathering. Shri A.M. Gupta the then GM (SR) of Corporate office attended on behalf of management. Shri Anupam Srivastava Jee, the then CMD BSNL addressed the conference through Video Conferencing. After grand felicitations of CHQ leaders and all office bearers including Circle Secretaries, the delegate session was started after lunch on 14th March, 2018. The deliberations and discussions continued for three days upto 16th of March, 2018 and last day a list of 25 office bearers were elected unanimously to function for next tenure for the central headquarters of the NFTE (BSNL). Com. Islam Ahmad, Com. Chandeswar Singh, Com. K.S. Sheshadri and Com. A. Rajamouli were elected as President, General Secretary, Deputy General Secretary and Secretary (to function as Treasurer).

The conference adopted several resolutions related with HR issues and for revival of BSNL Company. The issue of Dada Gosh Bhavan was also discussed. The conference directed the CHQ to resolve the issue of wage revision/pension revision, compassionate ground appointment, LICES for promotion of different Cadres, New Promotion Policy for Non-executives and revival of BSNL by providing fund for Copex and by allotting 4G spectrum for better Mobile services.

The elected team of office bearers worked for the union with full co-operation and co-ordination till completion of the tenure, but we resolved the day to day problems only, our core issues are

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CHQ EXTENDS 75th INDEPENDENCE DAY GREETINGS TO ALL

still pending for which the workers are much unhappy as all the exercises and struggles between the period could not bring achievement as per the need of our workforce. In between as a result of our struggles the Govt. in centre brought a revival package approved by the union cabinet on 23-10-2019. Through this revival package the Govt. declared to transfer a fund of seventy thousand crores to BSNL for its revival, but the intention of the government behind this radical package was not to promote BSNL, but to reduce the number of employees and by weakening the company, they were giving birth to private hands.

As desired by the Govt. as well as the top level management of the BSNL more than seventy eight thousand workers were sent out from the company in name of VRS. The VRS implemented without any road map to run the Company further and after much hue and cry from all corner of employees. Private vendors and Contractors were engaged to provide the new services as well as to maintain the services of BSNL. Today more than seventy percent works have been handed over to Private vendors. If this system will continue only the Sign Board of Company will remain as a Govt. of India Enterprise, but the Company will be totally run by Private concerned. In this arguable period the Govt. has introduced the National pipe line monetization which have been opposed by the all section of workers in the country but despite all the protest and opposition the Govt. adamantly introduced the functioning of National Pipe Line Monetization. Now our CMD BSNL has instructed all the CGMs to get ready to sell the Towers and optical fiber Cables or monetize through this pipe line.

4G spectrum is today also a day dream for the BSNL. The mobile Customers and the workers of the BSNL wants early implementation and rolling out the 4G spectrum for mobile services in BSNL, but this system is becoming far from the services of BSNL due to Govt. policy to help Private Telcos by downsizing the BSNL. When the BSNL management moved forward and floated tender for procurement of 4G switching and Tower equipment the Chinese Company ZTE came and selected at lower rate, but the resistance came from the Govt. not to procure equipment from China in name of Security issue. Other companies are still using Chinese equipment to run their services. The BSNL was directed by the Govt. that only Swadeshi equipment have to be used in enroll-

ment of 4G equipment by the BSNL. At that time none of the Indian Company was in a position to manufacture the equipment required for enrollment of 4G spectrum. Later, after elapse of two year TCS a company of TATA sons come forward with joint venture with ITI and claim to invent and manufacture the 4G equipment. It was informed by our management that laboratory test for the equipment have been completed and the field testing will be arranged after procurement of six thousand mobile towers from TCS. They also reported that the 4G spectrum will be launched on 15th of August, 2022 but reality tells something else and it seems that 4G spectrum is still day dream for the BSNL.

Under these circumstances and situation our sixth AIC has been decided to be conducted at Ranchi (Jharkhand) from 28th August to 30th August, 2022. The city of Ranchi is small one but it has a big gravity in respect of struggles for Independence. The Jharkhand is known as the land of Sh. Birsa Munda, who fought against the Britishers at his very young age in the year 1885. The very famous slogan of Versa Munda in Tribal language is "Abua Raj ete jana, maharani raj tundu jana" (Let the kingdom of the queen be ended and our kingdom be established). Sh. Birsa Munda is even worshiped like God by the tribal people in Jharkhand, Orissa, Bihar, West Bengal and Madhya Pradesh.

The city of Ranchi is small but with thick popu-

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TELECOM

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ORGANISATIONAL NEWS

General Secretary attended the Circle conference of NFTE-BSNL Uttarakhand Circle on 11th & 12th July, 2022 at Dehradun:- Circle conference of Uttarakhand Circle held on 11th & 12th July at Kollista Hotel, Patel Road Dehradun under the Presidentship of Shri Jagbir Singh Rana Circle President. The function begun with flag hoisting at 10.00 am. The delegate session was started at 10.45 in which Comrade Anand Bihari Uniyal Circle Secretary placed the statement



Flag hoisting ceremony



View of Dias

of activities from the period of last tenure of the circle alongwith audited accounts. The discussion on agenda issue took place upto lunch. In between both reports were passed unanimously by the house. After lunch, open session was organized in a very grand manner in the auditorium of the Hotel which was well decorated and attended by a good number of workers alongwith women employees. Shri Sanjay Singh PGM Dehradun BA and Shri Kannojiya PGM (HR) of circle office participated in the meeting alongwith several officers of management side. The leaders of

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lation. The famous heavy engineering corporation and its main production factory is situated at Hatiya which is also a nearest Railway station from Ranchi.

The city Ranchi is fully surrounded by hills, mountains, Jungles and climate of Ranchi is very pleasant and less polluted. Several important Dam and fountains are found at outer circle of Ranchi. This area is full of different type of mines.

We are going to conduct our conference at such a beautiful place but the accommodation and other arrangements are very costly, hence the CHQ has requested all to limit the number of participants. The motto should be proper deliberation, discussion and to adopt a concrete action plan to work upon it by the newly elected team at Ranchi to achieve the pending core demands of the workers.

We should concentrate our business to bring better future for the workers as well as the revival of BSNL too. Our main focus should be removal of stagnation of thousands of workers and guaranty for the social security for the direct recruits of BSNL. We have to take up the issue of compassionate ground appointment, 3rd PRC/wage agreement, new promotion policy for the non-executive workers and limited internal competitive examination (LICE) for all Cadres for their vertical promotion on their merit, for this creation of sufficient vacancies is required.

We will meet at Ranchi and we are hope full that all the participants will enjoy the Natural beauty of the Ranchi simultaneously, we have to complete our business within three days.

**Works unity Zindabad,
NFTE Zindabad, BSNL Zindabad**



PGM Dehradun & PGM (HR) addressing the conference



View of audience

sisters unions as Circle Secretary SNEA, Circle Secretary AIGETOA, Circle Secy BSNLEU also present in the meeting. From head quarters Com. Chandeshwar Singh G.S. NFTE participated and addressed the open session. Com. Sompal Saini Circle Secretary UP (W) circle was also invited by the reception committee and he also addressed the meeting and recall the memories of senior Comrades regarding working of combined circle of Uttarakhand with UP(W). G.S. exhorted all the relevant HR issues and issues related to revival of BSNL. He elaborated in detail the issue of LICEs specially for the Cadre of JTO and JE in which the resentment have been raised from the workers due to non-providing of sufficient vacancies for examination. The demand of year wise examination of JE Cadre for the LICE of JTO is not taken in to consideration of the management. The both PGMs and leader of sister unions also addressed the meeting. On 12th morning session a list of office bearers were elected unanimously

headed by Com. Deepak Rohthan, Hindi Translator, Haridwar, Com. Jatin Baliya, Sports inspector circle office Dehradun and Com. Kamal Mishra as President, Circle Secretary, Treasurer respectively. The delegates, as an honour accommodated Com. Jagbir Singh Rana as Circle Patron and Com. Anand Bihari Uniyal as Vice President though these Comrades were very happily tendered their retirement but under pressure and affection of delegates accepted to be in the team. Later after a vote of thanks by Com. Jagbir Singh Rana the conference was ended.

NEC meeting held at Guwahati from 07-01-2022 to 08-01-2022. The following amendments proposed in the constitution.

(1) It is proposed to increase the union subscription from Rs. 44/- to Rs. 60/- per member/ per month. The increase in subscription is need of the hour to meet the expenditure for functioning of the organization. Where the subscription was drastically decreased in the year 2020-21, due to VRS-2019 and Covid pandemic. The collected membership should be equally distributed at all levels (CHQ Rs. 20/-, Circle Rs. 20/-, SSA Rs. 20/-).

(2) It is proposed to amend section 13 (i.e. Secretariat) as "National Secretariat", which consists of all Circle Secretaries. The quorum for the meeting is 50% of total Circle Secretaries. All the conditions laid down in clause 13(b) & (c) will remain as it is.

(3) It is proposed to made amendment in section (14) of the constitution with Dy. General Secretary post in the office bearers list.

- (i) A President.
- (ii) Five Vice President or more.
- (iii) General Secretary.
- (iv) Dy. General Secretary.
- (v) Five Secretaries or more.
- (vi) Treasurer com Secretary.
- (vii) Organising Secretaries.

Dy. General Secretary will assist G.S. in day to day functioning of the union.

(4) Casual Mazdoors approved by BSNL management, wages paid through ERP should be allowed to get membership of registration/ recognized unions.

LETTERS FROM BSNL MANAGEMENT

Recognition of majority representative union (s) of non-executive employees in BSNL Holding of 9th membership verification process-calling up of applications regarding

No. BSNL/5-1/SR/2022 Dated: 7th July, 2022

It is proposed to hold 9th membership verification of non-executive employees Union in BSNL by way to secret ballot the auspices of the Ministry of Labour for identification of majority representative Union(s) and grant of recognition in accordance with the provisions of **BSNL Recognition of Non-Executives and Union and Representation in the Council Rules, 2012** after expiry of existing recognition period formal notification for which shall be issued in due course.

2. The Unions of non-executive employees in BSNL intending to participate in the said membership verification process, registered under the Trade Union Act and functioning for at least one year as on the last date for submission of applications may submit their applications complete in all respect to SR Section, BSNL C.O. accompanied with the following documents/undertakings as per format in Annexure-I attached herewith, in a sealed cover envelope addressed to PGM (SR), BSNL CO :-

a) A copy of Registration Certificate with regard to registration of the union, duly issued by the Registrar, Trade Unions under the Trade Union Act. (In case, the certificate is in vernacular language, a copy of English version thereof).

b) A copy of the Constitution of the Union, duly accepted by the Registrar, Trade Unions. (In case, the certificate is in vernacular language, a copy of English version thereof).

c) A copy of election symbol of their Union of 3 cm x 3 cm size, hard copy as well as soft copy (In 'jpeg' format).

d) Three undertakings as per Annexure-I.

i. Undertaking no 1 - They will abide by the BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012

ii. Undertaking no 2 - They shall accept the result of this election to be conducted by way of secret ballot,

iii. Undertaking no 3 - They shall accept conduct of elections under the supervision of CIRM officers in the Central sphere.

