



**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
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Lr.No.BSNL/AP/SR/14<sup>TH</sup> CCM  
Dated 28-01-2014.

Minutes of the 14th Circle Council Meeting of A.P.Circle held on **16-11-2013** and **21-11-2013** in the Conference Hall, O/o Chief General Manager Telecom., BSNL, A.P.Circle, Hyderabad.

The following were present.

**Management Side**  
S/Shri/Smt.

**Staff Side**  
S/Shri/Smt.

1	V. Srinivasan, CGMT-A.P.Circle	Chairman	K. Anjaiah, SSS(O)-HTD	Leader-Staff Side
2	P.V.Muralidhar, PGM, HTD	Member	P. Asoka Babu, CSS - (Retd) - VJ	Secretary-Staff Side
3	George Santosh Marshal, GM (HR&A),CO HD	Member	J. Sampath Rao, CTS (O) (Retd)-WL	Member
4	Sumam Pillai, GM (F) CO	Member	G S N Raju, STS - VM	Member
5	T. Durga Prasad, GM S&M CFA	Member	P. Maheshwara Rao, STS (O) -RMY	Member
6	PVVV Prasada Rao, Sr.GM (BP & IT) CO	Member	G. Mohan Reddy, TM-HTD	Member
7	TV Ramesh, GM (S & M) CM CO	Member	B. Ramu, TM-ADB	Member
8	T.Anila Kiran, Addl.GM(Admn), CO	Member	P. Vineel Kumar, TTA-HTD	Member
9	K.L.S. Sankara Rao, AGM (SR & Trg),C.O.	Convener	M. Taranath, SSS (O)- CO-HD	Member
10	SQ Nasreen Quadri, PCE AP Civil Zone	Invitee	M. Parashu Ramulu, TM-SGD	Member
11	Neeraj Goel CE Civil	Invitee	K. Raja Ratnam, SSS(O)-MBN	Member
12	R.K. Mishra, CE (Electrical) HD	Invitee	Ch. Chandra Sekhar Rao, SS (O)-ELR	Member
			K. Suresh, TTA-Nirmal-ADB	Member

Decisions taken in the meeting should be implemented without further instructions/orders from this office. And Action Taken Report/Latest Status on below mentioned pending items may be intimated to this office on or before 04-02-2014, as the next Circle Council Meeting is scheduled to be held on 22-02-2014.

Encl: Minutes of Meeting

Asst. General Manager (SR & T rg)

**Copy to:**

1. Shri K. Anjaiah, Leader, Staff Side Circle Council.
2. Sri P.Asoka Babu, Secretary Staff Side, Circle Council.
3. All members of Circle Council (Management Side & Staff Side) for information.
4. All SSAs Heads/Unit Heads
5. AP Circle Intranet Portal.

Old Item No.	New Item No.	Action By
6		GMTD Guntur/Vijayawada
59	13, 22	GM (F) CO HD / CE (Civil) CO HD
49		Sr.GM (NWO&P)CFA CO HD/CE (Elec) CO HD
61, 73, 75, 85	4, 9, 23	AGM (A) CO HD
99	3, 15, 22	AGM (SR & Trg) CO HD
100		GM (NWO)-CM SD
92		GMTD VJ / EE (CIVIL) VJ / GM (L&B) CO HD
49, 59		CE (CIVIL) HD / CE (ELECTRICAL) HD
96	14	Sr.GM (S&M)-CFA CO HD/Sr.GM (S&M)CM CO HD
	1	Sr.GM (S&M)CM CO HD
	6	AGM (CS)-CFA CO HD
	4	AGM (R&E) CO HD
	17	DGM (CA) CO HD
<b>11</b>	<b>13</b>	<b>TOTAL</b>

The General Manager (HR):

In his opening remarks, welcomed the chairman and CGM AP Telecom Circle, Leader Staff side, Secretary Staff Side, officers and members of both the unions to the 14<sup>th</sup> CCM. He stated that a fruitful, meaningful discussions / results are expected from the meeting. He sought the co-operation of both the unions for smooth and fruitful results. He told the staff side leaders and members that administration requires their co-operation, constructive suggestions through-out the year. He told that in the last six months period there were no clash of ideas between the administration and the unions and decisions are taken for the benefit of one and all. With this positive note he hoped that this meeting will also yield good, fruitful results.

CGM:

In his opening remarks told NAMASKAR to all the participants of the 14<sup>th</sup> CCM. He stated that this is the first CCM in the new format. Unions are generally well mannered barring a few incidents. We will discuss all the issues. We should all think for the benefit of our organization. Out BSNL should regain its past glory.

Then introduction of all the members i.e. Management Side and Staff Side is taken place.

He stated that MTNL accrued a loss of Rs.948 crore for the first half of the financial year. Since BSNL is not a listed company in the stock market, we don't prepare half yearly P&L A/c. We have to display accountability and responsibility. Pensioners have to be paid by BSNL. Therefore it is appealed to all that every one should contribute their might to BSNL to regain its past glory. BSNL at present is facing resource crunch but we will see happy days in future. While taking-up the agenda administration has an open mind. We see the issues to protect the interest of the employees. The decisions are taken compassionate towards the employees. Decisions are well placed, not ill placed on the issues brought to the notice of administration. Our circle has fortunately more number of GMs/Heads of SSAs compared to our neighboring circles viz; Karnataka, Kerala etc. The officers transferred from our circle are again posted to our circle. GM for West Godavari is expected to come back soon. Lot of out-put is expected by Corporate office from our circle as the staff strength is also the highest in our circle.

CGM stated that in 2012-13, AP has shown a positive revenue growth of 1.1% when compared to 2011-12. The revenue is 23.7 Cr increased in 2012-13. Circles like Maharashtra, Karnataka, Kerala, Tamilnadu and AP achieved positive revenue growth. From the 5<sup>th</sup> position at present, we have to achieve to secure place in the top three in the days to come. The target for the year 2013-14 set by corporate office is Rs. 3361 Cr i.e Rs . 900 Cr more growth is to be achieved. The negative aspect of our circle is that the AP circle is having highest number of staff in India. Coherent and Cogent team work is expected from AP circle by Corporate Office. The loss for 2011-12 is Rs.650 Cr and it has come down to Rs.460 Cr in 2012-13. Kerala and Orissa are the only circles earning profit.

With the coherent and cogent team work we will have to see that the loss come to zero and start earning profit in the coming days. I hope that the era of earning profit is not far off. He wished all the best to all the participants.

Leader staff side stated that NFTE is attending the first CCM as NFTE achieved second recognized union status vide the BSNL majority union recognition rules 2012. He told the participants that the organizational interest is utmost important and he promised to extend full co-operation to the administration side. He sought the co-operation from the management side also. He told that the administration has to settle the issues in a transparent manner. The work culture, team spirit has to be developed for the prosperity of BSNL.

Secretary Staff side thanked the chairman, officers and members of the CCM. He told that cordial relations should persist among the administration and staff side members. Everybody should be loyal to the organization. He told that AP circle is an important and one of the biggest circle in India. The target of Rs.3361 Cr for the year 2013-14, should be achieved collectively. He suggested to hold a separate special developmental meeting for improving the revenue of AP Circle and it may be held in the month of December 2013 so that we can start new year 2014 with new ideas. Then the discussions on agenda items taken place.

At 18.00 hours, the Leader/Secretary Staff Side requested the management to carry forward the remaining agenda items to Thursday 21-11-2013 to have detailed deliberations.

ON 21-11-2013

GM(HR) welcomed the staff side leader, staff side secretary, staff side members and officers to the second session of the 14<sup>th</sup> Circle Council Meeting. He stated that we must maintain our cordiality.

Addl GM(A) welcomed all the staff side leaders and members to the meeting.

Then the discussions on the remaining items of agenda taken place.

CCM on 18-07-2009

**6. Payment of exgratia to the family of the official killed in attack by naxalites.**

Sri R. Srinivasa Rao T.M, Mutukuru Telephone Exchange (Durgi Mandal) Guntur SSA was killed while on duty due to attack by naxalites, on 09-03-2003. At that time the CGMT has assured to pay Rs. 5Lakhs ex-gratia to the family of the official but it is not yet paid. It is requested to pay this amount to them.

**Discussions held on 16-11-2013**

Member Staff Side informed to the Chairman about the delay for one year even after cheque was given to ALC. It was decided that apart from the workmans compensation Rs. 5 Lakhs should be given to the family of the deceased employee. He demanded immediate action in this matter as the case pertains to 2003.

Leader Staff Side informed that the heads of SSAs are not taking the decisions of CCMs seriously. This is a pitiable case, hence demanded immediate action.

Addl GM(A) CO HD intimated that the cheque was issued by GM-GTR and lying with ALC office Guntur from the date 26-12-2012 for want of dependents enquiry by ALC Vijayawada.

**CGM directed that by Monday 18-11-2013 GMTD Guntur should be contacted and instructed to resolve long pending case. It is felt there is Non-co-ordination between different units for last 1 year in Vijayawada / Guntur SSAs**

As per PPO details, the issue should have been checked up and settled. As the decision was taken long back and compliance report. Chairman of the CCM & CGM opined that the SSA administration is not serious in disposing off the case. He directed AGM ( SR ) to pursue the case seriously with GMTD GTR / VJ and instructed to resolve the issue by 31-12-2013.

