

letter Women's doubles mentioned as individual event for the purpose of internal communication to play the games, not for considering it as an individual performance.

**After deliberation on the issue, management decided to get the independent opinion.**

*-Action by Admn. cell*

**3. Issues arising from conversion from GPF to EPF**

Unions submitted that several officials, particularly in Bihar and Odisha circles are badly affected due to the conversion from GPF to EPF. This issue was discussed in the last National Council meeting. However, it is unfortunate that even now, EPF contributions deducted from the employee's w.e.f. 01.10.2000 have not been remitted by the Management to the EPF authorities in respect of some officials, causing serious hardship to the affected employees.

Management informed that Establishment Branch vide Letter BSNLCO-A/13(17)/2/2023-ESTAB dtd 02.12.2024, BSNLCO-A/13(16)/1/2024-ESTAB dtd 21.03.2024, 16.04.2024, 21.08.2024 & 10.12.2025 and BSNLC-A/13(19)/1/2023-ESTAB dtd 20.06.2024 has directed the concerned Circle to complete the process of EPF A/Cs for CL/TSM/RMs who are PSU appointees.

It is expected that Circles have opened the EPF accounts for the concerned employees. Unions may raise any specific case where action has not been taken by the Circle.

**Management requested unions to provide details of such cases for necessary action.**

*-Action by Estt. cell*

**4 Implementation of Special Concessions / Incentives for Employees in Kashmir Valley.**

Unions submitted that the Central Government has already issued orders regarding the extension of Special Concessions / Incentives to BSNL employees working in the Kashmir Valley and the same has also been endorsed by the Department of Telecommunications for implementation in BSNL. Despite this, it is regretted that the BSNL Management is showing reluctance in implementing the said orders.

Management informed that the subject matter pertains to extension of special concessions/incentives to Central Government employees working in Kashmir Valley for a further period of three years w.e.f. 01.08.2024. The proposal involves financial implications, which have not been provided in the current Financial Year as informed by EF Branch. In the absence of which the matter remains to be decided by the competent authority.

**Management agreed to reconsider the issue in next financial year.**

*-Action by Estt. cell*

**5. Payment of DA to Casual Labourers**

Unions submitted that on several occasions, the issue of payment of Dearness Allowance to casual labourers, pending since January 2025, has been raised by the unions. It is unfortunate that while IDA is being sanctioned to regular staff and CDA as per the 7th CPC is being paid to officers, the DA payable to casual labourers, who are drawing DA as per the 6th CPC, continues to remain unpaid.

Management informed that casual workers/Temporary Status Mazdoors (TSMs) are being paid wages as per Group-D pay-scale of the Central Government under 6th CPC. They are also paid DA as notified by the Central Government from time-to-time under VIth CPC. The revision of DA for

casual workers/TSMs from January, 2025 onwards is under consideration of the competent authority.

**Management agreed to reconsider the issue in next financial year.**

*-Action by Estt. Cell*

**6. Compassionate Ground Appointment — special drive.**

Unions submitted that it was decided in the National Council meeting that a special drive would be undertaken for Compassionate Ground Appointment (CGA), with top priority being accorded to employees who passed away while on duty. The unions had also highlighted specific cases for immediate consideration. In this context, the case of Smt. C. Manjula, wife of Late Shri C. Pandu Ranga Rao, TT, Ananthapur, which was forwarded by the AP Circle to the Corporate Office, is still pending for consideration.

Management informed that as the CGA is held in abeyance till further orders, the CGA of the dependents of employees who passed away while on duty (while performing duty) are also under the umbrella of the abeyance order.

**However, Management agreed to reconsider the above as special case.**

*-Action by Estt. cell*

**7. New Promotion Policy for Non-Executives— removal of discrimination between EPP and NEPP**

Unions submitted that the issue relating to the formulation of a new promotion policy for Non-Executives, aimed at removing the existing discrimination between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP), was discussed with the Management. It was decided that a Committee would be constituted to examine the anomalies between EPP and NEPP and to submit its recommendations. However, it is unfortunate that, till date, no tangible progress or improvement has been observed by the Staff Side.

Management informed that the NEPP was approved by the BSNL Board after due consultation/ negotiations with the concerned employee unions, and it was notified on 23.03.2010 (the EPP was already notified in 2007). It provides four time bound promotions to the non-executives of the Company for services in BSNL, along with the post-based promotions, which are decided as per available vacancies. This policy has also adopted the erstwhile promotions policies of DOT. However, pursuant to the last NCM meeting discussion, the competent authority has constituted a committee. The committee has held a meeting to understand the various aspects of the Non-Executive Promotion Policy. However, due to the subsequent leave of a sitting member, the Committee has not been able to conclude its consideration. Further next meeting will be conducted soon on joining of the member.

**Union side demanded the copy of constitution of the committee to which management agreed.**

*-Action by Estt. Cell*

**8. Revision of Perks and Allowances for Non-Executives**

Unions submitted that the Management had informed that a Committee has been constituted to revise the perks and allowances applicable to Non-Executives. However, the Staff Side has not been given any opportunity to submit its views or suggestions, as no formal notification has been issued by the Management regarding the constitution, terms of reference, or functioning of the said Committee.

Management informed that three committees of senior officers have been constituted to deliberate on the revision of perks & allowances for executive and non-executive employees. The issue is being examined with regard to financial viability.

**Union side demanded the copy of constitution of the committee to which management agreed.**

*-Action by Estt.cell*

**9. Sanctioning of Festival Advance.**

Unions demanded that the issue of sanctioning Festival Advance is a long-pending matter that has been consistently pursued by the Staff Side. As the amount involved is only in the nature of an advance, it does not impose any significant financial burden on the Company. At the same time, the Festival Advance would provide much-needed financial support to employees during various festivals throughout the year. The advance can be conveniently recovered from the employees in 10 to 12 monthly instalments. Despite these facts, the Management has not yet acceded to the legitimate request of the Staff Side.

Management informed that three committees of senior officers have been constituted to deliberate and recommend revision of perks & allowances including TA/DA on official domestic and foreign tours & Transport allowance vis-à-vis financial position of BSNL. The issue is being examined with regard to financial viability.

**Management agreed to reconsider for discussion on the issue in next financial year.**

*-Action by Estt. Cell*

**10. Extension of time period for Rule-9 transfer cases.**

Union submitted that the issue relating to the deputation period of employees transferred under Rule-9 was discussed with the Management. It has been observed that, in some cases, employees opting for transfer under Rule-9 have been allowed a deputation period of only two years. However, in recent instances, similar transfers to other PSUs have been permitted for a longer period of up to seven years. In this context, the Staff Side demanded that employees transferred under Rule-9 within BSNL should also be extended the same deputation period, ensuring parity and fairness. Further, a few officials who had reverted from JTO to JE have submitted applications requesting reconsideration of their cases and restoration of their promotion. The Staff Side has requested the Management to examine these applications sympathetically and take an appropriate decision.

Management informed that presently, the existing BSNL Employees Transfer Policy is under review and draft of revised BSNL Employees Transfer Policy recommended by the Committee of senior officers have already been shared with recognised Unions/Associations & Support Associations for their valuable inputs/comments.

**Management agreed to reconsider the issue in next financial year.**

*-Action by Pers. Cell*

**11. Issuance of Presidential Orders to left out candidates.**

Unions submitted that on several occasions, the Recognised Unions have drawn the attention of the Management towards the issuance of Presidential Orders to certain left-out candidates. Although the concerned circle administrations have already forwarded their recommendations to the