3. The applications by the applicant Unions shall be received in SR cell latest by 05.08.2022 (Fri), 16:00 Hrs. Incomplete applications or applications received after due date and time will not be entertained. Time schedule for processing of applications is as follows.

a. Release of list of eligible union - 12.08.2022

b. Last date of withdrawal of application - 22.08.2022

c. Release of list of final eligible unions - 26.08.2022

Annexure-I

Format for Submission of Application

i. _____ <Name of the General Secretary> _____, General Secretary of- _____ <Name of the union> _____ with the Registrar of Trade Union, _____ <Place of registration>- _____ dated _____ with the Registrar of Trade Unions, _____ <Place of registration> _____ hereby submit application for participation in the 9th membership verifications of non-executives in BSNL.

I hereby submit the following documents-

1. A copy of the Registration Certificate.

2. A copy of the Constitution, duly acknowledged by the Registrar, Trade Unions

3. A copy of the election symbol of our union of 3cm x 3 size, hard copy as well as soft copy (in 'jpeg' format)

4. Three prescribed undertakings

Name and Signature of the General Secretary
Name of Union

Tele Nos, Off _____

Mobile _____

Fax _____

Format for undertaking no 1

I undertake that our union shall abide by the BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012.

Name and Signature of the General Secretary
Name of Union

Format for undertaking no 2

I undertake on behalf of my Union that the result of this election to be conducted by way of secret ballot shall be acceptable to my Union

Name and Signature of the General Secretary
Name of Union

Format for undertaking no 3

I undertake that the conduct of elections under the supervision of CIRM officers in the Central sphere is acceptable to my union.

Name and Signature of the General Secretary
Name of Union

Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Engineer (T) under 50% internal quota for vacancy year 2020 - [For working eligible BSNL employees only], - Notification of Exam - Reg.

E File no. BSNLCO-II/13(13)/3/2022-RECTT-CO Dated: 08/07/2022 To The Chief General Managers, AP/KOLTD/CG/CHTD/GUJ/JHKD/KTK/KRL/MH/MP/OR/TN/UKD/TLNG/CN-TX North Telecom Circles, BSNL

Starting Date of Online Registration of Application	15.07.2022(Friday)*10.00 AM**
Last Date of Online Registration	16.08.2022 (Tuesday), 04.00 PM**
Editing/modification In Application Data By Candidate	22.08.2022 (Monday) to 26.08.2022 (Friday)
Date Of Online Examination	16.10.2022(Sunday)

****Changes in date, if any, due to any administrative reason, shall be notified separately**

** Candidates may ensure that registration along with payment of fee is completed in time as the registration link will be closed on 16.08.2022 at 04.00 PM sharp.

2. With the approval of the Competent Authority, and Establishment section, corporate office letter no. BSNLCO-A/15(14)/1/2022-ESTAB dated 28.01.2022 and subsequent intimation dated 14.06.2022, it has been decided to hold the online **Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Engineer** to fill up the vacant posts in the grade of Junior Engineer under 50% internal quota for Vacancy Year 2020 (as per Annexure-A) from the eligible working employees of BSNL.

Note:

i. The number of vacancies mentioned in **Annexure-A** is tentative and subject to change. Reservation will be effective as per guidelines/policy/

court orders by Govt. of India, if any.

ii. Since the Jarnail Singh batch of cases is pending in the Hon'ble Supreme Court of India, any promotion order issued shall be subject to the outcome of further orders that may be passed by the Supreme Court in the said case.

iii. The LICE for promotion to JE (T) shall be conducted as per provisions laid in Recruitment Rules (RR) BSNL Corporate Office Letter No. 250-7-2013- Pers-III dated 25th August 2014 and amendment thereof issued from time to time (ANNEXURE-B).

iv. The schema & syllabus for said examination has been circulated vide letter no. 250-76/2001-Pers-III dated 07.10.2011 (ANNEXURE-C).

v. The DoPT OM no. 36012/1/2020-Estt.(Res-II) dated 17.05.2022, regarding reservation in promotion for persons with Benchmark disabilities (PWBDs) shall be applicable.

3. The eligibility for the examination prescribed in terms of RR of JE 2014 issued vide Letter No. 250-712013- Pers-III dated 25th August 2014 read with DOPT OM no. 22011/4/2013-Estt(D) dated 08th May 2017 are as follows:

i. The applicant must be in the pay scale

of 9020-17430 and above with combined five years of residency period as on 1st January 2020(vacancy year).

ii. The applicant should be below the age of 55 years as on 1st January, 2020 (of vacancy year).

iii. Cut-off date for reckoning age/educational qualification for 50% internal quota candidates will be 1st January of the vacancy year (i.e they must be below the age of 55 years as on 1st January, 2020).

4. Subject to para 3 above, the eligibility for appearing in the above mentioned Limited Internal Competitive Examination shall be as per existing Recruitment Rules issued by Cadre con-

trolling authority of BSNL CO vide their letter no. 250-7/2013-Pers-III dated 25th August 2014. In case of any doubt with regard to eligibility, schemes and syllabus of the examination, the circles may take up the matter suitably with the cadre controlling authority i.e Establishment Branch of BSNL CO for necessary clarification.

5. There will be a single paper. The details of Papers and Time Table of the examination is as under:

S No.	Section	Subect	Maximum Marks/ No. of Questions	Day & Date	Time(IST) Duration
1	I	Electrical, Electronics & Communication	50 Marks/50 questions	16.10.2022 (Sunday)	10:00 hrs To 13:00 hrs. (03hours)
2	II	Departmental Practice	50 Marks/50 questions		

The LICE shall be held in online mode.

a All the questions will be of Multiple Choice Question (MCQ) type. Each question contains four options and candidate has to select only one wrrect answer. There would be negative marking and for each wrong answer 25% of the mark of that question would be deducted.

b. Minimum qualifying marks prescribed is as under:

Category	Minimum qualifying marks in each section	Aggregate marks
OC	30%	37%
SC/ST	20%	30%

Note: There shall be no further relaxation of marks or any other parameter under any circumstances owing to maintenance of efficiency of administration.

6. LICE will be held in 15 BSNL Territorial/ Non Territorial Circles/Metro District for VY 2020 (Andhra Pradesh, Calcutta Telephones, Chhattisgarh, Chennai Telephones, Gujarat, Jharkhand, Karnataka, Kerala, Maharashtra, Madhya Pradcsh, Odisha, Tamilnadu, Uttarakhand, Telangana & CN-TX North) at their respective head quarters . The details of the Tarritorial Non Territorial Circles Metro Districts where the LICE will be conducted are given at **Annexure-D**.

The concerned circles are requested to ensure updating of service particulars from service book of all probable candidates for the said LICE for timely e-verification of eligibility through ERP.

7. The employees, who are eligible in accordance with the eligibility conditions as referred in the Recruitment Rules and who desire to appear in the examination should submit the application online by 16.08.2022 till 04.00 PM sharp. Candidates applying for LICE for promotion to the post of **Junior Engineer** are required to apply online for which link shall be provided through BSNL website **www.internalexam.bsnl.co.in**. Candidates are advised to visit BSNL Intranet portal (www.intranet.bsnl.co.in) for updates regarding the LICE. All can-

didates applying for **LICE for Junior Engineer (T)** are required to read all the instructions provided on website **www.internalexam.bsnl.co.in** before filling the online application form. Candidates must have valid Email ID and Mobile Number at the time of online Registration. After submitting the application on-line, the applicant shall retain a hard & soft copy of the application form for record.

8. The prescribed examination fee shall be Rs.500/-(Rupees Five Hundred only) for the OC candidates, and Rs. 250/- (Rupees Two Hundred Fifty only) for the SC/ST candidates. The same shall be paid through online mode i.e. Internet Banking, Credit Card, and Debit Card etc. The amount of the fee shall not be accepted in any other form. **Fee once paid shall for the said LICE shall neither be refunded under any circumstances nor can be held in reserve for any other examination or selection even if the exam is not conducted due to any reasons Candidates are requested to ensure their eligibility for the said LICE before applying for the same.**

9. Candidates are advised to complete their online registration process well before the last date i.e 16.08.2022 till 04.00 PM sharp to avoid last day rush/technical glitches/unforeseen circumstances. Online registration process will not be allowed after the last date and all incomplete registrations will be treated as rejected. Candidates will have to download their online application form. The candidates shall have to download an Admit Card from the BSNL website **www.internalexam.bsnl.co.in** before the date of the online Test by using their

user login credential. **The admit card will not be sent either by post or by Email.** BSNL shall not be responsible for server crash problem or delays occurring on the last day of registration.

10. The applicants would be admitted to the examination on the basis of data/information furnished by them and captured during online registration of candidature. The said captured data/information shall be sent to Circles for verification of eligibility with respect to service particulars available in Savvies Book, SAP etc. Candidates are, therefore, once again advised to ensure that they fulfil all eligibility conditions before applying. The applicant must also ensure regarding his parent circle/category while filling the same in online application. In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfil any of the eligibility conditions, the candidature of such applicants shall be cancelled and no correspondence in this regard shall be entertained. Issuance of an admit card/Hall Ticket for the examination will NOT confer candidates any right for promotion/appointment etc. The promotion/appointment will be solely subject to fulfilment of all eligibility conditions (& availability of vacancies), provided by concerned authorities.

11. BSNL shall display/provide the questions & provisional answer key on the same portal soon after the Exam, for a stipulated period, wherein candidate shall be provided with a suitable format to submit their online grievances/queries on question/answer options only on chargeable basis to discourage unscrupulous grievances. The same shall be paid through online mode i.e. Internet Banking, Credit Card, and Debit Card etc. On the basis of grievance received from candidates, if any, the final answer key & merit list shall be deployed as per prevailing guidelines.

12. Issuance of candidate response sheet, score card etc. for the said LICE shall NOT confer candidate any right for promotion/appointment etc. The promotion/appointment will be solely subject to fulfilment of all eligibility conditions and magnitude of qualified marks secured vis-a-vis availability of vacancies. **The aspect of eligibility shall be solely on Circles and therefore circles should ensure that Service particulars of candidates are up-to-date in all respect to avoid any kind of pre/post exam discrepancies.**

13. Nothing other than specified in the Admit

card be permitted to be taken inside the examinations premises by the candidates. Violation of any of the instructions at any stage will make the candidate liable for disqualification of the candidature without assigning any reason thereof.

14. The concerned circles shall constitute an examination conducting team with suitable no. of members, wherein an Executive/Officer not below the rank of GM preferably from HR/Admin sections) would be the Examination Coordinator.

15. The Examination Coordinator then shall nominate the **Examination Superintendent (ES)** not below the rank of **DGM or equivalent**. The **Examination Coordinator** shall also depute Examination Observer (EO) at every exam centre irrespective of numbers of candidates. The EO should not be below the rank of AGM/DE/EE or equivalent. The duties and responsibilities of Examination Coordinator (EC), Examination Superintendent (ES) and Examination Observer (EO) will be intimated separately.