**DECISION TAKEN ON: 16-11-2013**

**AGM (SR & Trg) CO HD informed both SSAs to resolve the issue by approaching the Senior Officers of the State Government Labour Department at Guntur/Vijayawada and forward a copy to the Labour Commissioner, Hyderabad by 31-12-2013.**

**Action by: GMTD Guntur/GMTD Vijayawada.**

Sr. G.M. (HR) C.O. Hyderabad also made correspondence to those two SSAs to resolve the issue by frequent persuasion and instructed to send a fortnightly report on the development of this issue for persuasion from this office.

**Item No. 32: Refund of CGEIS Recovery made between 01-01-2000 to 04-2004 for BSNL Recruittees consequent on introduction of "GSLIS".**

It is to bring to your kind notice that 'CGEIS' was recovered for the 'BSNL Recruittees' w.e.f., 01-10-2000 to 04-2004, afterwards 'GSLIS' was introduced. W.e.f., 01-10-2000 to 04-2004 CGEIS is to be refunded for the BSNL recruittees. This may be done early. This item was earlier discussed and closed but still there are cases where payments are not done example Kurnool SSA.

**Discussions held on 16-11-2013**

Member Staff Side informed that nearly 800 cases are pending as per his information. IFAs are reluctant to give certificate.

GM(F) informed that 261 cases are pending in AP circle. Cases are pending as the officials are transferred to other SSAs. Therefore same procedure has to be started in the new SSA. She requested five days time to supply break-up of cases pending to all the members. GM (F) also sought the list of GM (F) pending cases with unions.

CGM directed the GM(F) to reconcile the list with unions and finance and arrive at the final pending list and try to resolve at the earliest.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed the GM (F) to reconcile the list with unions and finance and resolve the issue at the earliest.**

**Action by: GM (F) CO HD.**

**ITEM CLOSED**

**47. Special Drive for identifying Scrapped materials in all SSA's and arrangements for sale of it and also for better utilization of unutilized materials.**

A Special Drive is to be conducted for identifying Scrap material in each of the SSA in AP Circle as there is a lot of material is lying vacant going rusty and waste. By sale of the scrapped materials revenue can be earned and available space can be utilized for other purposes. The available material in the each SSA the present value of it, whether it can be utilized in the present circumstances, and the expected scrape value of it is to be assessed immediately to avoid misuse of it. It is also observed that in several place material like generators etc., are lying unutilized for a long time. It is requested to make a thorough review for utilizing all the unutilized equipment and material.

**Discussions held on 16-11-2013**

Member Staff Side informed that lot of alignment are lying idle in SSAs. They are not being recovered properly.

Member from EG SSA reported that scrapped material is dumped in Lalacheruvu quarters. He informed the chairman that it can be disposed off immediately to realize more revenue and also avoid inconvenience to the residents of the quarters in the same premises.

DGM(OP) informed that Rupees two crores was recovered and the target is to recover rupees three crores from scrapping.

CGM informed that the point has to be taken care of. As this could yield good amount of revenue for this financial year, he assured the staff side that monitoring will be done regularly and see that the scrapped materials are disposed off by all SSAs.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed for disposal off scrapped material pertaining to E.G. SSA by Sri Srinivasa Rao, DGM, EG SSA and to be completed by 31-12-2013.**

**Sr. GM (NWO&P) -CFA has to monitor the issue for all SSAs. For ensuring to identify the left over trunk alignments and disposal as per procedure and report compliance.**

**Action by: Sr.GM (NWO&P)-CFA.CO.HD.**

**(ITEM CLOSED)**

**49. Action to be taken for refund of Electricity Deposits with the Electricity department.**

In some of the SSA's, Tele Excges., were burnt by the Naxalites and in some cases the electricity authorities claimed excess electricity deposit from BSNL. All these cases are to be reviewed and action is to be taken for getting all these electricity deposits refunded to BSNL.

**Discussions held on 16-11-2013**

Member Staff Side informed the chairman that two points need to be taken care of. Recovery of excess deposits paid and recovery deposits of burnt/closed exchanges.

CE(E) informed that there are no cases pending. Seven cases of excess deposit are pending in HTD. Review will be done once-again.

Member Staff Side informed that no review is being done by BSNL regarding excess deposits. Huge amount can be recovered if proper assessment is done. Decrease in load from HT to LT is not properly assessed. Management is not at all taking the issue seriously. Audit people should go in details of this case to get back the excess amount from Electricity Boards

One member informed that ACDs are being collected by APTRANSCO periodically.

CGM directed DGM(OP) to speak with SSAs regarding excess deposits of Sensitized de-loaded exchanges and look into ACD issue.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed the DGM (O) to speak with SSAs regarding excess deposits for sensitized de-loaded exchanges and look into ACD issue.**

**A review on the load of each exchange is to be carried out by the SSAs and basing on the review on each exchange suitable category of the exchange to be down graded so that the HT/LT connection charges will decrease and ACD levied on the exchange basing on the consumption will also be refunded. The Chairman directed to review as above and report compliance. Yearly review of Electricity deposits should be carried out along with increase/decrease on the no. of lines and P.F. to be checked periodically**

**Action by: C.E. (Elec.) / Sr.GM (NWO&P) CFA CO-HD.**

**59. Maintenance of staff quarters in entire AP circle**

There is no periodical maintenance of staff quarters and also whenever the problems regarding drainage water supply etc., it remains unattended for a long time. It is requested to cause necessary action for settling the problem.

**Discussions held on 16-11-2013**

On the issue of maintenance of staff quarters the Leader, Secretary and all the Staff Side members expressed their dis-pleasure by standing in their places for nearly ten minutes. They demanded assurance for immediate action from the chairman on the maintenance of staff quarters.

They informed the quarters at Adilabad are severely in bad condition as no maintenance is being done properly. Borewell problem persist in Chintalapudi (WG) quarters since last one year. In quarters of Anaparthi, Amalpuram, Kakinada & RMY no water supply. In other areas also the maintenance of quarters is being neglected causing severe inconvenience and unhygienic conditions to the residents.

Member Staff Side demanded an immediate action in this matter as money is being collected from the employees but no care is being taken for the maintenance of quarters.

GM(F) informed that the funds are allotted only under the head "Repairs and Maintenance." The heads of SSAs should distinguish urgent petty works and carryout repairs. PGM HTD informed that previously estimates were centralized in HTD. Now funds are being allotted to Civil for carrying out the work.

Secretary Staff Side made suggestion to the Chairman that an inspection of all the quarters should be done first. SSAs should be instructed to keep some funds for petty / urgent works.

Leader Staff Side made suggestion that even the petty works are being handed over to civil wing causing delay in works. Petty/urgent works should be taken up by the SSA.

Member Staff Side demanded that an estate officer should be nominated and an amount should be allotted for carrying out the petty works. Petty works can be carried out by SSA heads.

CE(Civil) informed that as far as funds are received, works are being carried out. Funds are being allotted under the Head R&M. SSA head has to allot the funds for the urgent works. CE(C) informed that two persons from Telangana and two from Andhra region from staff side may be selected for listing out the problems of all the SSAs.

Letter will be addressed to Civil wing to fix norms for petty works. In all the above places, works will be carried out on priority.

CGM directed administration that all the petty works should be completed on top priority by the SSA heads. A letter should be sent to all the SSAs. He also told that a letter will be sent to Civil Wing for attending the works and funds will be allotted. CE(Civil) has assured that all the urgent works will be completed by end of December 2013.

Staff side should nominate two persons to pursue the progress with CE (Civil) in the Circle.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed the administration that all the petty works should be completed on top priority by the SSA heads. A letter should be sent to all the SSAs. He also directed that a letter will be sent to Civil Wing for attending the works and funds will be allotted. CE(Civil) has assured that all the urgent works will be completed by end of December 2013.**

Staff side should nominate two persons to pursue the progress with CE (Civil) in the Circle.

**Action by: GM (F) CO HD/ C.E. (Civil) HD**

**CCM on 15-02-2012**

**Item No. 61: Regularization of TSMs appointed on Compassionation as RMs.**

It is noticed that in some SSAs TSMs who appointed on compassionation of TSMs are due for regularization on whom no court cases are pending orders may please be issued for regularization of these TSMs immediately.

**Discussions held on 16-11-2013**

CGM opined that as the case pertains to 2004, lot of delay has taken place and corrected accordingly.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed AGM (Admn.) to look in to the matter and Regularization of TSMs appointed on Compassionation as RMs may be corrected accordingly and immediately.**

**Action by: AGM (Admn.), CO.HD.**

**Item No 62: Early implementation of NEPP which is due for most of the employee's w.e.f. 01-10-2004 and 01.10.2011.**

As per the NEPP orders issued by the corporate office on 23.3.2010 most of the non-executive employees in the entire circle are due for up gradation w.e.f 1.10.2011. Abnormal delay is observed in implementation of the NEPP in the previous occasions. As per the instructions from Corporate Office DPC is due on 1<sup>st</sup> October 2011. Hence it is requested to issue necessary orders to all the SSA's to complete the NEPP process by the end of October 2011.

