



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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Main Recognised Representative Union.  
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BSNLEU/ 211 (Formal Meeting)

09.10.2020

To,

Shri Arvind Vadnerkar,  
Director (HR), BSNL  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane,  
Janpath, New Delhi – 110 001

Sir,

Sub: - **Non-implementation of the decisions of the Formal meeting held between BSNLEU and Director(HR) on 28.08.2020 - req.**

Ref: - **Corporate Office letter no.BSNL CO-SR/14(12)/23/2020/SR/2020 dated 07.09.2020.**

We wish to bring the following to your kind notice, for favour of information and necessary action.

A Formal meeting was held between BSNLEU and the Director (HR), on 28.08.2020, to discuss certain outstanding issues. Apart from the Director (HR), Sr.GM(Estt.), Sr.GM(SR), GM(Admn.), GM(Rectt.) and DGM(SR) were present in that meeting. The minutes for this meeting was issued by the Corporate Office on 07.09.2020, vide letter no. cited under reference. We regret to bring to your kind notice that, even after nearly one and half months after the holding of this meeting, most of the decisions given by the Director (HR) are not implemented and remain only on paper. The details are as follows: -

**(1) Holding of the JTO LICE.**

The following is recorded in the minutes, on this matter.

***“Finally, the Union demanded that, the Management should at least hold the next JTO LICE immediately. The Director (HR) accepted this proposal and told that, within a week the Union will be informed about the time frame within which the JTO LICE would be conducted.”***

However, we regret to inform you that, the above decision has not been implemented. This is a very serious issue connected with the career progression of thousands of Directly Recruited JEs. Further, the Company will also be greatly benefitted through the implementation of this decision, i.e., holding of the JTO LICE. Hence, we urge upon you to kindly implement the decision and to hold the JTO LICE without further delay.

**(2) Non-implementation of the Group Term Insurance (GTI) to the Non-Executives.**

It was assured by the Director (HR) that, action would be taken expeditiously to implement the Group Term Insurance (GTI) to the Non-Executives. The Following is mentioned in the minutes on this matter.

***“The Director (HR) replied that this is unfortunate and assured that needful action would be taken expeditiously by the GM(Admn./Trg.) to solve this issue.”***

However, the Union has not heard anything regarding the steps taken by the Management to implement this decision. Hence, the inference of the Union is that, there is no progress in this case. We request that the needful action may kindly be taken to settle the issue without further delay.

**(3) Holding of the Limited Internal Competitive Examinations, for the Non-Executives.**

The issue was discussed in detail and the following is recorded in the minutes.

***“The Sr.GM(Estt.) informed that the Establishment Branch is working on calculation of posts for various LICEs. Director (HR) asked to complete this exercise at an early date, preferably within a month.”***

It is regretted that, much improvement is not there in holding the LICEs. The Non-Executives are waiting for a long time to sit for the JAO, Junior Engineer and Telecom Technician LICEs. Non-holding of these examinations is demotivating the employees. Hence, BSNLEU requests that needful action may kindly be taken to implement the assurance given in the meeting for holding the various LICEs expeditiously.

**(4) Non-declaration of JTO LICE results in Punjab circle.**

BSNLEU brought to the notice of the Director (HR) that, the results of the JTO LICE, held on 26.05.2019, have not been declared in Punjab circle and that the candidates qualified in the earlier LICEs, have not been deputed for the JTO training. The following is informed in the meeting, as has been recorded in the minutes.

***“The Sr.GM(Estt.) informed that the matter is being looked into by the Pers. Branch. The Union requested the Management to find a solution to the deadlock created by the Court order. It was assured that needful action would be taken.”***

We regret to say that no improvement is witnessed in this case. The candidates who have appeared in the JTO LICE, held on 26.05.2019, as well as the candidates who had already got qualified in the earlier JTO LICEs, are still languishing. We once again urge upon you to find a way out of the stalemate that has been created due to the Court case.

**(5) Making cashless treatment available to BSNL employees and retirees in the empanelled hospitals under BSNL MRS.**

The following assurance was given by the Director (HR), which is incorporated in the minutes.

***“He further stated that efforts are being made to pay 25% to 30% of the outstanding amount of hospitals. He also assured that this problem will be solved within a few months.”***

We request you to kindly implement this decision at the earliest and to take the needful steps and arrange cashless treatment for the employees in the empanelled hospitals.

**(6) Holding of a special LICE for promotion from Draughtsman to JTO.**

The Union brought to the notice of the Director (HR) that, the Management has not implemented the decision taken in the National Council on this matter. The Union also pointed out that the Management had already accepted in the National Council for holding a Special LICE for promotion from Draughtsman to JTO. After discussion, the following is recorded in the minutes on this matter.

***“Sr.GM(Estt.) informed that BW & EW wings have to process the file . Sr.GM(SR) stated that the proposal is genuine. It is a small issue and should not be linked to restructuring. The Director (HR) asked to take up this issue expeditiously.”***

We wish to point out that nearly one and half months have already passed since the Formal meeting was held and the implementation of the decisions of the meeting is not at all satisfactory. Hence, we request you to kindly make necessary intervention on this issue and ensure that needful actions are taken for the settlement of the issues, by the concerned Branches.

Thanking you,

Yours sincerely,



**[P. Abhimanyu]  
General Secretary**

Encl: Copy of the minutes of the meeting cited under reference.

Copy to: (1) Shri R.K. Goyal, PGM(Pers.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(2) Ms. Parameshwari Dayal, CGM(BW), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(3) Shri Saurabh Tyagi, Sr.GM(Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(4) Shri A.M.Gupta, Sr.GM(SR), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(5) Shri Ashutosh Gupta, GM(Admn./Trg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(6) Ms. Samitha Luthra, GM (Rectt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001