

**MINUTES OF MEETING WITH SNEA HELD ON 17TH NOVEMBER 2018 AT 11.00 HOURS
IN THE CHAMBER OF CGMT, KARNATAKA CIRCLE, BANGALORE-8.**

The following members were present for the meeting

Administration Side :

1.	Shri R. Mani	CGMT KTK Circle
2.	Shri R. M. M. Krishna	PGM(NBC)
3.	Shri Deepak Tayal	PGM (NWO CFA)
4.	Shri A.K.Agarwal	Sr.GM (HR&A)
5.	Smt. Durga Rani Prakash	Sr. GM(F)
6.	Shri C. A. Reddy	GM(NWO-CM)
7.	Shri Shantharam Pai K.	GM (NWO-CM)
8.	Sri Prashanth Obaiah	GM(EB)
9.	Shri Rajkumar	CE(Civil)
10.	Shri Animesh Kumar	GM(IT)
11.	Shri M. V. Angadi	DGM(HR & A)
12.	Shri Rajagopal V.	DGM(P&EF)
13.	Shri R. Ravishankar	DGM(SM)
14.	Shri C. K. Swaminathan	AGM(HRD)
15.	Smt. Shanthala V. Shanbhag	AGM (SGO)
16.	Shri K. Muralidharan	SDE(SR)

Association side :

1.	Shri S. P. Jagadale	Circle Secretary
2.	Shri Sadananda Makkannavar,	Circle Treasurer
3.	Shri Jayaprakash Javalli	Circle Vice President
4.	Shri Ramakrishna M.N.	Circle Vice President
5.	Shri B Ramesh	Assistant Circle Secretary
6.	Shri Tatababu Karanam	Assistant Circle Secretary
7.	Smt. Savitha A.	CWC Member
8.	Shri Anadkrishna	District Secretary CO
9.	Shri Kumarswamy K.R.	Area Secretary
10.	Shri M.K. Ramadas	Member
11.	Shri Prashanth K.Y	Assistant Circle Secretary

At the outset Sr.GM(HR&A) welcomed all the Association side and Admn side members.

In the opening remarks, CGMT deliberated the financial condition of BSNL particularly Karnataka Circle and asked the Association to extend its support and told to directly discuss the agenda points on developmental activities.

Shri S. P. Jagadale, Circle Secretary in his opening remarks, assured that the Association will extend full support and co-operation for achieving the targets set by BSNL Corporate Office.

Action taken on the agenda of previous meeting:

Action taken on the 53 Agenda points of previous meetings :

Most of the agenda points, the Item was closed. However some points which were appearing in the new agenda points also. Hence decision was taken in the meeting to discuss the new Agenda points.

Developmental Points:

1. **There is huge potential for FTTH connections but because of non availability of 4F cable, insufficient OLTEs and insufficient Txmn accessories and manpower, unable to meet the demand as well as the target set by the CO.**

Reply received: 3368 kms of 4F low count cable PO was placed and supply is already started.

Discussion in meeting : Association side pointed out that due to non-availability of 4F cable provisioning of FTTH connection are delayed. Admn side informed that 4 F cable supply has ready started. As on dated 1500 km supplied to different SSAs. They have started giving the FTTH connection using these 4F cables. Association requested CGMT that the 4F cable supply should be continues in future. CGM informed that action will be taken to procure 4F cable and tender will be processed in advance so that supply of 4F cable will not be delayed.

Action by : PGM (NBC /NWP-CFA)

2. **As we are very shortage of OLTEs, we need to go aggressively for the revenue sharing model with cable TV operators and even it will be encouraging if our own retired employees of the BSNL interested for the FTTH provision on revenue share basis as we did for GSM as DSA.**

Reply received : Revenue share Model-4 has been introduced to overcome the shortage of OLTs/ ONTs. BGTD have signed around 62 agreements in 4 models and 10 nos of New Case IV vendor's registrations are in progress. Installed FTTH Capacity – 104640, working FTTH connection 50638, which works to be 48.39%. FTTH Connections SSA wise as on 16.11.2018 is enclosed.

Discussion in meeting : Due to non-availability of OLTs/ONTs also, provisioning of the FTTH connections is hampered. It is informed that BSNL Corporate Office is processing for the procurement of OLTs to Karnataka Circle and it is in advance stage.