**Discussions held on 16-11-2013**

Member Staff Side informed that around forty cases are pending, 08 - 09 in each SSA. Some guidelines are to be issued from Circle Office on the following points.

- i) CRs not written
- ii) Average entries
- iii) CRs for punishment period

Member Staff Side brought to the notice of Chairman the case of Smt. K.S.Appamma, VM SSA who was expired and the reporting officer also expired.

CGM directed the AGM(A) to list out all the cases and take-up time bound action and issue guidelines.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed AGM (Admn.) to list out all the cases and take-up time bound action and issue guidelines and**

Action by: AGM (Admn.) CO HD

(ITEM CLOSED)

CCM on 09-07-2012

**Item No. 73: - Inclusion of TSM Service in the HR Package.**

As 50% of the TSM service will be counted for pension calculation the particulars of TSM Service are to be included in HRMS Data. Already orders are issued by the circle office vide SDE (HR) HD No. TA/ST A/HRP/2008/DDO's/112 Dt 20.07.2009.

But it is observed that the TSM service particulars are not included in most of the cases. And hence particulars and compliance report to that extent may please be taken.

Action by: GMTD VZM/SKL/ONG/NLR/NGD/SGD/AGM (A) CO HD.

**Discussions held on 16-11-2013**

Member Staff Side informed that fifty percent of TSM service counts for pension. MR payment service not available in SSA. The data must be available in works / pay sections. Many cases are pending in Ongole, Nellore, Kadapa, Nizamabad, Karimnagar, Mehboobnagar, Tirupati, Vizianagaram, Vijayawada, Sangareddy, Hyderabad Telecom Dist, Warangal.

GM(HR) informed that Many parameters have to be fed in the module.

CGM directed AGM(A) to issue general instructions to all SSAs.



**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed AGM (Admn.) to issue general instructions to all SSAs. Certain SSAs have completed remaining SSAs also to complete by 31-01-2014**

**Certain SSAs have completed remaining SSAs also to complete by 31-01-2014.**

**Action by: AGM (Admn.) CO HD**

**Item No. 75: - Transfer of officers from the sensitive seats Just as Admn, Marketing, Vig. etc., for more than four years.**

It is observed that in the Circle some of the officers are continuing in the sensitive seats like Admn, Marketing, Vig. etc for more than 10 years. Or they are being transferred to other seats for just a year and coming back to the same sensitive seat. Hence it is requested that the officers who are continuing in the sensitive seats for more than 4 years may please be shifted to other seats and follow CVC Guide lines.

**Discussions held on 16-11-2013**

Member Staff Side informed that the letter given by BSNLEU was found in the hands of SNEA. Confidentiality is not being maintained in the staff section.

GM(HR) intimated that structural meeting is being held regularly. 74 officers across AP are identified as holding sensitive posts and the data was given to CVC. They will be rotated and the entire exercise will be completed by 31.03.2014.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM intimated 74 officers across AP are identified as holding sensitive posts and the data was given to CVC. The Chairman of the CCM & CGM directed AGM (Admn.) to see that it will be . rotated and the entire exercise will be completed by 31.03.2014.**

**The issue of transfer of officiating SDE in Karimnagar should be effected immediately as already a decision was taken in the 13<sup>th</sup> CCM.**

**All SSAs who addressed to follow CVC guidelines.**

**Action by: AGM (A), CO HD**

**Item No. 79:- Posting of General Managers in Adilabad, Warangal, Eluru, Cuddapah, Ananthapur etc, where GM posts are vacant:**

It is observed that most of the SSAs in the Circle are not having Regular General Managers such as ADB, WL, WG, Cuddapah, Ongole, ATP etc, thereby the the developmental works are not implemented properly. Hence, it is suggested that the General Managers who are in excess of sanctioned strength at Hyderagbad may be posted in the above SSAs.

**Discussions held on 16-11-2013**

Member Staff Side stated that in many SSAs post of GM is lying vacant, whereas 09 GMs are working in Circle office against sanctioned strength of three. JAOs are working in Circle office and Hyderabad while the vacancies in SSAs. are not being filled up. One TRA section is working in Bhimavaram should be merged with TRA unit at Eluru. He demanded closure of Bhimavaram TRA unit. TRA sections in Kakinada and Chittore TRA sections can also be closed to reduce expenditure.

Leader Staff Side demanded that instructions should be issued to GMs to take care of incharge SSAs also. Sangareddy GM is going to Karimnagar only once in a month.

Member from West Godavari SSA informed Chairman of the CCM & CGM that in-charge GMs never takes interest. They are visiting I/c. SSAs once in a month. Member from Adilabad informed that the in-charge GM comes to Adilabad once in one-and-half month. Due to this a lot of revenue we are loosing.

Member from West Godavari informed that the Bhimavaram division has 60K connections and earning a revenue of 454 Lakhs in the last three months. Therefore he requested to continue the Bhimavaram TRA unit.

GM(F) informed that one JAO from Nizamabad is transferred to Adilabad. IFAs working in Telangana SSAs meeting is being called for. Measures are taken-up to fillup the posts in Telangana region. In Enterprise Business 4.5 Lakh connections are working that is the reason why more are working in HD.

Member Staff Side informed that Bhimavaram, Kakinada and Chittoor, TRA units can be closed. Even then the staff working there will be re-adjusted without disturbing them.

CGM told the staff side members that only GM I/c. for SSAs Karimanagr, Adilabad Nizamabad and Kadapa are lying vacant. They will be filled-up when GMs are allotted to AP Circle. Regarding TRA units, Circle office is of the opinion that SSAs also should be re-organised. Accordingly we will act.

#### **DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated to the Staff Side Members that only Karimanagr, Adilabad and Kadapa are lying vacant. They will be filled-up when GMs are allotted to AP Circle by Corporate Office, New Delhi. Regarding TRA units, Circle office is of the opinion that SSAs also should be re-organised. Accordingly action will be taken. Regarding closure of Bhimavaram TRA Unit a decision was already taken in 13<sup>th</sup> CCM and it will be implemented soon

Already filled up W.G., E.G., Mahabubnagar and Warangal Postings in remaining SSAs are also in progress based on justification. All are agreed to close TRA Units

CCM Staff side agreed to close down TRA Units (3 i.e. Bhimavaram, Kakinada and Chittoor)

Action by: AGM (Admn.), CO.HD.

(ITEM CLOSED)

CCM Staff side agreed to close down TRA units (3 i.e. Bhimavaram, Kakinada and Chittoor)

#### **Item No 84:- Holding of High Power Committee meeting for consideration of Compassionate Ground Appointments.**

It is requested that the High power committee meeting of A P Circle for consideration of the Compassionate Ground Appointments may be convened immediately as the HPC was not conducted for many years together and hundreds of families are waiting for appointments are kept in dark. It is also brought to your notice that in the National council meeting at New Delhi there is a proposal for grant of certain exgratia for the families of the officials who lost their life in BSNL. Hence it is demanded by the Staff Side to hold the High Power Committee of the A P Circle immediately.

#### **Discussions held on 16-11-2013**

Secretary Staff Side informed the Chairman that while calculating the points for compassionate appointments, they calculated on the pre-revised scales. He requested the administration that all cases including sent to CO ND cases and pending for consideration (Approx 388) should be re-examined based on old scales. He suggested that a team of staff should exclusively be designated to carry out the work.

GM (HR) stated that one SDE exclusively for this purpose has been nominated. He assured the members that all the cases will be re-calculated accordingly. He also said the staff side members that the work will be completed by 31<sup>st</sup> Dec, 2013.

Addl GM(A) opined that one assistance should be given to the SDE Smt. Kalpana.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM assured the members that all the cases will be re-calculated / Revised accordingly if it is not done so. He also conveyed the staff side members that all the guidelines issued by CO/ND were followed scrupulously.**

**Action by: AGM (Admn.), CO.HD.**

**(ITEM CLOSED)**

**Item No.85:- Filling up of Backlog vacancies of SC/ST/OBC in the cadres of TM/TOA/TTA.**

It is observed that action for filling the backlog vacancies of SC/ST/OBC in A.P.Circle in the cadres of TM/TOA/TTA is not taken for last few years. There are number of vacancies in A.P.Circle in these cadres. Hence, it is requested to take immediate action for filling of these backlog vacancies.

**Discussions held on 16-11-2013**

Addl GM (A) informed that the examination for the post of TTA was held in May'12 and results were declared in August'12. For the TM cadre exam was held on 11-08-13 and the back log vacancies have been included. JTO results are held-up as per the instructions from Corporate office. There was a problem in the key and committee was constituted and due to pending of clearance from corporate office, results are withheld.

SDE (Rect) informed that back-log vacancies are those which are unfilled even after notifying them for two consecutive years.

Member Staff Side informed that backlog vacancies are those that shortfall vacancies once done, even if they are not filled, they are called backlog vacancies.