Circles should also intimate the following details in respect of the Examination Coordinator, Examination Superintendent and Examination Observer to the undersigned through the e-mail IDS bsnlrectt@bsnl.co.in by 01.08.2022 :-

Name:

Designation:

Office Address:

Office Telephone Number:

Mobile Number:

Official BSNL E-mail Address:

16. Circles heads are requested to arrange for the pre-exam training to aspiring SC/ST candidates for aforesaid LICE, as per admissible rules.

17. Promotion on the basis of the result of this examination will be subject to the outcome of court cases pending in different courts on the issue related to reservation & also mentioned in para 2(ii) above and the DoP&T instructions issued from time to time, endorsed by Establishment section of BSNL.

18. The decision of BSNL in all matters relating to eligibility, acceptance or rejection of the applications for false information, mode of selection, conduct of examination(s) and allotment of

examination centres will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard. Discrepancies regarding eligibility during exam or later shall make candidates liable for rejection of candidature. The custodian of the service book and other particulars of candidates shall ensure all aspects while verifying the eligibility and shall be sole responsibility of eligibility verifying authority.

19. Circle are requested to bring this notification to the notice of all working eligible employees.

20. BSNL reserves right to modify/amend any of the terms and conditions of this recruitment at any point of time.

ANNEXURE-A

Details of Vacancies for LICE JE(T)- Vacancy Year 2020*

SI.No	Name of Circle	Vacancies Notified for LICE	OC	SC	ST	PWD
1	Andhra Pradesh	5	3	1	1	2
2	Calcutta Telephones	9	7	1	1	4
3	Chattisgarh	4	4	0	0	0
4	Chennai Telephones	26	19	0	7	1
5	Gujarat	14	9	5	0	0
6	Jharkhand	1	1	0	0	0
7	Karnataka	82	70	12	0	3
8	Kerala	147	102	25	20	6
9	M.H	64	49	10	5	3
10	M.P	2	1	0	1	0
11	Odisha	16	10	4	2	2
12	Tamil Nadu	24	20	3	1	1
13	Uttarakhand	5	4	1	0	1
14	Telangana	12	7	3	2	2
15	CN(TX) North	1	1	0	0	0
	Total	412	307	65	40	25

* The number of vacancies mentioned above are tentative and subject to change. Reservation will be effective as per Government of India policy/ guidelines/court orders. if any.

No-transfer of non-executive staff till completion of 9th membership verification process in BSNL-regarding
No. BSNL/5-1/SR/2022 Dated:13th July 2022
To 1. All CGMs, BSNL, 2. CGM (BW) CGM

(Elect.)/CGM (Arch.), BSNL C.O. 3. PGM (Pers)/ PGM (Estt.)/ Sr.GM(TF), BSNL C.O.

In view of the impending 9th Membership verification for recognition of majority representative union (s) in BSNL, it has been decided that normal/ rotational outstation transfer orders of non-executive (Group C&D staff) employees, issued till date, which are not implemented till 27.7.2022, may be kept in abeyance till further orders or completion of 9th membership verification process.

Exceptions:- (1)Transfers on promotion or change of cadre (2) Tenure Transfer (Head/Soft/Rural) (3) Transfers on own cost/ own request. (4) Transfers without change in the station of posting

Transfers under 'Exception' category can be implemented and will be accounted for carefully while making Electoral Rolls to avoid inconvenience to the voters. These instructions shall come into force with immediate effect.

Reservation in promotion to with Benchmark Disabilities (PwBDs) - Regarding

No. 28-6/2022-SCT Dated:13.07.2022 To 1. To,

All Head of Orders BSNL. 2. Cadre Controlling Units, BSNL Corporate Office [CGM (EW)/CGM (BW)/CGM (Arch)/PGM (Pers)/PGM (Estt.)/ GM (Rectt)]

The undersigned is directed to forward Department of Personnel and training (DoP&T) OM No. 36012/1/2020 Estt. (Res-II) dated 17th May, 2022 on subject mentioned above endorsed vide Department of Telecommunications (SCT Section) letter No. 01-03/2022-SCT dated 28/06/2022 and also vide Department of Public Enterprises (DPE) OM No. DPE-GM-0043/2014-GM (FTS-1899) dated 27/06/2022 for strict compliance and necessary action there thereupon.

This is issued with the approval of the competent authority.

Reservation in promotion to Persons with Benchmark Disabilities (PwBDs).

No. 36012/1/2020-Estt. (Res-II) North Block, New Delhi Dated, the 17th May, 2022.

The undersigned is directed to say that the matter regarding reservation in promotion for Persons with Benchmark Disabilities (PwBDs) had been under litigation before various courts of law for quite some time, and the Hon'ble Supreme Court, in its order, dated 28.9.2021, delivered in the 'Application for Clarification' in the matter of 'Siddaraju vs. State of Karnataka', Civil Appeal No. 1567/2017, directed the Government to issue instructions on 'Reservation in Promotion', as provided in Section 34 of the Rights of Persons with Disabilities Act, 2016.

1.2 Accordingly, the following instructions are issued for grant of reservation in promotion to PwBDs, in the posts and services of the Central Government, as defined under Section 2(r) of the said Act, notified by the Department of Empowerment of Persons with Disabilities (DEPwD).

2. QUANTUM OF RESERVATION

2.1 In case of promotion, four per cent of the total number of vacancies in the cadre strength within Group 'C, from Group 'C to Group 'B', within Group 'B' and from Group 'B' to the lowest rung of Group 'A' shall be reserved for PwBDs. Reservation in promotion shall be applicable in the cadres in which the element of direct recruitment, if any, does not exceed 75%.

2.2 Against the posts identified for each disability, one per cent each shall be reserved for

PwBDs under clauses (a), (b) and (c), respectively, and one per cent combined, under clauses (d) and (e) below, unless otherwise excluded under the provisions of Para 3 herein under: -

a. blindness and low vision;

b. deaf and hard of hearing;

c. locomotors disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;

d. autism, intellectual disability, specific learning disability and mental illness;

e. multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.

2.3 The authenticity of any certificate, issued by the competent medical authority, may be got verified/re-verified by the appointing authority at the time of appointment.

3. EXEMPTION FROM RESERVATION IN PROMOTION

3.1 Proviso to Section 20 (1) of the Right of Persons with Disabilities Act, 2016, states that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt any establishment from the provisions of this Section.

3.2 Accordingly, if any Ministry/Department in the Central Government considers it necessary to exempt any establishment or any cadre or cadres fully or partly from the provisions of reservation in promotion for PwBDs, it shall make a reference to the DEPwD, giving full justification for the proposal. The DEPwD, having regard to the type of work carried out in any Government establishment, by notification, and subject to such condition, if

any, as may be specified in the notification, in consultation with the Chief Commissioner for Persons with Disabilities (CCPD), may exempt any Establishment or any cadre(s), fully or partly, from the provisions of reservation for PwBDs. While doing so. Notes 1 to 9 under the Notification No.38-16/2020-DD.II, dated the 4th January, 2021, issued and as modified from time to time by the DEPwD, may kindly be kept in view.

4. NO DENIAL OF PROMOTION MERELY ON THE GROUND OF DISABILITY

4.1 In terms of Section 20(3) of the Rights of

Persons with Disabilities Act, 2016, no promotion shall be denied to a person merely on the ground of disability. Further, in terms of Section 20(4) of the Act, no Government establishment shall dispense with or reduce in rank an employee who acquires a disability during his/her service. As per the proviso to this sub-section, if an employee, after acquiring disability is not suitable for the post

he was holding, shall be shifted to some other post with the same pay scale and service benefits. This section further provides that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier. However, in case the PwBDs for whom the supernumerary post was created is eligible for next promotion to higher pay level, and it is not possible to adjust the employee against any post, a fresh creation of supernumerary post in next higher level will be required by surrendering the previously created supernumerary post at the lower level, and the proposal for the same may be submitted to the Department of Expenditure.

4.2 An employee who acquires disability, after entering into service, will be entitled to get the benefit of reservation in promotion as a PwBD. However, his seniority among PwBDs will be counted from the date of certification of his/her disability, i.e. disability of 40% or more in the categories covered under Section 34(1) of the Rights of Persons with Disabilities Act, 2016.

4.3 No benefit of reservation shall be given on the basis of temporary certificate of disability.

5. IDENTIFICATION OF POSTS;

5.1 The DEPwD has already identified posts suitable for being held by PwBDs and the physical requirement for all such posts, have been notified, vide their Notification No. 38-16/2020-DD-III, dated the 4th January, 2021. The posts mentioned in Annexure-C of the said notification (to be read in conjunction with Notes 1 to 9 mentioned under the main Notification, dated 4th January, 2021) shall be used by the Cadre Controlling Authorities to give effect to reservation in promotion to the PwBDs.

6. RESERVATION IN POSTS IDENTIFIED FOR ONE OR TWO CATEGORIES

6.1 If in a Ministry/Department/Organization, a

post is identified suitable only for one category of disability, reservation in promotion in that post shall be given to persons with that category of benchmark disability only. However, reservation of 4% for PwBDs shall not be reduced in such cases and total reservation in the cadre will be given to PwBDs for which it has been identified. Likewise, in case the post is identified suitable for two categories of disabilities, reservation shall be distributed between persons with those categories of disabilities equally, as far as possible. It shall, however, be ensured that reservation in different posts in the establishment is distributed in such a way that the PwBDs, as far as possible, get equal/fair representation. The points used in the 100-point Roster after a gap of 25 points shall be used to give reservation. In other words, it will be given only at the points reserved for PwBDs, and not in a bunched manner.

7. ADJUSTMENT OF PwBD CANDIDATES WHO ARE IN THE ZONE OF CONSIDERATION AGAINST GENERAL VACANCY

7.1 In case of promotions by seniority-cum-fitness, if a PwBD is otherwise eligible and is in the list of candidates finally approved for promotion, he/she may be promoted against the vacancy not specifically reserved for PwBD. In other words, a PwBD cannot be denied promotion on the ground that the vacancy is not earmarked for his category.

7.2 In the case of promotion by selection, PwBDs selected without relaxed standards, along with other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities who are lower in merit than the last candidate in merit list but, otherwise found suitable for appointment, if necessary, by relaxed standards.

8. RELAXATION OF STANDARD OF SUITABILITY

8.1 If sufficient number of PwBD candidates with benchmark disabilities are not available on the basis of prescribed standard to fill all the vacancies (in case of promotion through Limited Departmental Competitive Examination/Departmental Examination, etc.) reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them, provided they are not found unfit for such post or posts. However, this provi-

sion shall not be used to allow any relaxation in the eligibility criteria laid down for the issuance of certificate of benchmark disability.

8.2 The same relaxed standard should be applied for all the PwBD candidates with benchmark disabilities, irrespective of whether they belong to the Unreserved/SO/ ST/ OBC category. No further relaxation of standards will be considered or admissible in favour of any candidate from any category whatsoever.

9. COMPUTATION OF NUMBER OF VACANCIES TO BE RESERVED

9.1 Number of vacancies in a recruitment year to be reserved for PwBDs in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable, shall be computed as 4% of the total number of vacancies in the cadre strength, although the PwBDs would be posted against the category of posts identified as suitable for them.

10. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS

10.1 Every Government establishment shall maintain, cadre wise and group-wise, a separate 100-point vacancy-based reservation roster/register, as in the case of direct recruitment, for determining/effecting reservation for the PwBDs in promotion. There will be separate roster / register, in each cadre in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable. There shall be separate roster/register for promotion and direct recruitment.

10.2 Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into four blocks, comprising the following points:

- 1st Block - Point No. 01 to point No. 25
- 2nd Block - Point No. 26 to point No. 50
- 3rd Block - Point No. 51 to point No. 75
- 4th Block — Point No. 76 to point No. 100

10.3 Points 1, 26, 51 and 76 of the roster shall be earmarked for PwBDs - one point each for category under (a), (b), (c) of Para 2.2 above, respectively, and one point for category (d) and (e) jointly. The Head of the establishment shall ensure that vacancies identified at Sl. No.1, 26, 51 and 76 are earmarked for the respective categories of the PwBD. However, the Head of the Department shall decide the placement of the selected candidate in

the roster/ register. In other words, the category to be appointed first will be decided by the Head of the Department based on the functional requirement.

10.4 All the vacancies in each recruitment year in a grade, arising irrespective of vacancies reserved for PwBDs, shall be entered in the relevant roster. If the vacancy falling at point no. 1 is not identified for the PwBD, or if the Head of the Department feels that it is not possible to fill up that post by the PwBDs for any other reason to be recorded in writing, one of the vacancies falling at any of the points from 2 to 25 shall be treated as reserved for the PwBD and filled, as such.

10.5 Likewise, one vacancy out of the total vacancies falling at points from 26 to 50 or from 51 to 75 or from 76 to 100 shall have to be filled by the PwBDs. The purpose of keeping points 1, 26, 51 and 76 as reserved is to fill up the first available suitable vacancy by the PwBD candidate of the category for which the post is earmarked.

10.6 There is a possibility that none of the vacancies from 1 to 25 is found suitable for any category of the PwBD. In that case, two vacancies from 26 to 50 shall be filled from amongst the PwBDs. If the vacancies from 26 to 50 are also not suitable for any category, three vacancies in the third block 51 to 75 shall be filled as reserved. This means that if no vacancy can be reserved in a particular block, it shall be carried over to the next block.

10.7 After all the 100 points of the roster are covered, a fresh cycle of 100 points shall start.

10.8 If the number of vacancies in a year is such as to cover only one block (say 25 vacancies, including PwBD quota, if any) or two (say 50 vacancies, including the quota, if any), the category of the PwBDs should be accommodated as per the roster points. However, in case, the said vacancy is not identified for the respective category of disability, the Head of the Department shall decide the category on the basis of the nature of the post, the level of representation of the specific category in the grade/post concerned, etc.

11. CERTIFICATE BY REQUISITIONING/ CADRE CONTROLLING AUTHORITY WHILE SENDING APPLICATION FOR SELECTION BY PROMOTIONS /DEPARTMENTAL EXAMINATION INCLUDING LIMITED COMPETITIVE DEPARTMENTAL EXAMINATION;

11.1 In order to ensure proper implementation of the provisions of reservation for PwBDs, the requisitioning/cadre controlling authority, while sending the requisition/proposal to the recruiting agency/DPC, as the case may be, for filling up of vacancies through promotion by selection/Departmental Examination/Limited Competitive Departmental Examination, shall furnish the following certificate to the recruiting agency/DPC: -

"It is certified that the requirements of the THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016 which has become effective from 19th day of April, 2017 and Rules made thereupon, vide Rights of Persons with Disabilities Rules, 2017, and the policy relating to reservation for persons with benchmark disabilities has been taken care of while sending this requisition/proposal. The vacancies reported in this requisition/proposal fall at points no..... of cycle noof 100-point reservation roster out of which..... number of vacancies are reserved for persons with benchmark disabilities."

12. NOTICE OF VACANCIES FOR PROMOTION BY SELECTION

12.1 In order to ensure that PwBDs get a fair opportunity in consideration for appointment against an identified post, the following points shall be kept in view while sending the requisition notice/proposal to the recruiting agencies (SSC, UPSC etc.) and DPCs-

(i) Number of vacancies reserved for SCs, STs and each category of PwBDs should be indicated clearly.

(ii) In respect of vacancies in posts identified suitable for being held by PwBD, it shall be indicated that the post is identified for that respective category of PwBDs from amongst the categories, as mentioned in (a) to (e) of Para 2.2 above, as the case may be. Functional classification for performing the duties attached to such post(s), shall also be indicated clearly.

(iii) The PwBDs belonging to the category/categories for which the post is identified shall be allowed to apply for the post advertised for being filled up by Limited Departmental Competitive Examination, even if no vacancy is reserved for it them. However, they will not be allowed any relaxed standard. Such PwBD candidates will be considered for selection for appointment to the post by general standards of merit.

(iv) It shall also be indicated that persons with valid certificate of benchmark disability shall alone be eligible for the benefit of reservation. However, no benefit of reservation shall be given on the basis of temporary certificate of disability.

13. ZONE OF CONSIDERATION. INTERSE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF PROMOTION

13.1 While filling up the reserved vacancies by promotion by selection, those PwBD candidates who are within the normal zone of consideration, shall be considered for promotion. However, if adequate number of PwBD candidates of the respective category are not available within the normal zone, the zone of consideration may be extended to five times the number of vacancies and the PwBD candidate falling within the extended zone may be considered for promotion. In the event of non availability of candidates even in the extended zone, the vacancy shall not be filled and be carried forward to the subsequent year. In the subsequent year, if a PwBD of the required category is not available, the reservation can be exchanged with the other categories, so that post can be filled by a person with other category of disability, if possible. If a PwBD candidate of other category is within the zone of consideration and within the number of vacancies available, he cannot be denied promotion on the grounds of disability. If it is not possible to fill up the post by reservation even in the 2nd year, the post may be filled by a person other than a PwBD, and the reservation shall be carried forward for two subsequent recruitment years, where after it shall lapse.

13.2 While filling up vacancies by promotion by non-selection, the eligible candidates with benchmark disabilities within the normal zone of consideration shall be considered for promotion – against the reserved vacancies. In case no eligible candidate of the respective category of disability is available in the normal zone of consideration, additional PwBD candidates of respective category to the extent required shall be considered by going down the seniority list, provided they are eligible, and that the post is identified for them. In the event of non-availability of PwBD candidates for promotion even in the extended zone, the vacancy shall not be filled and shall be carried forward. In the subsequent year if PwBD of respective category is not available, the same can be exchanged with

other categories of disabilities identified for it. If it is not possible to fill up the vacancy by reservation even by exchange, the reservation shall be carried forward for two subsequent recruitment years, where-after it shall lapse.

13.3 In order to ensure that cases of lapse of reservation are kept to the minimum, any recruitment of the PwBD candidates shall first be counted against the vacant posts brought forward from previous years, if any, in the chronological order. If candidates are not available for at the vacancies, the older carried-forward posts shall be filled first, and the current vacancies shall be carried forward, if not filled up, provided that in every recruitment, the number of vacancies reserved for PwBD, including the carried forward vacancies, shall be announced beforehand, for the information of all aspirants.

14. HORIZONTALITY OF RESERVATION FOR PERSONS WITH BENCHMARK DISABILITIES

14.1 Reservation for backward classes of citizens (SCs, STs and OBCs) is called 'vertical' reservation and the reservation for categories such as PwBDs and ex-servicemen is called 'horizontal' reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and persons selected/promoted against the quota for PwBDs have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved depending upon the category to which they belong in the roster meant for reservation of SCs/STs/OBCs. To illustrate, if in a given year, there are two vacancies reserved for the PwBDs, and out of two PwBDs promoted, one belongs to Scheduled Caste and the other belongs to Unreserved, the SC candidate with benchmark disability shall be adjusted against the SC point in the reservation roster and the Unreserved candidate with benchmark disability against the unreserved point in the relevant roster. In case none of the vacancies falls on point reserved for the SCs, the candidate under benchmark disability belonging to SC shall be adjusted in future against the next available vacancy reserved for SC.

14.2 Since the PwBDs have to be placed in the appropriate category, viz. SC/ST/OBC/Unreserved in the roster meant for reservation of /STs/OBCs, the application form (in respect of Departmental examination for promotion) for the post should re-

quire the candidates applying under the quota reserved for PwBDs to indicate whether they belong to SC/ST/OBC or unreserved.

15. ANNUAL REPORTS REGARDING REPRESENTATION OF PERSONS WITH BENCHMARK DISABILITIES

15.1 The Ministries/Departments shall continue to upload data on promotion of PwBDs, along with data on representation/ direct recruitment of PwBDs in respect of posts/services under the Central Government on the URL i.e. www.rrcps.nic.in, as on 1st January of every year. All Ministries/Departments have been provided respective user code and password with guidelines for operating the URL.

16. LIAISON OFFICER FOR PERSONS WITH BENCHMARK DISABILITIES:

16.1 Liaison Officers appointed to look after reservation matters for SCs/STs shall also work as Liaison Officers for reservation matters relating to PwBDs and shall ensure compliance of instructions, as contained in DoPT CM No.43011/153/2010-Estt (Res), dated 4.1.2013.

17. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT

17.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

17.2 The Grievance Redressal Officer shall maintain a register of Complaints of Persons with Benchmark Disabilities with the following particulars, namely: -

- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint;
- (e) date of disposal by the Grievance Redressal Officer; and any other information.

17.3 Any person aggrieved with any matter relating to discrimination in promotion, may file a complaint with the Grievance Redressal Officer of the respective Government establishment.

17.4 Every complaint filed, shall be inquired into within two months of its registration, and out-

come thereof or action taken thereon, shall be communicated to the complainant / PwBD.

18. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control.

Board level & below Board level posts including Non-unionized supervisors and Non-Executives in Central Public Sector Enterprises (CPSEs) - Revision of scales of pay w.e.f. 01.01.2007- Payment of IDA at revised rates - regarding.

F.No. BSNLCO-A/11(18)/1/2020-ESTAB Dated 15-07-2022 to All heads of Telecom Circles & All heads of other Administrative Units

The undersigned is directed to forward here-with the Ministry of Finance, Department of Public Enterprises (DPE) OM No. W-02/0002/2014-DPE (WC-GL-XII/2022 dated 06.07.2022 on the above cited subject with regard to increase in IDA rates from existing 185.3% to 190.8% w.e.f 01.07.2022. The same may be implemented in respect of Board level and below Board level Executives and Non-Executive employees drawing pay in DA pay scales revised w.e.f 01.01.2007.

This is issued with the approval of competent authority.

Conduct of 9th membership verification to elect majority representative Union(s) Non-Executive employees in BSNL- Electoral Roll & Polling booths

File No. BSNL/5-1/SR/2022 Dated: 20th July, 2022 To, 1. All CGMs, BSNL 2. GM (Pers.)/ PGM (Estt.)/ GM (Admn), BSNLC.O.