Action by : PGM (NBC /NWP-CFA)

3. **As Tikona has already having the MOU for providing Internet services on wireless media but so far the activity not started.**

Reply received : For apartments/areas Radio backhaul by M/s Tikona is proposed. In BGTD WiFi Towers installed by TIKONA -8, 55 customers working.

Discussion in meeting :In Karnataka Circle, Tikona is not so much successful. Hence it has to be tried with other sources for giving the connections.

Action by : PGM (NBC /NWP-CFA)

4. **The OFC backbone needs to strengthened, more effort to be made for laying of new OFC cables in the major inner city limits.**

Reply received: Tenders have been called for laying OFC in SSAs.

Discussion in meeting : Due to non-availability of fibers on trunk routes the required backbone is not available. Admn side informed OFC cable already received and wherever approved tender is available new OFC will be laid to strengthen the OFC back bone.

Action by : PGM (NBC /NWP-CFA)

5. **Effort for training more and more people for transmission work is the need of the hour.**

Reply received : About 400 TT of BGTD have been trained in FTTH and involved to provide FTTH connection. Two batches trained in FTTH every week at Bengaluru DTTC.

Discussion in meeting : Admn side informed that presently the training regarding FTTH is arranged in RTTC to different SSAs. The number of people attended the training is very less. Hence RTTC Mys will be requested to conduct training once again.

Action by : Sr.GM (HR & A)

6. There is huge crunch of Bandwidth because of which we are unable to enhance the bandwidth for existing DSLAMs, OLTEs and 3G BTSs.

Reply received : Recently 8 nos. of CPAN rings commissioned by STR, few more OCLANs and connected DSLAMs are expected to upgrade for 1G bandwidth.

Discussion in meeting : There is a crunch of band width because of this it is unable to enhance band width. Admn side informed that band width crunch will be overcome on installation of CPAN. CPAN installation is in advanced stage.

Action by : PGM (NBC /NWP-CFA)

7. The role out of CPAN backbone is not encouraging. Because of non allotment of spare fibres by STR we are unable to divert our existing traffic on the installed CPAN network.

Reply received : Total CPAN Fibre requirement - 290 links.
Managed by SSA Fiber - 101 fiber
Received from PGM STR BG - 20 fiber
CGM STR Chennai assured allotment - 33 fiber
OFC laying proposed for - 31 routes

8. CPAN accessibility is centralized which needs to be decentralized as each SSA needs to depend on only one NOC and the work will be in queue unnecessarily, the privilege for addition, modification and deletion of circuits has to be given to the SSA level Txmn In charge for the smooth and fast work flow.

Reply received : As per BSNL CO One Circle Team (I-I Team with 5 Management links) should manage Circle CPAN service provision and O&M. Initially BGTD has set up such TNMC at Telecom building for KTK Circle. Future additional management links will be requested for group of SSAs. EMS terminal requested for MR, MYS, HBL and two more for BGTD.

Discussion in meeting (pt. 7 & 8)

Association side requested for decentralization of CPAN accessibility. CGM informed that Circle has already requested for EMS terminal at MR, MY, Hubli and extra for BGTD. STR will be requested to allot required fibers to KTK Circle.

Action by : PGM (NBC /NWP-CFA)

IV. Maintenance Points:

1. Because of continuous retirement and 20 % flat reduction of HKLs creating inconvenience in the field for maintaining the services. There are many exchanges and BTSs becoming unmanned.

Reply received: This is as per BSNL CO ND instructions

Discussion in meeting: Association pointed out that the flat 20% reduction in HKLs has hampered the maintenance services in SSAs. Instead of flat 20% reduction it may be reviewed and reduction may be done at 10% in case of the revenue earning SSAs instead of 20% so that maintenance will not be hampered.

CGM informed that 20% flat reduction in HKS is the instructions from Corporation Office and action has been taken accordingly. It is also informed by BSNL CO is giving the funds with respect of HKLs after reducing the 20% and accordingly funds will be released for payment.

Action by : SSA heads

2. As there is no specific clause in the HKL tender to assign line maintenance work for the HKL, any unforeseen like electric hazards, falling from pole etc may lead to litigation. It is to request the management to make classification (Skilled / unskilled) of HKLs based on the nature of work that need to be assigned.