Member Staff Side informed that for the back log vacancies, out-side recruitment should be taken-up to do justice to SC/ST/OBC castes as social responsibility.

Leader Staff Side asked the administration about the time required to release the results. Why AP circle did not approach the CO ND for clarification.

Member Staff Side asked that ten people have approached CAT for provisional eligibility. How much time is required to release the results.

Addl GM(A) informed that she had personally spoken to Corporate Office and they have directed the AP Circle administration to approach Hon'ble High Court. As this is a legal matter time cannot be given.

Secretary Staff Side informed that in AP Circle nobody is challenging the Recruitment Rules. Clarification should be obtained from the Corporate Office as the letter from CO ND is ambiguous.

Chairman of the CCM & CGM opined that the members obtaining provisional eligibility itself means that they have challenged the Recruitment Rules. That is the reason why Corporate Office has directed the AP circle administration to challenge in the Hon'ble High Court.

Member Staff Side informed that keeping the result of those approached CAT can be set aside and results of remaining candidates should be released in order to avoid delay and promotional prospects of the candidates who has nothing to do with the court case.

Chairman of the CCM & CGM directed the GM (HR) to look into the matter and speak to Corporate Office in this regard.

Addl. G.M. intimated that AGM (A) CO Hyderabad was already in Corporate Office New Delhi and he has been instructed to obtain the relevant ruling for the point raised, who in turn has confirmed back that he had taken the relevant ruling and necessary action will be taken up.

Regarding backlog vacancies conversion, letter already been addressed to Corporate Office New Delhi during last CCM and the same is pending for years for want of SC/ST cadets and will be reiterated shortly.

**CONTINUED THE DISCUSSION ON THE ABOVE ITEM ON 21-11-2013**

Addl GM(A) stated that the rules on outside recruitment of backlog vacancies may be given. Already a letter was addressed to corporate office for relaxation of educational qualification and out side quota recruitment on 26.11.2012. But no reply is received from CO ND.

Member Staff Side informed that rulings on relaxation of educational qualification was supplied in 13<sup>th</sup> CCM. A letter should be addressed to CO ND. Rulings from 2008-12 for special drive by DOP&T clearly states the procedure for outside quota recruitment.

Secretary Staff Side informed that these rulings are not new rulings. A copy of that will be given to administration. Administration and SCT cell should take initiative and pursue with the corporate office.

Addl GM(A) informed that administration will note the point and address CO ND in this regard.

**DECISION TAKEN ON: 21-11-2013**

**Chairman of the CCM & CGM AGM (Admn.) to look in to the matter i.e. both administration and SCT cell should take initiative and pursue with the Corporate Office by addressing in this regard.**

**Action by: AGM (Admn.), CO.HD.**

**CCM on 27-11- 2012**

**Item No. 88 Power humming in the Land line Phones due to power cable of Railway Department-Disconnection of Land phones along the route of Chebrolu, Bhimadolu route in West Godavari district.**

It is learnt that the power cables of Railway department were laid along the side of cable of BSNL due to which power humming was coming in the land phones through the route of chebrolu , Bhimadolu to Tadepalligudem in West Godavari district, by which the land line subscribers are disconnecting their connections. The matter is to be dealt with the railway authorities and the necessary steps may be taken to resolve issue of power humming problem

**Discussions held on 16-11-2013**

As per report received from GMTD Eluru there are no pending cases in DL PTCC

**DECISION TAKEN ON: 16-11-2013**

As per request of Staff Side Members, this item will be discussed in detail in the forth coming Developmental Meeting.

**Action by: Sr.GM(NWO &P) CFA CO HD**

**Action by: GMTD ELURU**

**(ITEM CLOSED)**

**Item No. 89 Provision of Waiting Room at Paradise center, CTO Compound Secunderabad for the staff coming from all over AP for procurement of SIMs, top up cards etc.**

From all over Andhra Pradesh circle every day authorized officials are coming to Paradise Secunderabad Cell one office for collecting SIM Cards, Top Up cards etc. In this connection it is to bring to your notice that there is no waiting room at Cell one office thereby the officials who came from different SSA's are waiting in the varanda from morning to evening . And hence it is requested to arrange for one waiting room at the office premises please.

**As per report received from DE (Admn & Op) Cellone**

**Discussions held on 16-11-2013**

Seating arrangement has been made available in 4<sup>th</sup> floor CTO Building for the convenience of staff coming from all over A.P Circle for procurement and SIM Cards.

**DECISION TAKEN ON: 16-11-2013**

As per the request of staff side secretary in Development Meeting will it be discussed.

**Action by: DE (Admn.& Op)(NWO) SD**

**(ITEM CLOSED)**

**Item No. 92 Repairs for the departmental buildings in Vijayawada SSA**

For the past few years whenever there is a demand for repair of departmental buildings, it is being replied by the management that the estimates are under preparation or the funds for the works are not being allotted. In some of the telephone exges namely Gudlavalleru, Chinnapuram etc., the condition is that when ever the rain comes, there is heavy leakage and electrical short circuit is also coming. Hence it is requested that the civil works for the departmental buildings may please be carried out without any delay.

**Discussions held on 16-11-2013**

GM (L&B) intimated that revised estimate was submitted to GMTD VJ. The estimate is pending due to shortage of funds.

Member Staff Side informed that the roof in Chinnapuram exchange is leaking heavily during rainy season. Due to leakage short circuit may take place and the employees will be at risk.

Secretary Staff Side demanded that why the roof leakage work is not considered as an urgent work. Risking the lives of staff does not seem of importance to the management. The answer given by GMTD office VJ should be questioned.

CGM directed civil wing to coordinate with GMTD VJ for resolving the problem. He directed to call for a report from GMTD VJ.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed civil wing to coordinate with GMTD VJ for resolving the problem. He directed to call for action report from GMTD VJ.**

**ACTION BY: GMTD VJ/GM (L&B) CO HD/EE (C) VJ**

**Item No. 96 Making MDF/ Test Room land line numbers as toll free for the Free SIM's allotted to Out Door staff**

Free SIM with a talk time of Rs 200/- with CUG facility was given to all the out door staff. In this regard it is observed that when ever the TM's are ringing the MDF and Test room numbers they are keeping the TM in line and verifying the requisite information. So many calls being used in this way by the TM's. Even at times without talking to other numbers also bills are coming for the free SIM numbers. Hence it is requested that the MDF land line and Test room land lines may please be made toll free for the free SIM allotted numbers.

**Discussions held on 16-11-2013**

The General Manager (CM) intimated that this matter has been referred to corporate office and approval is awaited in this regard.

Secretary staff side and members informed that the free talk time given to the out door staff is being utilized / exhausted for making test calls. They are required to call and hold the call for some time hence the talk time is not sufficient. Hence the MDF / Test Room numbers should be made toll free.

CGM opined that the talk time provided to the out door staff is sufficient basing on the faults per day and faults attended by Line Men during a month. However the matter is referred to Corporate Office.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM opined that the talk time provided to the out door staff is sufficient basing on the no. of faults being allotted per day by Line Men and the matter will also be pursued with Corporate Office New Delhi in this regard.**

**Action by: GM (S&M)-CFA, CO-HD**

**Item No. 99 Non issue of Presidential Orders for the RM's who are regularized from TSM cadre in Nalgonda SSA.**

Some TSM's who were regularized as RMs as on 1-10-2000 are not being given presidential orders in Nalgonda SSA. The orders may be issued at an early date.

**Discussions held on 21-11-2013**

Member Staff Side stated presidential orders to RMs who are regularized from TSM cadre in Nalgonda SSA are not issued. Presidential orders of RMs are not properly placed in the service books. The officials due to illiteracy are not able to verify even though they are shown service books. Therefore the administration has to take up a sample check and ensure that the presidential orders are placed in the service books of all the officials in all cadres.

Addl GM(A) intimated that Department of Telecom has to issue the presidential orders. The matter has been taken-up with corporate office.

**DECISION TAKEN ON: 21-11-2013**

**Chairman of the CCM & CGM intimated to the Staff Side Members that Department of Telecom has to issue the Presidential Orders. Chairman of the CCM & CGM directed to Addl GM (Admn.) that the matter may be taken-up with Corporate Office.**

**Instructions will be issued to SSAs for verification of Service Books to ensure availability of P.Os. in Service Books**

**Action by: AGM (SR & Trg), CO.HD.**

**Item No. 100 Non-co ordination between Cell one and field units in maintenance of Cell BTSs:**

It is replied in the 12th Circle Council meeting that the Optimization of all the Cell BTSs were completed .But in practical, in the the field the report is different and it is informed by the field units that the optimization of BTSs are not completed. More over there is no coordination between the field units and cell one wing to avoid with regard to the BTSs down time which is more. Necessary steps for better coordination and to decrease the BTS down time may please be initiated.

**Discussions held on 16-11-2013**

As per reports received from SSAs, regular review/co-ordination meetings are being held up by cell one wing with SSAs

As per request from members of staff side, this issue will be discussed in detail in the forth coming developmental meeting.