The process of 9th membership verification for electing major representative Union(s) of non-executive employees in BSNL has already been started. Following letters have been issued by this office so far:

1	Letter No. BSNL/5-1/SR/2022 dated 22.04.2022	Appointment of Chief Returning Officer (CRO)	(C1)
2	Letter No. BSNL/5-1/SR/2022 (ii) dated 22.4.2022	Constitution of Core Group	(C2)
3	Letter No. BSNL/5-1/SR/2022 dated 07.07.2022	Calling up of Application	(C3)
4	Letter No. BSNL/5-1/SR/2022 dated 13.07.2022	Instructions regarding non transfer of non executives during MV	(C4)

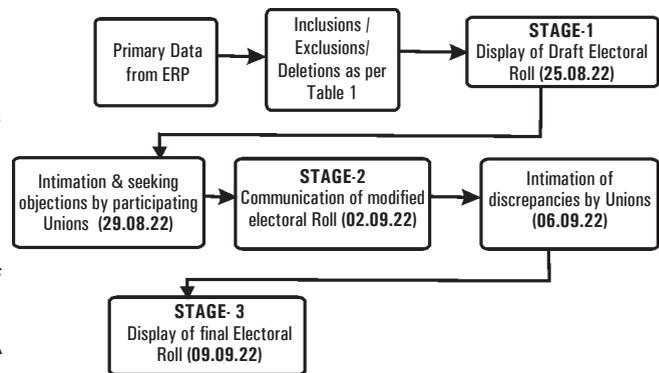
2. The tentative time schedule for the 9th Membership Verifications (MV) is detailed below.

S.No.	Event	Date
1	Date of Polling	12.10.2022 (Wednesday)
2	Counting of Votes	14.10.2022(Friday)
3	Declaration of Result	14.10.2022(Friday)

3. I am directed to state that the preparation of Electoral Rolls and deciding no of Polling Booths shall be carried out as below.

(A) Electoral Rolls

It will be a three stage process as follows:



i) **Stage-1 Draft electoral roll-** The primary data may be taken from the ERP and processed for its correctness. The draft electoral rolls may be prepared immediately in the pro-forma enclosed at Annexure-I with inclusion and exclusion as per Table-1 by the concerned authority (e.g. GM HR/ DGM HR). R.O. and A.R.O. will monitor the completion of all activities of electoral roll preparation as per the time schedule.

The Circle Secretaries will communicate BA/OA level representatives to concerned unit and General Secretary will communicate the Circle representative to concerned Circle by 22.08.2022.

The draft electoral rolls shall be displayed by

25.08.2022 and its copy shall be provided to the representative of the participating unions at Unit HQs (CO/BA/OA) level for submission of their objections, if any, latest by 29.08.2022.

In case no communication is received by the stipulated date it will be presumed that the Union does not have any objection on the draft electoral rolls provided to them.

Table - 1: Inclusion in the Electoral Roll

Employees in the following situations shall be included in the Electoral Roll

1. Employees under suspension
2. Deputationists shall be included in Electoral Roll of their parent place of posting. Parent circles will ensure dispatch of postal ballot to outstation Deputationists well in time.
3. Employees holding Non-Executive post on substantive basis, but temporarily promoted to Executive grade on local officiating basis.
4. Employees who exercised their option for absorption in BSNL but PO have not been issued so far and if their names were included in the electoral roll of previous MV.
5. Employees facing disciplinary proceedings or undergoing punishment (except in case of imposition of penalty of dismissal/compulsory retirement etc) and who have opted for absorption in BSNL

Exclusion from the Electoral Roll

1. Employees retiring on superannuation up to 30.9.2022.
2. Employees taking voluntary retirement up to 11.10.2022.
3. Employees retiring due to any reason or resign from service before polling date.

Regarding non territorial Circles the draft electoral rolls shall be prepared according to guidelines enclosed at **Annexure-III**

ii) Stage-2 Modified electoral roll- The concerned HR section shall be prepare modified electoral roll after addressing the objections received from the unions, if any by 02.09.2022. The BAs/OAs shall provide a copy of the modified electoral roll to the Union representative and advise them to peruse the electoral roll and the inform discrepancy, if any by 06.09.2022

iii) Stage -3 Final electoral roll- In case any

discrepancy is reported, the same shall be suitable addressed and final electoral roll shall be prepared by 07.09.2022. The Unit HQs (CO/BA/OA) shall display the final electoral roll by 09.09.2022 and circles will communicate a list indicating the final number of voters with BA-wise breakup to this office. Any objection arising out of foreseeable events shall not be entertained after this stage, ROs will collect the completion report from AROs in respect of all three stage and will send compiled report to CRO by 12.09.2022.

Note-After display of Final electoral roll- i.e. 09.09.2022, non-executives acquiring the status of an executive on or before the date of polling i.e. 12.10.2022 shall be not allowed to cast their votes since the MV is for Unions of Non-Executive. While communicating the final result, names of all such employees as mentioned above are to be excluded.

B. Polling Booths:

- i) The number of polling booths in a BA/OA may be decided by the Head of BA in consultation with Circle office keeping in mind the following points.
- ii) Total number of voters in a polling booth should not exceed normally three hundred. In case it exceeds, two or more polling booths, as required may be planned.
- b) The polling booths should be so located that minimum inconvenience is caused to the voters. The Polling booths should be spacious to accommodate one Presiding Officers, 1 to 3 Polling Officers, one Group D employees and one polling agent of each unions participating in verifications process (only BSNL employees), depending upon the number of voters who vote at that particular booth. Polling Booths should have sufficient space for necessary arrangements for voting cabin and tables and chairs etc.
- ii) The information of polling booths may be prepared in the proforma at Annexure-II
- iii) The field units shall communicate compiled information i.e. number of polling booths and number of voters in the Circle to SR V Cell Corporate Office by 16.09.2022.

4. The events and dates related with preparation of electoral roll and planning of polling booths are as follows:

a) Intimation of Union representatives to concerned Circle/BA/OA	22-8-2022
b) Display of Draft electoral roll	25-8-2022
c) Intimation of objections, if any, by participating Unions	29-8-2022
d) Communication of modified electoral roll by Circles to Unions	2-9-2022
e) Intimation of discrepancy, if any, by Unions	6-9-2022
f) Display of final Electoral Roll	9-9-2022
g) Communication of compiled report by ROs to CRO	12-9-2022
(h) Submission of no.of polling and no.of Voters by Circles to SR Cell	16-9-2022

This is issued with the approval of competent authority.

(Annexure to Letter No. BSNL/5-11SR/2022 Dated 20th July, 2022)

FORMAT FOR ELECTORAL ROLL

S.No.	Name	Designation	HRMS No.	Father's/ Husband's Name	Male/ Female	Deptt./Section

Annexure II

FORMAT FOR NO OF POLLING BOOTH

S.No.	Name of unit (CO/BA/OA)	No.of Voter	No. of Polling Booths
	Total		

Annexure-III

(Annexure to Letter No. BSNL/5-1/SR/2022 Dated 20th July, 2022)

Guidelines for preparation of Electoral Rolls of non territorial Circles for conduct of 9th membership verification to elect majority representative Union(s) of Non-Executive employees in BSNL.

- a) The electoral rolls will be prepared by the territorial Circles a- CO/BA/OA-wise, incorporating the names of non-executives belonging to other units like BRBRAITT, Core Network-TX circles, I & QA, TFs, ITPC, BBNW (NCNGN+BBNIN),

Civil, Electrical, Architecture etc. and posted under their respective Circle.

- b) Chennai ID and Kolkata TD will have electoral rolls of non-executives belonging to Chennai TD and Kolkata TD only.
- c) CNTI-North will be a separate Circle and its electoral rolls will include all units of BSNL located in Delhi only, viz. BBNW (NCNGN+BBNW), I & QA Circle, or any other Circle having presence in Delhi etc., except Corporate Office. However, the names of CNTX-North employees working in its sub regions outside Delhi will be included in the respective territorial Circles/BAs/OAs wherever they are working.
- d) WB Circle electoral rolls will also include the names of non-executives working in CNTX-East, TFs, ITPC, Civil/Elect etc. and working under its territorial Circle. Similarly, TN Circle electoral rolls will include staff of CNTX-South etc.
- e) Corporate Office and ALTTC will be independ-

Annexure -I

ent Circles for the purpose of electoral rolls. GM (Pers.) as the nodal officer in the Corporate Office shall be responsible for preparation of electoral rolls incorporating names of non-executives of all streams working in the Corporate Office.

Reservation in promotion to Persons with Benchmark Disabilities (PwBDs)

No. 01-03-2022-SCT dated 28.06.2022 To, 1. The Chairman-cum Managing Director, MTNL, New Delhi. 2. The Chairman-cum Managing Director, BSNL, New Delhi. 3. The Chairman-cum Manag-

Contd. on last page

Unjustified treatment with 191 TSM of Darbhanga BA, regarding Issuance of Presidential order

**TF.05 Dated:-13-07'2022 To, Director (HR)
BSNL Board New Delhi.**

Kindly recall my submission on dated 21-06-2022 on the subject, while I met your Honour in your office chamber at 5.30 pm. Further we submit some more points and information in support of genuineness of conferment of temporary status and regularization as regular Mazdoor of 191 casual Mazdoor of Darbhanga SSA.

In Darbhanga BA (Erstwhile SSA) 191 Casual Mazdoors were conferred temporary status with effect from 01-08-1998 on the direction of Hon'ble CAT Patna in OA No:-599 of 1996 with MA 147/98, dt-18-02-1999.

The GMTD Darbhanga granted temporary status to 191 Mazdoors based on Hon'ble CAT Patna order in OA cited above. Vide No.-GMTD/DBN/DRM/2000-2001, dt-01-05-2001, Later in 2002 the Darbhanga SSA were bifurcated into three other SSA which (i) Shamstipur (ii) Begusarai and (iii) Khagaria in 2002. Again in 2003 one Madhubani SSA was also came into existence bifurcating from Darbhanga.

Thus after all these bifurcation out of 191 temporary status Mazdoors came under the jurisdiction of these new SSA's and all the SSA's regularized the those TSMs who were under their jurisdiction.

(i) Darbhanga SSA regularized 140 TSMs combined for Darbhanga and Bhagalpur, vide letter No:-GMTD/Rectt UTSM-RM/49, dt-18-07-2002.

Out of these 142 RMs came under the jurisdiction of Madhubani SSA in 2003 after bifurcation of Darbhanga and Madhubani.

(ii) The TDM Shamstipur regularized 17 TSMs as regular Mazdoor as per norms and rule of regularization and no where it is mentioned that these RMs are provisional or adhoc. Hence these RMs are out of the 191 TSMs of combined Darbhanga SSA but after going through all the records and verifying working

days of TSMs the TDM Shamstipur issued regularization letter for these 17 TSMs vide letter No:- TDM/SAM/E-17/TSM- REGULAR/03-04, dt-18-09-2003. According to the regularization records these RMs have got regularization without any comment thus they should be treated as regular Mazdoors and extended all the facilities including Presidential orders.