Reply received : Action as per BSNL CO ND guidelines.

Discussion in meeting : Admn side replied that already BSNL CO issued the guidelines to include the necessary clauses so that the contractors will take action by making arrangement for insurance claims with respect to HKLs during unforeseen situations .

Action by : Tendering Authority.

3. Because of shortage of UY connectors and due to frequent cable damages, service is getting affecting severely and getting delayed in restoration.

Reply received : NIT for procurement of 9345430 nos. of UY connected floated on 18.6.2018. In the meantime, 1 lakh nos of UY connectors was procured through SPC on 02.08.2018 and distributed to needy SSAs. Tender is under process further document awaited from the sole bidder.

4. Birla connectors, CT Box modules are not available for pillar rehabilitation as at many places road widening in progress and invariably we need to protect the existing cable and many times we need to shift the cables and Pillars.

Reply received : Requisition Order have been placed with Telecom Factory, Mumbai. CT box 100 pr. Discon type and Kronc Type since 2015 to 2017. Only 1800 nos. have been received as on date.

Discussion in meeting: (for 3 & 4 above) :The Association has informed that non-availability of UY connectors and CT boxes which is hampering the maintenance of underground cable and fault clearance is also delayed. Admn informed that Tender was called for for UY connectors but due to some reason it has failed. Again tender has been called for purchase of UY connectors. Minimum quantity was purchased through SPC and met urgent requirement. Regarding CT Boxes, Telecom Factory item. Some quantity they have supplied. DGM(MM) will request Telecom factory to supply the remaining quantity.

Action by: DGM(MM) CO BG

5. Because of the non availability of cable stores and accessories, finding difficulty in retrieving the 100 % cable capacity.

Reply received : Cable stores and accessories are being supplied on needy basis.

Discussion in meeting : Stock of cable stores and accessories available in CTSD weredistributed to SSAs as per their requirement.

Action by: DGM(MM) CO BG

6. Installation of DSLAMs in BTS location done at many places to reduce the copper length but due to non laying of distribution cables many DSLAMs are not loaded.

Reply received : DSLAMs Installation in BTS location, work is under progress. About 1000 lines shifting done. Will pursue for better performance.

Discussion in the meeting : DSLAMS are already relocated to nearest BTS locations to give a better services to the customers with respect of Broadband services.

Action by: PGM (NBC/ NWO-CFA)

7. No AMC/ vendor support for Radio Modems supplied by M/s SHYAM / RADWIN makes

Reply received : Sufficient Microwave equipments received under Phase V project (Huawei) have been rendered spare following conversion to OFC/IP based Mini Links. Hence SSAs have been advised to use these links.

Discussion in the meeting : Action being taken to see that these radio modem faults are attended.

ACTION BY : GM(NWO-CM)

8. Re-utilization of de-commissioned WiMax equipments (lying idle since long duration) to other Circles wherever the services are present.

Reply Received : A letter has been addressed to BSNL CO ND regarding availability of decommissioned Wimax equipments.

Discussion in the meeting : The instructions / guidelines is awaited from Corporate Office.

Action by : PGM (NWO-CFA)

9. Last year new batteries are received in field, but no sufficient power plants supply for proper charging of the batteries, this will reduce the life of new batteries. Hence purchase of new power plants is very much essential & extend the AMC after the warranty period to the supplied vendor to increase the life of power plant(Local AMC vendor Can't repair the new type power plant/SMPS modules).

Reply received : Previous year Tender Purchase Orders placed during January 2017 and May 2017. The 1st AMC has been started for 25A, 50A and 100A capacities power plants. The AMC s for each power plant is for Five years.

New Tender for requirement of 2017-18 SMPOS power plant is under process for floating. The tender documents are made available to the Finance wing for approval of the cost of the Tender for NIT floating.

Discussion in the meeting : New Batteries already received and distributed to each SSA as per their requirement. Procurement of new power plants is in process.

Action by : DGM(MM)

10. The intervention of higher management with other departments especially BBMP which instructed to remove all the overhead cables in Bangalore and other agencies which are damaging our cable network, so that damages can be reduced.