**DECISION TAKEN ON: 16-11-2013**

**Action by: GM (NWO)-CM, Cell One CO, SD**

**Item No. 102 Supply of Cable fault locator's as per the demand from the SSA's**

In the 12<sup>th</sup> Circle Council meeting it is replied by the management that cable fault locator's will be supplied in phased manner and action will be taken for repair of the available cable fault locator's. In spite of the demand from the SSA's such as Khammam., HD etc., for supply of the same, it is not met by the circle management so far. Hence it is demanded that immediate necessary action may please be taken for supply of the instruments at an early date.

**Discussions held on 16-11-2013**

GM (NWP) C.O. Hyd told that eleven nos. cable fault locators were procured and supplied to SSAs. Procurement of another 200 through e-tendering is in under process and will be distributed to SSAs

**DECISION TAKEN ON: 16-11-2013**

**Action by: DGM (NWP)-CFA.CO.HD.**

**(ITEM CLOSED)**

**Item No. 104 Non Distribution of Telephone bills in some areas by the franchisees due to which the disconnections are increased for Non payment of dues.**

It is to intimate that complaints are being received from the field units like Vijayawada, Anantapur etc., that the distribution of Telephone bills are not being done properly. Due to non receipt of the bills the number of disconnections are being increased for non payment of dues. Inquiry is to be conducted whether the franchisee who is printing the bills is doing the mistake or the Postal authorities are doing the mistake.

**Discussions held on 21-11-2013**

Secretary Staff Side/Member Staff Side stated that in SSAs out of thousand bills only 800 bills are being printed and claiming the bills for entire number of bill by the printer. He cited an example of Anantapur SSA. In SDCAs like Tumukunta, Parigi, Hindupur monthly bills are not at all received by the subscribers. This type of mischief being is carried out in SDCAs rotation wise. He told that such a case is found out in Vuyyuru in Krishna District also. Member Staff Side said that the matter of distribution of bills through line-men should also be considered.

GM(F) stated that AO(TR) of the SSA should check the number of bills in a cycle and how many are printed. She opined that if that is a case, the matter will be handed over to Vigilance. She told that even in Charminar, Uppal, Aghapura, Bahadurpura the postal staff dumped bills in the post office premises.

CGM opined that the only solution is to dispatch the bill through on-line / e-mails. The information of e-mail addresses of all Land Line and Broad-band subscribers is being collected.

**DECISION TAKEN ON: 21-11-2013**

**Chairman of the CCM & CGM opined that the only solution is to dispatch the bill through on-line / e-mails. The information of e-mail addresses of broad-band subscribers is being collected to avoid manual handling of bills to minimize the Non receipt of bill complaints.**

**Action by: GM (Fin) CO HD/DGM (TR) CO, HD**

**(ITEM CLOSED)**

**NEW ITEMS**

**1. Grant of free SIM with Rs 200/- talk time to all the Non Executive employees in the Circle.**

At present the entire outdoor staff is provided with free service connection. Now keeping in view encouraging the marketing connectivity all the non executive employees may please be granted free service connection with a free talk time of Rs 200/ per month. It is also requested that CUG facility as provided to APSRTC employees for Rs 30/- per month for five connections may please be provided to BSNL employees also so that the families of the BSNL employees also will use BSNL connections and revenue will definitely improve.

**Discussions held on 16-11-2013**

Member Staff Side informed that all the non-executives should be given a free SIM with Rs.200 talk time and CUG facility for five numbers to BSNL employees as is given in APSRTC in order to encourage the family members of BSNL employees to use BSNL connections as marketing promotion. He told the chairman that in Tamilnadu Circle all the non-executives were provided free SIMs with Rs. 200 talk time.

The GM (CM) intimated the staff side that granting of free SIM to out door TTAs is under favourable consideration.

CGM directed the GM (CM) to write to Corporate office citing the reference of Tamilnadu circle.

**DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed the GM (CM) to write to Corporate Office citing the reference of Tamilnadu circle regarding grant of free SIM to all Non-executive employees in the Circle.**

**ACTION BY: GM (S&M) CM CO HD**

**2. Change of BTS Tower technology with Nortel in place of Motorola in Khammam and Mahaboob nagar Districts -- Dissatisfaction among subscribers.**

It is learnt that the Cell BTSs of Khammam and Mahaboob Nagar are replaced with Nortel in place of Motorola. It is reported that Motorola coverage is nearly 5 KMs and Nortel Coverage is only one KM. Further it is stated that Nortel BTS will work with AC of 25 degrees centigrade, whereas Motorola BTS does not require any AC. Therefore the coverage is decreasing and down time of the Cell BTS is increasing in these two districts and the subscribers are also expressing their dissatisfaction on BSNL services.

**Discussions held on 16-11-2013**



### **DECISION TAKEN ON: 16-11-2013**

As per request of staff side members, this item will be discussed in detail in the forth coming developmental meeting. Report received from unit: Installation of 80 New BTs sites each in these 2 SSAs in under progress and the service thereby satisfaction level will be improved significantly.

**Action by: DE (Admn.&Op)(NWO) SD**

**(ITEM BE CLOSED)**

#### **3. Empanelment of reputed hospitals under BSNL MRS Scheme for indoor treatment in A P Circle.**

Vide AGM (SR) % CGMTHD No TA/WLF/SR/12-13/12-13/1/HTD dt 18-04-2013 circle Management has issued certain guidelines to identify and notify hospitals for empanelment in Hyderabad and Secunderabad. In this connection it is requested to notify certain reputed hospitals in AP Circle in important Cities as empanelled hospitals so that the BSNL employee can go for the treatment in those hospitals and the claimed bill can be paid as per CGHS 2010 or NABH rates. Now if the BSNL employees join in non empanelled hospitals, there is so much procedure involved.

More over reputed hospitals are not coming forward to have a MOU with BSNL because of the delay in settlement of the Bills. To identify the reputed Hospitals a committee may please be formed with NE recognized unions. It is also learnt that in some of the medical insurance companies the hospital bills are being settled by the agencies run by Doctors and they will claim the bill from the concerned organization of the patients, by taking commission. The same may be implemented in BSNL to avoid delay in settlement of medical bills.

**ACTION BY: AGM (SR & Trg.) CO HD**

### **Discussions held on 16-11-2013**

Member Staff Side brought to the notice of the Chairman and administration that in many SSAs there are no empanelled hospitals. Therefore he suggested the administration to identify some reputed hospitals in all the SSAs and notify them under the BSNL MRS Scheme. The patients undergoing treatment in the notified hospitals will have to pay first and BSNL will reimburse the employee as per the CGHS eligible rates. He also suggested the administration that verification agencies may be appointed to keep a check on the diagnosis of the hospitals to reduce the expenditure.

CGM directed the AGM(SR) to put a letter in intranet to identify reputed hospitals in all SSAs.

### **DECISION TAKEN ON: 16-11-2013**

**Chairman of the CCM & CGM directed the AGM (SR & Trg.) regarding the issue may be referred to Corporate Office, New Delhi for third party administration implementation and also directed to host a letter in intranet to identify reputed hospitals in all SSAs.**

**Matter to be persued by AGM (SR) with all SSA's regarding recognition of reputed hospitals. Proposals received from HTD regarding reputed hospital is under process.**

**ACTION BY: AGM (SR &TRG) CO HD**

#### **4. Conducting of Sr TOA Exam**

It is learnt that many TOA's are there who are got confirmation in the basic cadre and waiting for Sr TOA promotion. But due to non holding of Sr TOA exam their promotion is being delayed. Hence it is demanded to conduct the Sr TOA Exam immediately.

### **Discussions held on 21-11-2013**

Addl GM(A)informed that the AGM(A) is in corporate office and will be directed to pursue personally in corporate office.

**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM directed AGM (A) to pursue with Corporate Office personally regarding for procedure to calculate vacancies and rulings and AGM (R&E) to conduct Examinations after confirmation of vacancies.

Action by: AGM (A) /AGM (R&E), CO.HD.

**5. Non supply of Batteries and non- functioning of power plants**

Due to non supply of battery sets and the consequent non backing up of the power plants the down time of the cell BTS is heavy in the circle. Hence action is to be taken to supply the batteries as per demand and see that the power plants back up should be good.

**Discussions held on 16-11-2013**

Staff Side members requested for discussion in detail in the forth coming Developmental Meeting

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated that the tender was released and purchase will be done before December 2013.

(ITEM CLOSED)

Action by: DE (Admn.&Op)(NWO) SD

**6. Rebate for BSNL employees in Wi Max/FTTH Broad Band connections.**

At present a rebate of 60% is being given for BSNL employees for Broad band connections. But this concession is not extended for the Wimax/ FTTH Broad Band connections. Hence the system of giving rebate In Broad band connections may please be extended to Wimax /FTTH Broad Band connections also.

**Discussions held on 21-11-2013**

GM(CFA) intimated the staff side members that the Wi-Max system is going to be closed for want of spectrum. In FTTH there is no provision for providing service connections.

CGM intimated the staff side members that As a matter of policy, for surrendering of spectrum, 4,000 + WiMAX connections were converted. All the service connections of FTTH were terminated as per Corporate Office New Delhi order. The rebate to BSNL employees in FTTH connections will be taken-up in the meeting with Director CFA.