(iii) 24 numbers of TSMs came under the jurisdiction of Begusarai SSA after bifurcation from Darbhanga and these 24 TSMs were regularized as RM by the TDM Begusarai vide letter No.-TDM/BGS/A-16/Casual labour, dt-21-05-2003.

(iv) 10 numbers of TSMs came under the jurisdiction of Khagaria SSA after bifurcation from Darbhanga and these TSMs were regularized vide No.- TDM/KHI/E-1/DRM/Part, dt-27-02-2003.

(v) Out of 140 TSMs regularized as RM by the GMTD Darbhanga, 38 numbers of Mazdoors came later under the jurisdiction of Madhubani SSA and presently they are working under the Madhubani operational area.

All the RMs irrespective of their jurisdiction were charge sheeted under rule 36 of BSNL CDA rule, based on direction of Corporate office new Delhi. It is also a vital question that in the order of Corporate office charge sheets were to be issued to 140 RMs of Darbhanga SSA only but all the RMs where charge sheeted irrespective of their working jurisdiction.

(vi) The charge sheets where issued to all the 38 RMs of Madhubani SSA also and inquiry in each of the case initiated and completed within a time frame. All the 38 RMs were awarded with punishment of lowering their basic pay for six month or 1 year the time period of the punishment have also reached the end. Now in the name of justice these 38 RMs should be extended all departmental facility like appearing in examination and issuing the Presidential order.

(vii) Most surprising episode of the case is that all the charge sheets were withdrawn in the

year 2018 and showcause notices were issued again to all the regular Mazdoors irrespective of their work place and jurisdiction.

- viii) All most all the regular Mazdoors have knocked the door of Hon'ble CAT Patna which has issued the stay orders of the showcause.
- ix) Some of the regular Mazdoors knocked the door of Hon'ble CAT Patna against denial permission to appear in the LICE of Telecom Technician scheduled to held on 31-03-2017 and again on 20-08-2017 for this the Hon'ble CAT directed the BSNL circle management Bihar to allow them to appear in the examination Vide OA/050/00684/2014, order dt-25-09-2014. Against this direction BSNL appealed a civil writ jurisdiction case No:-14740 of 2018 in the High Court at Patna. The Hon'ble High Court dismissed the writ petition of BSNL on 24-01-2020 with a direction to obey the order of Hon'ble CAT Patna.

Neither the management has moved to apex Court nor the order of Hon'ble CAT Patna approved by Hon'ble High Court Patna have been implemented.

- x) All these Regular Mazdoors have opted to be observed in BSNL in time frame fixed by the DOT and still all the option lying in the office GM BA Darbhanga and at the headquarters of other operational area under the jurisdiction of Dharbhanga BA.
- xi) All these RMs enrolled in ERP system and their status are showing as observed ATT with a remark that Court cases are pending.
- xii) Dozens of Court cases are pending related to these regular Mazdoors and BSNL management is spending lot of money to defeat the genuine cause of the Regular Mazdoors working since 1985 as Casual Mazdoor, with temporary status from 1998 and after regularization from 2002- 2003 almost all have contributed for this organization for more than 35 - 40 years and some have retired and died and all most all are at the verge of retirement the management should give a sympathetically consideration ignoring the list lacuna of the case and taking consideration of more merits as submitted above of the case.

Some special features of the case:-

- (i) The then GM, DGM, DE (admin) were charge sheeted on complaint to do over look the lacuna at the time of granting temporary status as well as regularization as RMs, but they are exonerated from the charges and paid all the retirement benefits. Question is that when the officers concerned for the granting temporary status and regularization as RMs are not found guilty in the enquiry, how these poor workers who worked as labourer since 1985 are being harassed upto end of their carrier and life.
- (ii) In the list of 191 TSMs one Shri Hari Kant Jha placed at Serial No.-1 was expired, his widow is getting family pension and recruited on CGA.
- (iii) The screening committee/DPC constituted at the time granting TSMs and regularization have not mentioned any adverse entry in the file.
- (iv) The Presidential order have been issued to - (a) Shri Jagdish Sah T.T. serial No: - 170 in the list of 191 TSMs who working at present under ETR Madhubani. (b) Mithilesh Kumar Sah at serial No.-94 in the list of 191 TSMs of Darbhanga SSA. Whether all the charges which are troubled the other TSMs of the list 191 TSMs are not applicable to these two RMs because they are shifted under ETR?
- (v) Shri Manchit Prasad RM from that 191 group have been transferred to Muzafferpur and he was allowed to appear in LICE for Telecom Mechanic and promoted as Telecom Mechanic now he took VRS.

Further the question arise that right from 2001 onward verification of genuineness of the initial Mazdoors have not been done by the management on this point also the Hon'ble High Court Patna in case number 14740 of 2018 have mentioned a remark in favour of the employees of this 191 group of temporary status.

Beside these points several other valid points are also there which can be located on perusal of all the relevant records lying in the different offices of operational area as well as at Darbhanga BA.

Under the facts circumstances and facts mentioned above, we request your honour to kindly

consider the case sympathetically to extend justice to a big number of suffering employees who have contributed a lot within 40 years for the nation through DOT and BSNL.

All the relevant documents are enclosed for ready reference.

Petition for relaxation in affordability and profitability clauses in DPE guide lines for -reg revision, sequel to grant of revival package to BSNL PSU - reg. TF-9/8PRC Dated:-06 -07-2022 To, Shri Narendra Modi Hon'ble Prime Minister of India Govt. of India New Delhi.

We very respectfully submit, Sir, that the "National Federation of Telecom Employees (BSNL)", NFTE (BSNL), is a registered and recognized union and ventilate the grievances of the employees. Under very compelling circumstances and having no option we have decided to approach to your kind honour for redressing the sufferings of BSNL employees.

It is stated that the Govt. of India has granted the following revival packages after cabinet decision on 23rd October, 2019 to the BSNL.

1. Floating of 8,000 crores bonds with sovereigns guarantee.
2. Land monetization.
3. VRS to employees.
4. Allotment of 4G spectrum.

The administration has taken steps for implementation of the revival packages except under item (4) which is expected to be launched on 15th August, 2022. Apart from this more than 78,000 employees have opted for VRS w.e.f. 1st February 2020 Presently the financial conditions of the PSU have improved to a large extent and time is not far away when it becomes a vibrant organization after launch of 4G services.

However, we are extremely sorry to mention that no step has been taken to motivate the left out employees who are still deprived of their wage revision due from 1st January, 2017. It is due to fact that the Administrative Ministry of BSNL, DOT, has avoided to include "wage revision" item in the Cabinet note proposal of revival packages decided on 23rd Oct. 2019. The reasons are well

known to the authorities adorning high chairs in the DoT' The action of non-inclusion of "wage revision" item by DOT in the proposal has not been in consonance with the recommendations of Indian institute of Management, Ahmadabad BSNL (Gujarat). The PSU management is avoiding wage revision due to above fact causing sufferings to the work force.

We feel pertinent to submit, Sir, that the erstwhile DOT employees took absorption in BSNL w.e.f. 01-10-2000 with full understanding that their wage revision will take place after every 10 years. Moreover, Large number of graduate engineers and diploma holders have been recruited by the entity with declarations that their wage revision will take place.

Presently, such staffs are completely disillusioned and disappointed with the stand of PSU and Administrative Ministry. We are sure, Sir, you will kindly appreciate that the motivation of employees is must so that they may contribute their best to make the PSU vibrant and financially strong to face challenges in future.

Sir, the BSNL PSU is service provider and fulfil various social obligations and responsibilities of the Govt. Several instances of Natural Calamities occurred in the past can be cited when the PSU came forward to provide Telecom Services. The company has completed earlier many dreamed projects of Govt. and even today taking up the allotted projects.

In this situation linkage of wage revision of staff with the profitability and affordability should not stand in the way and be relaxed specially after introduction of revival packages. Further, we understand that the Govt. under your leadership is considering the grant more packages for placing the PSU financially strong and vibrant.

We also invite your kind consideration to our earlier petition TF-9/9/PRC, dt-22-12-2017 addressed to your kind honour, PMO ID 4754779/EST/2017, dt-05-01-2018 and DOT OM No:-75-1/2018-SU(E78167), dt-16-01-2018 and entreat upon you, Sir, to very kindly intervene into the matter to alleviate the sufferings of employees by relaxing the mentioned conditions to facilitate wage revision of workers and end their sufferings and frustrations.

हमारी यात्रा – अमृतसर से रांची

हमने मार्च 2018 में अमृतसर में अपना 5वां अखिल भारतीय सम्मेलन आयोजित किया। अमृतसर पंजाब का सबसे महत्वपूर्ण एवं पवित्र शहर माना जाता है। इस शहर को सबसे गहरे आध्यात्मिक के रूप में जाना जाता है। अमृतसर शहर में प्रतिदिन 10 हजार से अधिक श्रद्धालु सिख और सांस्कृतिक पर्यटक तीर्थ यात्रा करना पसंद करते हैं। अमृतसर जाने का मुख्य कारण प्रसिद्ध स्वर्ण मंदिर है। पवित्र स्वर्ण मंदिर गुरुद्वारा में हजारों श्रद्धालुओं को मुफ्त भोजन मिल रहा है। दर्जनों श्रद्धालुओं की मदद से बड़े पैमाने पर स्वयंसेवक रसोई चलाते हैं।

हमारे साथियों ने एआईसी की बैठक में भाग लेने के साथ-साथ अमृतसर शहर की प्राचीनता और आध्यात्मिकता का आनंद लिया। हमने पाकिस्तान की सीमा देखी और दैनिक वाघा सीमा समारोह देखा। स्वर्ण मंदिर के ठीक पीछे ऐतिहासिक जलियांवाला बाग को जानने का सुनहारा मौका मिला। यह अमृतसर में भी एक महत्वपूर्ण स्थल भी है। जलियांवाला बाग नामक एक सार्वजनिक उद्यान में ब्रिटिश पुलिसकर्मियों ने 1500 से अधिक निहत्थे लोगों को मार डाला था। ब्रिटिश शासकों के खिलाफ विरोध करने और भारतीय स्वतंत्रता आंदोलन के कैंद नेताओं की रिहाई की मांग के लिए लोग वहां इकट्ठे हुए थे। यह 1919 में हुआ था, जिसे हमारे हजारों प्रतिनिधियों और पर्यवेक्षकों ने देखा, जो हमारे एआईसी में मौजूद थे। आज भी बगीचे की दीवारों में छेद ब्रिटिश पुलिसकर्मियों द्वारा चलाई गई गोलियों के प्रमाण हैं।

हमने अपना सम्मेलन स्वर्ण मंदिर और स्वतंत्रता आंदोलन में पंजाब के लोगों के बलिदान वाले पवित्र स्थान पर आयोजित किया।

हमारा सम्मेलन 14 मार्च, 2018 को सुबह 9.30 बजे ध्वजारोहण के साथ शुरू हुआ। राष्ट्रीय और साथ ही हमारे एनएफटीई ध्वज को फहराया गया। पहला सत्र उद्घाटन सत्र था, और का.अमरजीत कौर ने अपने डेढ़ घंटे के प्रेरक और शैक्षिक भाषण के साथ सम्मेलन का उद्घाटन किया। सिस्टर यूनियनों और अन्य संघों के नेताओं ने भी उद्घाटन सत्र में भाग लिया और सभा की शोभा बढ़ाई। श्री ए.एम.

