



BSNL EMPLOYEES UNION

Central Head Quarters

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Animesh Chandra Mitra
General Secretary

Main Recognised Representative Union.
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19.10.2026

BSNLEU/526 (JTO)

To,

Dr. Kalyan Sagar Nippani,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Conducting a Special JTO LICE for the Draughtsman cadre - expressing extreme displeasure over the non-implementation of the National Council decision - requesting for immediate implementation of the same - req.**

Ref: - (1) BSNLEU letter no.BSNLEU/526(JTO) dated 26.05.2022
(2) BSNLEU letter no.BSNLEU/526(JTO) dated 22.08.2022
(3) BSNLEU letter no.BSNLEU/526(JTO) dated 04.10.2023
(4) BSNLEU letter no.BSNLEU/526(JTO) dated 10.10.2024
(5) BSNLEU letter no.BSNLEU/526(JTO) dated 06.12.2024
(6) BSNLEU letter no.BSNLEU/526(JTO) dated 19.06.2025
(7) BSNLEU letter no.BSNLEU/526(JTO) dated 04.07.2025

Sir,

With reference to the letters cited above, we wish to bring the following to your kind notice for favour of necessary action.

At the outset, we wish to record our extreme disappointment and displeasure over the non- implementation of the decision taken on the floor of the National Council meeting, with regards to conducting a Special JTO LICE for the left-out employees of the Draughtsman cadre of the Civil and Electrical Wings. The details of the case are as follows.

BSNL Management conducted a Special JTO LICE for the employees of the Draughtsman cadre working in the Civil and Electrical Wings, by relaxing the JTO Recruitment Rules. This Special JTO LICE was conducted in the backdrop of the Management taking the decision to declare the Draughtsman cadre as "Wasting Cadre", which has denied the future promotional prospects of this section of the employees. Some employees could not appear in this special JTO LICE, since they had not completed 10 years of service, even though they were having the requisite educational qualification.

It was under these circumstances that, BSNLEU took up the item in the 26th National Council meeting held on 27th February, 2012, demanding that one more Special JTO LICE should be conducted for the Draughtsman cadre employees belonging to the Civil and Electrical Wings.(Copy of the minutes enclosed). After in-depth discussions in the National Council, the Management agreed to conduct one more Special JTO LICE for the Draughtsman cadre employees belonging to the Civil and Electrical Wings. This decision of the Management is communicated in the minutes of the 28th National Council meeting held on 30th January, 2013 (copy of the minutes and closed).

Ever since then, BSNLEU has been continuously writing letters to the BSNL Management, demanding to conduct the Special JTO LICE, by relaxing the Recruitment Rules in accordance with the decision taken in the 27th and 28th National Council meetings. The conducting the Special JTO LICE got delayed due to the reason that the vacancy particulars have not been received from the BW wing. In this connection, BSNLEU took special efforts to get the vacancy particulars communicated to the Establishment Branch, by the BW wing. Even though many months have elapsed, no initiative has been taken by the Corporate Office to conduct the special JTO LICE by relaxing the JTO RR.

In view of the foregoing, we earnestly urge upon you sir, to kindly take steps to honour the decision taken in the National Council meeting for conducting the Special JTO LICE for the Draughtsman cadre employees of the Civil and Electrical wings.

Thanking you,

Yours sincerely,

[Animesh Chandra Mitra]
General Secretary

Copy to: The PGM(Estt. & Rectt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001

Encl: As above.



BHARAT SANCHAR NIGAM LIMITED
A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chandra Mathur Lane
Janpath, New Delhi-110 001

No. BSNL/39-3/SR/2012

Dated, the

3rd April 2013

Sub: Minutes of the 28th meeting of the National Council held on 30th January, 2013 under the Chairmanship of Director (HR), BSNL Board.

The 28th National Council meeting was held at 11 00 AM on 30th January, 2013 in the Conference Hall, Bharat Sanchar Bhawan, New Delhi. The list of participants is available at Annexure-I.

2. GM (SR) welcomed the Chairman National Council, Leader Staff Side, Secretary Staff Side and all the other members of National Council. He conveyed his gratitude to all the unions for helping the management to frame BSNL's own recognition rules for electing majority union(s) of non-executives in BSNL. He also appreciated the recognised union i.e. BSNLEU for being magnanimous and cooperative in the process of introduction of new recognition rules.