**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM intimated the staff side members that the rebate to BSNL employees in FTTH connections will be taken-up in the meeting with Director CFA to be held.

Action by: AGM (CS)-CFA, CO.HD.

**7. Continuation of Recovery of CO-Operative Society dues in retirement benefits**

Recently a letter was issued by Pr CCA HD instructing not to recover the Co-Operative society dues from the retirement benefits. The system of recovery in the pensionary benefits is being followed by more than 50 years. Therefore the said recovery has to be implemented and in case still there is any difficulty in this regard, No Objection Certificate from the concerned Cooperative society may please be obtained before sanctioning the retirement benefits.

### Discussions held on 21-11-2013

Member Staff Side enquired from the administration whether CCA is recovering dues from the retirement benefits. He informed that there are many discrepancies in the information like remaining amount, installments etc.

Secretary Staff Side demanded that CCA stand can be made known.

GM(F) intimated the staff side members that the matter is sub-judice. Para-wise comments are called for. BSNL took time till December. The CCA decision is not clear. She opined that legal opinion can also be sought. The matter is yet to be discussed with CCA. CGM office has given a letter to Pr.CCA.

GM (HR) enquired with CCA regarding this matter and informed the members that the recovery is being made at present. Court order is awaited to abide it

As the issue is under court jurisdiction, the item may be closed.

### DECISION TAKEN ON: 21-11-2013

**Chairman of the CCM & CGM intimated that on enquiry from CCA, the recovery is being made at present. Court order is awaited.**

**ACTION BY: GM (Fin) CO HD  
(ITEM CLOSED)**

#### **8. Frequent change in the tariffs and irregular marketing systems**

It is observed that due to the frequent change in the tariffs the subscribers are expressing their dissatisfaction. It is suggested that the keeping the basic plan in tact subsequent changes in the plans can be done.

### Discussions held on 16-11-2013

GM (CM) stated that the present market is very dynamic. According to our competitors we have to act. New tariffs are introduced but the customers in the old schemes can continue in their old schemes if desired i.e existing plans are not discontinued. Any new tariff proposal has to be approved by the corporate office.

Member Staff Side informed that due to frequent change in tariff the staff working in the CSC are not able to explain the queries of the customers and the customers are also annoyed with the removal of old schemes.

He requested the chairman to release "94" level connections kept in cooling. He hoped that many buyers are interested to take "94" level if released. Ours (BSNL) is having the lowest tariff of India. ARPU for BSNL is Rs.90/- p.m. and for Airtel/Idea, it is Rs.250/- p.m.

GM (CM) also opined that if "94" level (20 lakh connections) are released, definitely customers will prefer to take the connections and customer base can be increased manifold.

CGM told that instead of releasing twenty lakh connections at a time, release 50 thousand "94" level indicators. After exhaust of that quantity another 50 thousand can be released. "94" level indicators may be released 50,000 quantity at a time

Staff Side Member requested for detailed discussion in forth coming Developmental Meeting

### DECISION TAKEN ON: 16-11-2013

AGM (S&PP)-CM CO HD will refer to C.O.ND as it is fixing the tariff and evolving marketing programmes. C.O.ND is only regulating the funds. Based on funds allotment marketing activities are being taken.

**(ITEM CLOSED)  
Action by: AGM (S&PP)-CM, CO.HD.**

**9. Continuation of Security Guards in the Circle where ever necessary.**

Recently it is ordered by the Circle Management to discontinue the Security Guards System and ordered that the Regular Mazdoors may be engaged in the watch and ward duties. But it is observed that where there is acute necessity of engaging security guards also the local managements are not engaging the Security guards there by thefts of BSNL properties is happening. Hence it is demanded that Security Guards be engaged where acute necessity is there.

**Discussions held on 21-11-2013**

Member Staff Side informed that the RMs posted for watch and ward duties are old aged and cannot effectively perform the duty of security. Therefore he demanded the administration to appoint Special Police Force/ Industrial Security Force as was done earlier at the important offices like CGM office and BSNL bhavan. Security of important installation is an important issue which cannot be neglected. Instead of sacrificing the security aspect, check should be done on power bills. They alleged that in many SSAs in-eligible officers are using Air conditioners. He told that whether it is not the responsibility of internal audit to check the power utilisation / bills in SSA audit. He requested GM(F) to direct the internal audit staff to verify in this aspect.

Addl GM (A) told that as per the CO ND guidelines security agencies approved by DGR or Ex-servicemen should be appointed. Audit is objecting for appointment of home guards for security purpose.

GM(F) informed that as per the Corporate Office guidelines to appoint DGR agency or Ex-servicemen is very expensive. Therefore the matter will be taken-up with the corporate office. In the matter of keeping check on power bills, internal audit officers will be instructed to check whether in-eligible officers are using A/C in their chambers.

CGM told the staff side members that the CE(E) was directed to check the power consumption in Telephone bhavan to start with. He told that in all the SSA power consumption / bills will be checked.

**DECISION TAKEN ON: 21-11-2013**

**Chairman of the CCM & CGM intimated the staff side members that appointing DGR agency or Ex-servicemen is very expensive. It was also directed that the matter will be taken-up with Corporate Office.**

**Action by: AGM (Admn.), CO.HD.**

**(ITEM PROPOSED TO BE CLOSED)**

**10. Drivers issues**

(a) It is observed that in most of the places drivers are doing more than eight hours duty but no extra compensation is paid to them. It is also observed that the cost of the maintenance works of the vehicles is also born by the driver himself. Hence proper orders for grant of compensation may be granted to those drivers who are performing over time duties please.

(b) It is also demanded that new vehicles may please be purchased where Drivers are available and vehicles are not there. Engaging hired vehicles is costly in the long run when compared to purchase of new vehicle please.

**Discussions held on 21-11-2013**

Sri. Shekar, Driver informed the chairman that the drivers are over strained because of extra hours of work beyond office hours. The services of drivers are being utilized on holidays/Sundays. Driver are willing to work for one-hour extra also. But OTA is not being paid to drivers particularly in CGM office. He requested that their services should be used as per norms. He also informed that the maintenance of vehicles particularly in Circle Office is very poor. No attention is being paid towards maintenance of vehicles.

Addl GM(A) intimated that spare drivers will be used in shift duties. As far as OTA is concerned, it is being paid to as per the justification.

CGM opined that the officers using the services of drivers should have discipline and use their services judiciously. However OTA has to be paid where their services are utilized and justified.

He directed AGM(SR) to speak to the officers concerned personally and bring it to the notice of the officers about the grievance / problems of the drivers as is discussed in the meeting. Regarding maintenance of vehicles, he told that AD(MVT)/AGM(SR) have been directed to take care of urgent / small repairs/maintenance works of vehicle immediately.

**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM directed AGM (SR & Trg.) to speak to the officers concerned personally and bring it to the notice of the officers about the grievance / problems of the drivers as discussed in the meeting and directed to take care of maintenance of vehicles of urgent / small repairs immediately and also directed that the officers using the services of drivers should have disciplined and use their services judiciously. However OTA has to be paid where their services are utilized and justified.

Due to Bann on purchase of new vehicles by Corporate Office, New Delhi, No purchase of new vehicle is being made. After lifting of bann, purchase of new vehicles will be taken up.

**(ITEM CLOSED)**

**11. Efforts to be taken for augmentation of BSNL revenue**

(a) Revenue ginger group with various section of employees may be formed such as quality circles in every SSA and make them as ambassador of our organization by giving some free SIMs/ calls along with ID cards to made business in the identified areas such as Govt/ PSU/ Private officers and hospitals.

(b) SSA heads have to interact with them frequently regarding identification of profit areas, methods to be adopt to improve business and identification of problems etc.,

(c) Make SSA heads personally interact with CSCs at least once in three months to know the moods of customers and preferred products.

**Discussions held on 16-11-2013**

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated that it is proposed to hold a separate Developmental meeting in Circle Office and a deliberations in detail members, CCM requested to permit some field TMs to listen the problems of field staff regarding shortage of material for developmental works.

**ACTION BY: GM (S&M)-CFA CO HD &  
GM (S&M)-CM CO HD  
(ITEM CLOSED)**

**12. Monthly meeting at Division level with staff**

Orders are already issued earlier by the CGMT office and corporate office that monthly meetings at divisional level are to be conducted with staff to discuss the issues pertaining to the improvement and development of BSNL. But it is observed that these meetings are not being held at the field level. Hence necessary orders are to be issued from the circle office for holding these meetings .

**Discussions held on 16-11-2013**

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated that, confirmed from all SSAs that monthly meetings are being held in all field offices of all SSAs to acquaint the staff on new services, tariff plans and developmental activities. This will be taken up in the Developmental Meeting

Suitable instructions will be given reminding the earlier orders to all SSAs.

**ACTION BY: AGM (CS) CO HD  
(ITEM CLOSED)**

**13. Recovery of outstanding dues**

The present mechanism adopting for recovery of outstanding revenue is not reaching the targets and hence huge amount outstanding dues is pending. Due to delay in recoveries customers addresses are also not been identified. So stringent efforts are required by involving the staff members for recovery of dues by fixing some period in every year.