गुप्ता कॉर्पोरेट कार्यालय के तत्कालीन महाप्रबंधक (एसआर) ने प्रबंधन की ओर से भाग लिया। श्री अनुपम श्रीवास्तव जी, तत्कालीन सीएमडी बीएसएनएल ने वीडियो कॉन्फ्रेंसिंग के माध्यम से सम्मेलन को संबोधित किया। सीएचक्यू नेताओं सहित सभी पदाधिकारियों के भव्य अभिनंदन के बाद सर्किल सचिवों का प्रतिनिधि सत्र 14 मार्च, 2018 को दोपहर के भोजन के बाद शुरू हुआ।

16 मार्च, 2018 तक तीन दिनों तक विचार-विमर्श और चर्चा जारी रही और अंतिम दिन अगले कार्यकाल के लिए सर्वसम्मति से एनएफटीई (बीएसएनएल) के केंद्रीय मुख्यालय के लिए 25 पदाधिकारियों की सूची का चुनाव किया गया। का. इस्लाम अहमद, का. चंदेश्वर सिंह, का. के.एस. शेषाद्री और का.ए राजामौली क्रमशः अध्यक्ष, महासचिव, उप महासचिव और सचिव (कार्य करने के लिए कोषाध्यक्ष) चुने गये।

सम्मेलन ने मानव संसाधन मुद्दों और बीएसएनएल कंपनी के पुनरुद्धार से संबंधित कई प्रस्तावों को पारित किया। दादा घोष भवन के मुद्दे पर भी चर्चा हुई। सम्मेलन ने सीएचक्यू को वेतन संशोधन/पेंशन संशोधन के मुद्दे को हल करने का निर्देश दिया। अनुकंपा आधार पर नियुक्ति, सीमित आंतरिक प्रतिस्पर्धा परीक्षा, गैर कार्यपालक के लिए विभिन्न संवर्ग में पदोन्नति नीति को बढ़ावा देने और बीएसएनएल के पुनरुद्धार के लिए निधि और बेहतर मोबाइल सेवाओं के लिए 4 जी स्पेक्ट्रम आवंटित करने की दिशा में काम करने के लिए बल देने का निर्देश दिया। पदाधिकारियों की निर्वाचित टीम ने पूरे सहयोग से संघ के लिए कार्य किया और कार्यकाल पूरा होने तक समन्वय बनाये रखा, लेकिन हम केवल प्रतिदिन की होने वाली समस्याओं को हल कर पाये हैं, हमारे मूल मुद्दे अभी भी लंबित हैं। जिसके लिए कार्यकर्ता नाखुश हैं, क्योंकि इस अवधि के बीच सभी अभ्यास और संघर्ष हमारे कार्यबल की आवश्यकता के अनुसार उपलब्धि को नहीं प्राप्त कर सके। इस बीच केंद्र सरकार ने 2019 को केंद्रीय कैबिनेट द्वारा अनुमोदित एक पुनरुद्धार पैकेज लाया गया। इस पुनरुद्धार पैकेज के माध्यम से सरकार ने बीएसएनएल को इसके पुनरुद्धार के लिए 70 हजार करोड़ का फंड ट्रांसफर करने की घोषणा की, लेकिन

सभी सदस्यों, पाठकों को महान स्वतंत्रता दिवस की ढेरों शुभकामनाएं

सरकार की मंशा इस पैकेज से बीएसएनएल को बढ़ावा देने की नहीं थी, बल्कि कर्मचारियों की संख्या को कम करने और कंपनी को कमजोर करने की थी और इस तरह वे निजी क्षेत्र को जन्म दे रहे थे।

सरकार की इच्छा के साथ-साथ शीर्ष स्तर के प्रबंधन के सहयोग से 78 हजार से अधिक श्रमिकों को वीआरएस के नाम पर कंपनी से बाहर भेजा गया था। कंपनी को आगे चलाने के लिए बिना किसी रोड मैप के वीआरएस लागू किया गया और कर्मचारियों के हर कोने से काफी हंगामे के बाद निजी वेंडर और ठेकेदारों द्वारा नई सेवाएं प्रदान करने के साथ-साथ बीएसएनएल की मेंटेनेंस सेवाओं के लिए लगा दिया गया। आज 70% से अधिक कार्य निजी वेंडरों को सौंपे जा चुके हैं। यदि यह प्रणाली जारी रहेगी तो केवल कंपनी का साइन बोर्ड भारत सरकार के उद्यम के रूप में रहेगा, लेकिन कंपनी पूरी तरह से निजी तौर पर संबंधित होगी। इस अवधि में सरकार ने राष्ट्रीय पाइप लाइन मुद्रीकरण की शुरुआत की है जिसका देश के सभी वर्गों के श्रमिकों ने विरोध किया है, लेकिन तमाम विरोध के बावजूद सरकार ने राष्ट्रीय पाइपलाइन मुद्रीकरण के कामकाज को सख्ती से पेश किया है।

अब हमारे सीएमडी बीएसएनएल ने सभी सीजीएम को टॉवर्स और ऑप्टिकल फाइबर केबल्स को इस पाइप लाइन के माध्यम से बिक्री के लिए तैयार करने का निर्देश दिया है। इन परिस्थितियों में हमारा छठा एआईसी 28 अगस्त से 30 अगस्त, 2022 तक रांची (झारखंड) में आयोजित करने का निर्णय लिया गया है। रांची छोटा शहर है लेकिन स्वतंत्रता के लिए संघर्ष के संबंध में इसमें बड़ी भूमिका रही है। झारखंड को श्री बिरसा मुंडा की भूमि के रूप में जाना जाता है। बिरसा मुंडा, जिन्होंने वर्ष 1885 में अपने बहुत छोटे जीवन में अंग्रेजों के खिलाफ लड़ाई लड़ी थी। आदिवासी भाषा में मुंडा का बहुत प्रसिद्ध नारा है "अबुआ राज ईते जाना, महारानी राज टुंडू जाना" (रानी का सत्ता समाप्त होगी और हमारी सत्ता स्थापित होगी) श्री बिरसा मुंडा को झारखंड, उड़ीसा, बिहार, पश्चिम बंगाल और मध्य प्रदेश में आदिवासी लोग बिरसा मुंडा को भगवान की तरह पूजते हैं।

रांची शहर छोटा है लेकिन घनी आबादी वाला है। प्रसिद्ध भारी इंजीनियरिंग कार्पोरेशन और इसका मुख्य उत्पादन कारखाना हटिया में स्थित है जो रांची से निकटतम रेलवे स्टेशन भी है। रांची शहर पूरी तरह से पहाड़ियों, जंगलों और जलवायु से घिरा हुआ है, रांची बहुत ही सुखद और

कम प्रदूषित है। रांची के बाहरी सर्कल में कई महत्वपूर्ण बांध और फव्वारे पाए जाते हैं। यह क्षेत्र विभिन्न प्रकार की खदानों से भरा हुआ है। हम इतनी खूबसूरत जगह पर अपना सम्मेलन आयोजित करने जा रहे हैं। लेकिन आवास और अन्य व्यवस्थाएं बहुत महंगी हैं, इसलिए सीएचक्यू ने सभी से प्रतिभागियों की संख्या को सीमित रखा जाये।

श्रमिकों की लंबित मुख्य मांगों को प्राप्त करने के लिए रांची में नवनिर्वाचित टीम द्वारा विचार-विमर्श, चर्चा और उस पर काम करने के लिए एक ठोस कार्य योजना अपनाया आदर्श वाक्य होना चाहिए। श्रमिकों के बेहतर भविष्य लाने के लिए हमें अपने व्यवसाय पर तथा बीएसएनएल के पुनरुद्धार के रूप में ध्यान केंद्रित करना चाहिए।

हमारा मुख्य ध्यान हजारों श्रमिकों के स्टैगनेशन के मामले को हटाने और बीएसएनएल में सीधी भर्ती के लिए सामाजिक सुरक्षा की गारंटी पर होना चाहिए। हमें अनुकंपा पर नियुक्ति, गैर कार्यपालक श्रमिकों के लिए नई पदोन्नति नीति और आंतरिक प्रतियोगी परीक्षा (एलआईसीई) का मुद्दा उठाना होगा।

हम रांची में मिलेंगे और हमें पूरी उम्मीद है कि उन तीन दिनों में सभी प्रतिभागी अपनी उपस्थिति के साथ क्षेत्र की प्राकृतिक सुंदरता का आनंद लेंगे, तथा अपनी जिम्मेदारी के निर्वहन हेतु ठोस फैसला लेंगे।

कर्मचारी एकता जिंदाबाद , एनएफटीई जिंदाबाद , बीएसएनएल जिंदाबाद

संगठनात्मक समाचार

एनएफटीई बीएसएनएल पटना बीए ने 4 जून 2022 को अपनी जिला कार्यकारी समिति की बैठक आयोजित की। इस अवसर पर जिला संघ की कार्यकारिणी समिति की बैठक में एक गोष्ठी का भी आयोजन किया गया जिसमें सभी शाखा सचिवों एवं जिलाध्यक्षों ने कामरेड अबुल कलाम, जिला सचिव पटना, कामरेड अजय कुमार, संयुक्त सचिव द्वारा रखे गए एजेंडे और मुख्य नोट्स पर अपने विचार साझा किये। कॉमरेड अजय कुमार, संयुक्त जिला सचिव ने सभी अतिथियों का पुष्पगुच्छ, शॉल से स्वागत किया और स्वागत समिति द्वारा भी एक-एक कर माल्यार्पण किया। श्री महेंद्र सिंह धाकड़ पीजीएमटी पटना बीए, श्री मनोज कुमार पांडे जीएम (ऑपरेशन) और श्री विनोद कुमार प्रभाकर डीजीएम (ग्रामीण) प्रबंधन की ओर से मौजूद थे। कामरेड सी. सिंह

जीएस, का. राजेश कुमार चौबे सीएस, कॉमरेड संजय कुमार सिंह एसीएस, कॉमरेड राजकुमार सिंह डीएस सर्कल ऑफिस पटना, कॉमरेड विजय कुमार सिन्हा डीएस सीएन-टी.एक्स प्रोजेक्ट पटना मौजूद थे। जीएस ने मौजूदा मानव संसाधन मुद्दों, सभी प्रचार संवर्गों के लिए एलआईसीई, वेतन संशोधन, नई पदोन्नति नीति और बीएसएनएल के पुनरुद्धार के बारे में बताया। उन्होंने बेहतर डेटा सेवाओं के लिए 4जी स्पेक्ट्रम की शुरुआत पर भी ध्यान केंद्रित किया। श्री एम.एस.धाकड़ पीजीएमटी पटना ने बैठक की शोभा बढ़ाई और विकास के मुद्दों पर जोर दिया और कहा कि पटना बीए ने कॉर्पोरेट प्रबंधन द्वारा निर्धारित लक्ष्य को हासिल कर लिया है। पटना बीए के साथियों ने 250 प्रतिभागियों के लिए स्वादिष्ट भोजन के साथ दोपहर के भोजन की व्यवस्था की। का. बी.के.सिंह, का. अबुल कलाम, का. विक्रम कुमार और उनकी टीम ने बैठक को उद्देश्यपूर्ण और भव्य सफलता दिलाने में बहुत योगदान दिया। का. अजय कुमार के धन्यवाद ज्ञापन के साथ बैठक समाप्त हुई।