As this meeting was the final and concluding meeting of the present National Council body, GM(SR) expressed his sincere thanks to all the members of staff side and official for their constructive & valuable contributions in the National Council meetings held during its present tenure. Thereafter, he requested Chairman National Council to address the house.

3. Director (HR) in his opening address extended his warm welcome to all the participants of National Council. He said that though it is true that BSNL is incurring losses during last few years but if staff & management sides collectively make efforts to improve the perception of the customers toward BSNL, then there is hope that situation may reverse and company will earn good profits in the coming years. He also stated that the current market situations are conducive to the growth of BSNL and attempts should be made to fully capitalize these conditions.

4. Director (Finance) also welcomed the members of the National Council, both from Staff Side and Management Side. He expressed his serious concern over the declining financial health of the company and requested staff side that they should make constructive and specific suggestions so that situation may improve. He appreciated that in BSNL there are very cordial industrial relations between unions and management and both staff side and administration needs to be complimented for the role played by them. He wished that both staff side and management will take necessary steps for improving the financial health of the company.

5. Leader Staff side, welcomed all other members of National Council. He endorsed the views of Director (HR) & Director (Finance) and said that time has come to make collective effort for improving the performance of the company and assured the full cooperation of the staff side in this regard. He said that it is understandable that making

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22/04/13

8.2.11 In service training to TTAs at par with JTOs/SDEs

Staff Side requested that TTAs should also be allowed to undergo in service Technical training programmes which are being conducted in Training Centres for JTOs/SDEs

Management replied that the staff is normally deputed to various Training Centers as per the technical and operational needs of various Circle administrations. There is no bar as such for deputation of TTAs to concerned technical training programmes if that is felt appropriate by the Circle administration, in the interest of service. It was agreed to reiterate the earlier instructions.

8.2.12 Telecom Mechanic Recruitment Rules.

Staff side pointed out that in the Recruitment Rules for Telecom Mechanic, Industrial Workers are not included in the eligibility list and requested that the Industrial Workers may also be included in the eligibility list to appear Telecom Mechanic LDCE.

The management side replied that the issue will be examined and suitable decision will be taken.

8.2.13 Revival of Telecom Factories

This item was discussed along with item no. 8.1.1 Utilisation of Telecom Factories Part - I (Old items)

8.2.14 Restructuring of Civil Wing

Staff side requested one more JTO examination may be conducted for the Draughtsman who could not appear in the JTO examination against the 50% quota conducted in the year 2008, as they had not completed 10 years of service at that time.

Management side replied that the case for grant one more chance for Draughtsman (Civil/Elect/Telecom) to appear in JTO (Civil)/JTO (Elect) was considered by Director (HR) and it was agreed to give one more opportunity to Draughtsman cadre on the similar lines as given on previous occasion. The case is under active consideration by the branch for seeking approval by the competent authority. (K)

8.2.15 Taking back of the Services outsourced to private call centers

Staff side argued that without consulting the Recognised Union, BSNL Management has outsourced services like 197, 1500 etc. to private call centres. They said that BSNL has sufficient experienced workforce to do these works and there is no need to outsource them. Also there are complaints from many places that the private call centers are not functioning properly, as a result of which the image of BSNL is getting dented.

Management side replied that for effective services to the customer and proper monitoring of complaints, BSNL has started professionally managed and higher

8.2.18 Empanelment of Private Hospitals which are not accredited from NABH/NABL

Staff side demanded that the hospitals and diagnostic centers which are accepting the rates of CGHS/NABH rates may please be empanelled for BSNL so that there will be no problem for the employees of BSNL for getting treatment and there will be no financial loss to BSNL also

Management side replied that clarification in this regard had already been issued clarifying that if any hospital is empanelled which is not NABH accredited the CGHS rates applicable shall be as per non-NABH. The guidelines are clear on the subject and if still the staff side feels that there is need to issue further clarification then they may submit the case to Sr GM (Admn) for examination

9 At the end, GM (SR) thanked all the participants for their constructive support and co-operation for holding meeting in pleasant environment. He also thanked other members, who were directly or indirectly involved in the conduct of this meeting

Mukesh Meena
3/4/12
(Mukesh Meena)
DGM (SR), BSNL C.O.

To

All Members of the National Council (By Name)

Copy for information to

- 1 PPS to CMD, BSNL
- 2 PPSs to All Directors, BSNL Board
- 3 PS to ED (Finance), BSNL CO
- 4 PGM (BW), BSNL C O
- 5 Sr GM (CS), BSNL C O
- 6 OL Section - For Hindi translation
- 7 Guard file