**ACTION BY: GM (Fin) CO HD**

**Discussions held on 21-11-2013**

GM(F) intimated that the Indore model was discussed in the HOCC meeting. Regarding formation of teams for recovery of dues and incentive to the staff, compliance was not received from SSAs. This will be discussed in the forthcoming Web conference with IFAs. She told that SSA heads should also take initiative and form teams and see the recoveries are done.

Leader staff side informed that the heads of SSAs are not concentrating on the recovery of dues. Instructions should be issued to SSAs to seriously consider the point.

Member Staff Side informed that in AP circle nearly Rs.440 Cr is to be recovered. He told the GM (F) that a list of defaulters of the more than Rs.1Lakh may be supplied to the unions in order to pursue with the customers. He suggested that some task force should be formed exclusively for recoveries. List of defaulters should be displayed in the head quarters.

GM (HR) told that when he was in Meghalaya, he studied the procedure followed by the SBI on recoveries. He told that a draft was prepared on the procedure. An advertisement was given that the defaulters list along with photo will be published in the news papers. This has yielded very good results and many of the defaulters approached BSNL to pay the outstanding amount.

Secretary Staff Side demanded that feed back may be obtained and studied for 2/3 SSAs.

GM (F) : Explained that Kuber man observed that the defaulters in AP are not at all bothered about the publishing of defaulters list in media.

**DECISION TAKEN ON: 21-11-2013**

**As per request of staff side members, the list of defaulters (Rs.> 1 lakh) will be supplied SSA wise.**

**Action by: GM (F)/CAO (TR), CO.HD.**

**14. Better utilization of space in departmental buildings**

It is noticed by the staff side that many telephone exchanges are having surplus space due to changes in technology particularly in Hyderabad. By identifying such spaces and same may please be leased to Govt/Private agencies for their offices on rent basis giving proper advertisement.

**ACTION BY: GM (S&M)-CFA CO HD &**

**GM (S&M)-CM CO HD**

### Discussions held on 16-11-2013

Leader Staff Side stated that in many commercial located buildings, lot of space is kept vacant. They can be let-out to PSUs and banks for earning revenue. Even the power consumption can be reduced. For renovation, banks will advance the funds.

Member Staff Side informed that two floors are lying vacant in the Guntakal Exchange area.

Member Staff Side informed that in Dornakal (1+1) two buildings are vacant..

Members informed the chairman that buildings at Eluru, Bhimavaram and Kakinada old DGM building, Nellore top floor can also be let - out by reorganization with better efforts

CE(C) : Some space is proposed to be identified for letting out and earning revenue. As far as possible first we have to shift our office in private accommodation to departmental buildings. After that we can give advertisement to attract the prospective customers for the remaining space. He also requested all GMs to keep ground and first floors vacant as the prospective takers show more interest in ground and first floors.

PGM(HTD) intimated that Gowliguda Bldg can be let-out but no takers for Charminar Building. As far as exchanges are concerned space is kept for NGN exchanges. Switches are being utilized for Cell expansion.

Chairman of the CCM & CGM informed the members that SBI has written a letter stating that it is willing to open ATMs in BSNL premises provided rooms are ready. It is found that the advance given by SBI is not sufficient for construction of rooms. First we have to estimate the expenditure for making the buildings ready for letting out. Then we can go for EOI in media.

### DECISION TAKEN ON: 16-11-2013

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**ACTION BY: Sr.GM (S&M)-CFA CO HD &**

**Sr.GM (S&M)-CM CO HD**

**(ITEM PROPOSED TO CLOSE)**

#### **15. Reduce the expenditure on hired vehicles**

Necessary steps may be taken to reduce the huge expenditure on hired vehicles.

### Discussions held on 21-11-2013

GM(F) intimated that already expenditure was cut. Even vehicles are shared by the eligible officers.

Leader of Staff Side demanded that the guidelines issued by corporate office in july should be followed.

Member Staff Side informed that in AP circle there are more number of hired vehicles than justified as per the new guidelines. He reported that in HTD alone 194 vehicles are hired. As per the new guidelines one vehicle is justified for 13000 DELs.

Secretary Staff Side opined that A joint exercise of administration and union side must be carried out. A committee of both sides (Admn. and Union representatives) should be formed.

Member Staff Side informed the chairman that the GM SGD is mis-using the departmental vehicle by commuting between Sangareddy and Hyderabad twice daily.

AGM (SR) clarified that in HTD 43 departmental vehicles and 69 hired vehicles are used. 06 vehicles by Civil and 02 by Electrical are used. Re-Check will be taken-up along with the member of staff side for justification.

CGM told the members that in Hyderabad for GSM project installation, vehicles are hired on man-month basis. As per the new norms of Corporate Office only sanction is given. Vehicles used are less than the justified number. Corporate office is considering of leasing vehicles from reputed firms instead of purchasing CGM accepted for formation of committee to study the procedures followed by administration under Chairmanship of AGM (SR & Trg.)

#### **DECISION TAKEN ON: 21-11-2013**

**Chairman of the CCM & CGM intimated to the members that in Hyderabad for GSM project installation, vehicles are hired on man-month basis. As per the new norms of Corporate Office only, sanction is being given. Vehicles used are less than the justified number. Corporate office is considering of leasing vehicles from reputed firms instead of purchasing.**

**A joint committee will recheck the justification of vehicles adopted by MVT Section.**

**ACTION BY: AGM (SR & Trg) CO HD**

#### **16. Ensure judicious usage of officers**

At present SSAs are having the shortage of required officers such as JTO/SDE/DGM etc. In the interest of BSNL officers may be posted judicially to all the SSAs for effective management and face the present stiff competition.

#### **Discussions held on 21-11-2013**

Member Staff Side informed that there is severe shortage of officers in SSAs like Adilabad, Nizamabad, Nalgonda, Sangareddy, Karimnagar. The officers are not being relieved from Hyderabad to other places when they are posted.

Leader Staff Side informed that the services of the officers should be utilized in a judicious manner. As per the sanctioned strength the services should be utilized for the growth of the organization. He told the CGM that after disconnections of DELs, the posts are not abolished. The posting of officers is not being done as per norms. He requested for issuing of clear cut instructions to SSAs.

One member reported that the looking after IFA of Sangareddy visit the SSA only once in one-and half month.

Member Staff Side informed that the matter has been discussed by the District Secretaries with the local administration. The GMs are not taking the issue seriously. They are of the opinion that the non-executive unions are not supposed to take up the issue of posting of executives. He cited one example of an TM transfer from Bellampally to Mancherial pending since eight years. He questioned why their salary is being drawn in the old SSAs when transfer orders are issued for executives. Whereas clear instructions are issued in case of non-executives to stop payment of salaries from the transferred SSA.

CGM informed to the staff side leaders and members that as is being done for non-executives, standard format is prepared and instructions will be given to DDOs to stop payment of salary from next month onwards when once transfer orders are issued from circle office. As per satisfaction level of entire circle, the SSA satisfaction level is also maintained. He opined that rationally based revenue potential places should be identified and proper maintenance of services should be ensured. GMs are likely to be joined for East Godavari, West Godavari, Mehboobnagar, Hyderabad SSAs. Only Karimnagar and Adilabad are left out without regular General Managers.



**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM intimated to the Staff Side Members that as is done for non-executives, standard format is prepared and instructions will be given to DDOs to stop payment of salary when once transfer orders are issued from circle office. As per satisfaction level of entire circle, the SSA satisfaction level is also maintained. He opined that rationally based revenue potential places should be identified and proper maintenance of services should be ensured. GMs are likely to be joined for East Godavari, West Godavari, Mehboobnagar, Hyderabad SSAs. Only Karimnagar and Adilabad are left out without regular General Managers.

(ITEM CLOSED)

Action by: AGM (Admn.), CO.HD.

**17. Ensure for verification of qualifying service of staff**

As per Rule 32 of the CCS Pension Rules on completion of 25 years of service or on his being left with five years of service before the date of retirement, the service rendered by the employee should be verified and qualifying service may be communicated to him. This is not implemented properly and the settlement of retirement benefits to the staff is being badly delayed. It is requested to ensure this verification.

**Discussions held on 21-11-2013**

GM(F) told that service verification till last year i.e. 2011-12 was completed and for 2012-13 it will be done at the earliest, certificate should be issued.

Leader Staff Side stated that certificates should be issued.

**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM directed to GM (F) to look in to the matter and service book verification may be completed at the earliest

Action by: DGM (CA), CO.HD.

**18. Re constitute staff grievance cells in circle/ SSA levels and give wide publicity among the staff**

At present staff grievance cells formed earlier are defunct and almost all the staff grievances are forgotten. These SG cells may please be reconstituted and see that the in charge officer may be other than the HR Section.

**Discussions held on 21-11-2013**

Leader Staff Side opined that the Staff Grievance Officer should not come under the HR/Admn. He intimated that the designated officer's name, telephone number should displayed in the circle intranet.

Secretary Staff Side informed that the name, designation, telephone number of the staff grievance officer in every SSA should be displayed in the notice board of the every SSA.