महासचिव ने दिनांक 5.6.2022 को कटिहार में आयोजित एक संगोष्ठी को संबोधित किया। जिला कार्यकारिणी समिति की बैठक के अवसर पर एनएफटीई बीएसएनएल कटिहार द्वारा एक संगोष्ठी भी आयोजित की गई जिसमें कार्यकारी और गैर कार्यकारी पुरुष और महिला कर्मचारियों ने बड़ी संख्या में भाग लिया। मुख्य वक्ता का. सी.सिंह जी.एस. जीएस भाषण से पहले का. काली यादव अध्यक्ष भागलपुर, का. सुनील प्रसाद सिंह डीएस भागलपुर बीए, का. राजेश कुमार चौबे सी.एस. बिहार, का. राजकुमार सिंह डी.एस. सीजीएमटी कार्यालय पटना, का. संजय कुमार सिंह एसीएस बिहार, का. अबुल कलाम डी.एस पटना, का. अजय कुमार ज्वाइंट डीएस पटना बीए, का. अवधेश कुमार एडीएस पटना ने "बीएसएनएल के पुनरुद्धार में यूनियनों की भूमिका" विषय पर बहस में भाग लिया। कॉमरेड सी. सिंह जी ने अपने भाषण में कार्यकर्ताओं से कहा कि बीएसएनएल में सभी तनों के कार्यकर्ताओं के बीच पूर्ण सद्भाव और विश्वास अपनी पूरी एकता में लाएं और धैर्य रखें ग्राहकों को संतुष्ट करने के लिए एकता के बल का उपयोग करें। उन्होंने कहा कि सार्वजनिक भागीदारी के कार्यान्वयन से कुछ बेहतर परिणाम आये हैं लेकिन अगर क्लस्टर की सेवाओं को सुक्ष्मता से देखा जाए तो यह सेवाओं की गुणवत्ता में पूरी तरह से गिरावट है, संघ की भूमिका सक्रिय होनी चाहिए और वॉच

डॉंग की भूमिका निभानी है। उन्होंने यह भी बताया कि कटिहार परिचालन क्षेत्र भागलपुर बीए के अंतर्गत है और जीएम बीए भागलपुर पूरी तरह से अपने निजी हित के लिए काम कर रहा है और एक सरकारी कर्मचारी बनने के रूप में कार्य कर रहा है, लेकिन सीजीएमटी बिहार ने अपनी आंखें बंद कर ली हैं, जो कि जीएम भागलपुर को सबसे अच्छी तरह से जानते हैं, यहां तक कि विभाग आईक्यू और क्वार्टर में तीन से अधिक रहने के बाद भी और आधे साल और एचआर को इस तथ्य को छिपाने के लिए आकर्षित करें कि जब उनका मुद्दा नोट में लाया गया था तो सीजीएमपी बिहार का है उन्होंने श्री महेश कुमार जीएम भागलपुर से अवैध एचआरए वसूलने का आदेश दिया है। संबंधित अधिकारी के खिलाफ शुरु की गई जीएस ने भी इस मुद्दे को एक कर्मचारी को भेजा और प्रत्येक मुद्दे को विस्तार से समझाया और संगोष्ठी वास्तव में कॉमरेड रामनाथ सिंह डीएस कटिहार द्वारा धन्यवाद प्रस्ताव के साथ संगोष्ठी का समापन किया गया।

दिनांक 8/6/2022 को संचार सदन पटना में कार्यकारिणी समिति की भव्य बैठक एवं संगोष्ठी:- एनएफटीई बीएसएनएल सीजीएमटी कार्यालय पटना की जिला शाखा ने 8.6.2012 को संचार सदन सम्मेलन हॉल 5वीं मंजिल पर अपनी कार्यकारी समिति की बैठक आयोजित की, बैठक की अध्यक्षता कॉमरेड सरिता सिंह जिलाध्यक्ष ने की, सीजीएमटी कार्यालय के सक्रिय सदस्यों ने कई कर्मचारियों की शिकायतें उठाई जो बहुत अच्छी तरह से थीं कॉमरेड राजकुमार सिंह द्वारा समझाया गया जिला सचिव ने सभी मुद्दों की स्थिति के बारे में बताया कि चुनाव आयोग की बैठक को बधाई संजय कुमार सिंह एसीएस, कॉमरेड सीएस, कॉमरेड सी सिंह जीएस ने संबोधित किया। **संगोष्ठी:-** बीएसएनएल के पुनरुद्धार और विकास में कर्मचारियों की विषय भूमिका पर एक संगोष्ठी भी जिला संघ और सिस्टर यूनियन और एसोसिएशन के नेता द्वारा आयोजित की गई थी, स्नेह से एकत्रित पुरुष और महिला कर्मचारियों को संबोधित करते हुए श्री अरविंद कुमार सीएस, कॉमरेड प्रकाश एसीएस एआईजीईटीओए, का. नीलमणि अध्यक्ष, एआईजीईटीओए, कॉमरेड आनंद कुमार सीएस एआई बीएसएनएल ईए, कॉमरेड आर.के. चौबे सीएस एनएफटीई, कॉमरेड सी. सिंह जीएस एनएफटीई। प्रबंधन से श्री देवेन्द्र सिंह सीजीएमटी, श्री अनिमेष कुमार जीएम, ईबी वर्तमान में एचआर और एडमिन के मामलों को

देख रहे हैं। श्री के.के. अमस्था डीजीएम (एडमिन) ने भाग लिया और संगोष्ठी में इकट्ठे श्रमिकों की शोभा बढ़ाई। श्री देवेन्द्र सिंह सीजीएमटी ने मुख्य अतिथि के रूप में संगोष्ठी को संबोधित किया, सर्कल सचिव और महासचिव द्वारा उठाए गए प्रत्येक मुद्दे पर सीजीएमटी उत्तर हां अधिकारी के खिलाफ प्राप्त शिकायतों के लिए निष्पक्ष जांच, उन्होंने अपने भाषण परीक्षण में बीएसएनएल बिहार सर्कल सीएस के विकास और सेवाओं के बारे में भी बताया। एचआर मुद्दों और बहुत विस्तृत रूप से उन्हें पुनर्गठन की स्थिति को हल किया गया है, जो कि मेडीकल के संशोधन भुगतान के तरीके हैं कॉमरेड राजकुमार सिंह डी.एस. द्वारा धन्यवाद प्रस्ताव के साथ शाम को बैठक का समापन हुआ।

Contd. from page 17: LETTERS FROM BSNL MANAGEMENT

ing Director, TCIL, New Delhi. 4. The Chairman-cum Managing Director, ITI Ltd, New Delhi 5. The Chairman-cum Managing Director, BBNL, New Delhi 6. Chairman, Telecom Regulatory Authority of India, 7. Executive Director, C-DoT

I am directed to forward herewith a copy of O.M. No. 36012/1/2020-Estt. (Res.III) dated 17.05.2022 received from DoP&T on the captioned subject for adherence and strict compliance of the instructions as contained therein.

Reservation in promotion to Persons with Benchmark Disabilities (PwBDs)

DPE-GM-0043/2014-GM (FTS-1899)
dated: 27.6.2022 to Secretaries of the Administrative Ministries/Department

The undersigned is directed to forward a copy of OM No 36012/1/2020 Estt. (Res-II) dated 17th May, 2022 from DoPT on the subject mentioned above and to request all the administrative Ministries/Departments of CPSEs to bring it to the notice of CPSEs under their administrative control for necessary action and compliance.



BSNL

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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Regn. No. 4906, Dated 17/09/2001
MS-II, Q.No. 21 & 17, Atal Grover Road, New Delhi-110001

TF-4/1

Dated:- 22-07-2022

Notice

It is notified that the National Executive of NFTE BSNL will meet on dt-27th August, 2022 at 15.00 hrs in Ranchi (Jharkhand Circle) under the Presidentship of Com. Islam Ahmad.

Venue:- Ratan Lal Jain Dharamshala, Ratu Road, Ranchi.

Agenda:-

- 1) Adoption of Report of activities after 5th All India Conference held at Amritsar.
- 2) Adoption of audited accounts for the period under review.
- 3) Amendment of the union constitution - consideration of.
- 4) Any other item with the permission of chair.

(Chandeshwar Singh)
General Secretary

Copy forwarded to:- (i) GM(SR), BSNL CO, New Delhi.
(ii) All Central office bearers.
(iii) All Circle Secretaries.
(iv) All permanent invitees.



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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Regn. No. 4906, Dated 17/09/2001
MS-II, Q.No. 21 & 17, Atal Grover Road, New Delhi-110001

TF-12(AIC)

Dated:-22-07-2022

Notice

It is hereby notified for information of all concerned that the 6th All India conference of NFTE BSNL will be held from 28th August, 2022 to 30th August, 2022, under the Presidentship of Com. Islam Ahmad All India President at Ranchi (Jharkhand Circle). The conference will begin at 0930 hrs sharp on 28-08-2022.

Venue of the conference:- Ratan Lal Jain Dharamshala, Ratu Road, Ranchi
The following items of agenda will be transacted in the conference.

1. Adoption of Report of activities after 5th All India Conference held at Amritsar.
2. Adoption of audited accounts for the period under review.
3. Organizational Review.
4. A membership verification.
5. Joda Ghosh Bhawan.
6. Financial health & survival of BSNL.
7. Functioning of negotiating machinery of three weeks.
8. Hacking of LIC's (T.T, J.E, JTO, JAO) and executives therein.
9. Wage revision/pension revision.
10. Stagnation of Group 'B' and Group 'D' staff.
11. Difficulties experienced in BSNL and structure of union.
12. CGA - Policy regarding.
13. New promotion policy.
14. Transfers - Rule 14-14a-6.
15. Problems of STR-STP, WTR-WTP.
16. Issues of Electrical Drawing staff.
17. Issues of Telecom Finance staff after merger with financial circles.
18. Regularisation of left out casual's matters.
19. Issue of severities order to the employees recruited in DGT and other in BSNL.
20. Amendments to the constitution - consideration of.
21. Election of office bearers.
22. Any other item with the permission of Chair.
23. Vote of thanks.

(Chandeshwar Singh)
General Secretary

Copy forwarded to:-

- 1) GM(SR), BSNL CO, New Delhi.
- 2) All Central Office Bearers.
- 3) All Circle Secretaries - with request to allow the delegates and visitors as per C-0 guidelines to avoid any inconvenience.
- 4) All permanent invitees.
- 5) CVC and special invitee.

(Chandeshwar Singh)
General Secretary