Addl GM(A) intimated to the Staff Side Members that the Staff Grievances to Circle level should be brought only after the SSA channel is exhausted.

CGM directed AGM(SR) to settle the staff grievances in time. He directed the AGM(SR) to release a letter to all SSAs to display in notice boards, the name and telephone numbers of staff grievance officers and AGM (SR & Trg) informed the same list was already displayed in intranet with instructions to SSAs to keep the details of grievance officer in notice board.

**DECISION TAKEN ON: 21-11-2013**

Chairman of the CCM & CGM directed AGM (SR & Trg.) to settle the staff grievances in time, and directed to release a letter to all SSAs to display in notice boards, the name and telephone numbers of Staff Grievance Officer.

(ITEM CLOSED)

ACTION BY: AGM (SR & Trg) CO HD

**19. Supply of battery sets to all required Telephone exges to reduce the service interruptions.**

In many exchanges battery sets are not working and in condemned stage. Frequent service interruptions are taking place and customer base is also reducing. Therefore efforts for supply of battery sets are needed on war foot basis.

**Discussions held on 16-11-2013**

Member Staff Side pointed out that the down-time is displayed in intranet as 48 hrs and 38 hours. He stated that the down time should be brought down to the minimum GM(NWP) intimated that fresh tender is floated, it is under process.

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM informed the members that that fresh tender was already floated, and it is under process and the battery sets will be supplied to the field as per their requirement/ justification to reduce service interruptions

ACTION BY: GM (NWO&P)-CFA CO HD

(ITEM CLOSED)

**20. Early declaration of JTO LICE 35% quota results**

In our circle 1140 JTO vacancies are there and only 672 candidates appeared for the examination held on 2-6-2013. To meet the required JTOs an early declaration of results is most warranted as already three months period is over.

**Discussions held on 16-11-2013**

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & directed AGM (R&E) CO HD that the matter may be referred to Corporate Office, New Delhi for early declaration of results.

(Letter referred to C.O. ND on 19-11-2013)

Action by: AGM (R&E), CO.HD.

(ITEM CLOSE)

**21. Supply of required material for effective / satisfactory service**

Due to lack of sufficient drop wire, instruments, modems etc the retention of existing customers as well as increase of new customer base is became difficult. Hence required said material may be supplied to the field units as per their requirement by taking proper attention

**Discussions held on 16-11-2013**

GM(NWP) intimated the staff side members that cable allotment 10Pr to 200Pr 16 Kms was supplied to SSAs. Drop-wire, EPBTs and Jointing Kits are available. 1840 nos of OFC kits were supplied. Adilabad was given 40 Nos of OFC kits. Tender for Splicing machines is under process. In response to a question about HMTs, GM replied that purchase order is placed, stock is yet to be received.

Member from Visakhapatnam SSA pointed out that 100 OFC kits are required but only twenty were allotted. Drop wire 50 Kms and 5Pr cable 10 Kms is urgently required for VM SSA.

GM (NWP) intimated that 70 OF Kits are supplied since april'13. Drop wire is expected shortly. Supply of UG cable is kept in intranet.

Chairman of the CCM & CGM intimated the members that to take-up FTTH in a big way, splicing machines are required in big numbers. Orders will be placed for 15 nos. accordingly. Corporate office insists on procuring from Telecom Factories. But the TFs never supply in time. Therefore request was made to procure HMTs from out-side through open tender. A copy will be given to Staff side secretaries for pursuing with CO ND.

Member Staff Side informed the Chairman of the CCM & CGM that list of material supplied to SSAs should be given to unions. In August 1500 EPBTs were supplied but no copy was given to unions.

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated the members that to take-up FTTH in a big way, splicing machines are required in big numbers. Orders will be placed for 15 nos. accordingly. Corporate office insists for procuring from Telecom Factories. But the TFs never supply in time. Therefore request was made to procure HMTs from out-side through open tender. A copy will be given to Staff side secretaries for pursuing with CO ND.

**ACTION BY: GM (NWO&P)-CFA CO HD  
(ITEM CLOSED)**

**22. Suply of staff periodical amenities through pay rolls in cash to avoid the abnormal delay.**

**Discussions held on 21-11-2013**

Member Staff Side informed that in the earlier CCM it was decided that the payment of periodicals should be done along with salary. But it is not being done. Vizianagaram SSA is not implemented the payment of periodical amenities through bank.

GM (F) intimated that a compliance report will be sought from IFAs.

**DECISION TAKEN ON: 21-11-2013**

Addl GM(A) intimated that from 01-012014, all these amounts pertaining to periodical amenities will be drawn only through bank in salary.

**ACTION BY: GM (FIn) CO HD & AGM (SR & Trg.) CO HD**

**23. Rotation of Officers / officials posted on sensitive posts.**

BSNL Corporate Office taken requisite measures for rotation of Officers/ officials from sensitive posts after completion of stipulated period of 2/3 years as specified by the CVC and issued instructions to all concerned for taking immediate action in this regard. To avoid developing of vested interests CVC/CVO issued instructions but these are not being followed strictly and fallen disuse. Hence circle management may ensure for strict implementation of said instructions in entire circle.

**Discussions held on 16-11-2013**

**DECISION TAKEN ON: 16-11-2013**

Chairman of the CCM & CGM intimated that 74 executives were identified as posted in sensitive post. By March 2014, all these transfers will be effected.

**(ITEM PROPOSED TO BE CLOSED)  
Action by: AGM (Admn.), CO.HD.**

Vote of thanks by the AGM (SR) : AGM (SR) thanked the CGM, PGM HTD, GMs and Staff Side Leader, Staff Side Secretary and other officers and members for attending the meeting and for their constructive suggestions. He thanked one and all.

### MANAGEMENT SIDE POINTS:

- 1) **Individual Cases : Addl GM(A) told the staff side members that lot of individual cases are brought by the unions. She told that such practice should be discouraged**

Staff side leader told that the trade-unions are formed to safe-guard the interest of its members. It is their primary duty to see the welfare of the staff. When the problem/hard-ship faced by an official is not focused before the administration, the problem cannot be resolved. Whatever be the problem, service unions consider the organizational interest and given preference over individual interest.

GM (HR) informed SSA head is empowered to sort out all of SSA problems.

### DECISION TAKEN ON: 16-11-2013

CGM stated that the most of the individual problems consists of annual transfers, deputations and postings. When they are dealt transparently and effectively, the number of problems will come down.

- 2) **As per the circular/guidelines of Corporate Office New Delhi Lr. No. BSNL/7-9/SR/2013, dated 05-08-2013 Earmarking the space for Holding of any agitational programme in the BSNL premises viz. dharna, demonstration etc. Space at Circle Office also earmarked vide Lr.No. BSNL/AP/SR/UNION/ASSN/STRIKE/2013/I,dated 17-08-2013 : Addl GM(A) told the staff side that the agitations in circle office bring down the reputation of the organization in the sight of general public. Therefore they should be avoided.**

Sri. Ashok Babu stated that this is totally against the trade union rights.

Sri. Anjaiah told that the unions take the extreme step only when situation demands.

Sri. Sampath Rao told that if the administration does not allow to erect tent in the premises, unions will be forced to erect tent in front of the gate which will result more damage.

### DECISION TAKEN ON: 16-11-2013

Sr.GM (HR) informed that the staff side members that the views expressed by the Unions will be taken up with Corporate Office New Delhi.

- 3) **Constitution of LCM and works committees :**

Sri. Sampath Rao told that even when nomination from one union is not received in SSA, they can conduct LCM with the other recognized union who have submitted nominations.

### DECISION TAKEN ON: 16-11-2013

Circle Secretaries of both representative unions are requested to ensure that, local councils are formed at SSA levels for discussion of local problems effectively by submitting of LCM list as early as possible in left out SSAs.

- 4) **Shift Duties to staff in CSCs: Union leaders told that they don't have any objection to post the deputation staff in shift duties by obtaining option from the concerned official before effect of transfer by present SSA**
- 5) **Representations : District secretaries should address problems with the district administration with a copy of the letter to Circle Office.**
- 6) **Entry restriction into sections : Sri. Sampath rao told that the union leaders and office bearers are restricted from entering into sections. While general public/ vendors are entering into building without any hitch. Security at the gate is not effective. Young people should be posted for security duties.**

Additional General Manager (Admn) clarified that Executive Members of Recognized Unions only will be allowed to enter into sections.

**DECISION TAKEN ON: 16-11-2013**

CGM directed AGM(R&E) to post physically fit and suitable persons for security duties.

CCM Points : Administration side felt that certain points are to be taken -up with LCMs.

Sri. Sampath Rao told that normally points are taken-up in LCMs. If not resolved, then only they will be taken-up in CCM after exhaust of channel at LCM.

It was decided to hold the next CCM on 22<sup>nd</sup> February, 2014. Sri. Sampath Rao told that instructions should be issued to all SSAs to be ready for Webinar during meeting period.

Developmental meeting will be held in the middle of December'2013 Sri. Sampath Rao suggested that some TMs should also attend the developmental meeting in order to express their problems and ground realities.