Reply received : Co-ordination Committee meetings are happening with BBMP commissioner with PGM BGTD. GM(Plg) with respective DGMs/AGMs/SDE.

Discussion in the meeting : BGTD has already taken necessary action and also they are attending the BBMPs meeting to see that our cable are not removed and damaging our cable network

Action by : PGM BGTD.

11. Existing duct and manholes available in the major cities like Belgaum, Hubli, Bangalore, Mysore and Mangalore need to be protected and made accessible for future use. The maintenance of the duct n/w has to be entrusted to Civil wing.

Reply received : SSAs are intimated that they will take up with Civil Wing. Fund constraint.

Discussion in the meeting : The maintenance work is taken up as per the request of each SSAs, by Civil wing.

Action by : CE(Civil) BG

12. The maintenance of the Departmental and staff quarters is very worst condition, needs to be viewed seriously to avoid any unforeseen incidents ex Chikkamagalore exge building.

Reply received : Action is under process. However no funds are allotted under Building maintenance.

Discussion in the meeting : No funds for maintenance of staff quarters. However the urgent work is taken up as per the request.

Action by : CE(Civil) BG

V. Marketing, Mela and CAFs Issues.

1. As already existing customers are unable to get the required data speed and adding further more SIMs without network up-gradation of the existing network creating more dissatisfaction in the good old loyal customers.

Reply received : Network up-gradation of the existing network under phase 8.4 for New/ Swap/ Re-deployment is in progress.

2. The ratio of SIM sold in mela and really activated in HLR is to be reviewed to avoid unnecessary pressure on field staff to market the SIMs.

Reply received : Analysis on this is being carried out on daily basis, same is made available in CGM dashboard. It is requested to motivate non CSC, non Marketing staff to participate under 'BSNL Aapke Dwar' initiatives, and this will ease out pressure on front end team.

Discussion in the meeting 1 & 2:

Mobile Network phase 8.4 is under progress. On completion of this project better data speed will be available. Marketing team will take up the BSNL Aapke Dwar" initiatives.

Action by : GM (S&M)

3. To avoid huge penalty on defective CAFs, serious effort and support is needed to convert all the available physical form of CAFs to e- kyc digital form. We are having more than 25 lakhs of physical CAFs which are to be converted in to digital form through e KYC machine. For this we need more number of e kyc machines and HKLs on top priority.

Reply received : In wake of Honourable Supreme Court Judgment, Physical CAFs to digital form through e-KYC is ruled out. Alternative is being worked out.

Discussion in the meeting : Already Corporate Office is worked out some alternative method in respect of e-KYC. The same will be implemented soon.

4. CAFs custodian must be sales and marketing instead mobile service, this will help the proper collection of CAFs.

Reply received : the primary job of Sales and Marketing unit is to push sales and do product marketing in field, whereas job of CAF management is operational in nature.

Discussion in the meeting : Presently status quo will be maintained.

Action by (FOR 3 & 4) : GM (S&M)

VI. EB ISSUES

1. Vehicle arrangements to the EB team for the customer visit to be done, as the transportation allowances to the staff is withdrawn.

Reply received : BGTD reports : Vehicles are managed as per need. One vehicle has been provided for 2 DGMs pick up and drop and for customer's visits. 102 Modems have already been allotted to Karnataka Circle by CO New Delhi. PO for Radio Modems is under process.

2. As the number of KSWAN links are in demand and unable to commission the circuits because of hurdles in laying the OFC cable. Extending the link on Radio modem will ease the commissioning at the earliest.

Discussion in the meeting 1 & 2:

For provision of KSWAN links - The KSWAN has already supplied about 400 Routers. Hence already work is in progress and will be commissioned at the earliest.

Action by: GM (EB)

VII. Passive Infra sharing:

1. As there is no round the clock HKL arrangement for the exchanges / NBSNL BTS location it is becoming difficult to offer our Infra for sharing to other operators.

Reply received : BGTD reports : Non-BSNL BTS sites are out sourced for Housekeeping. As per the Corporate Office guidelines, the HKS is reduced throughout the country to reduce expenditure. Situation will improve once outsourcing process starts which have been approved by BSNL CO very recently.

Discussion in the meeting : SSA has to re-arrange the existing staff as per their requirement.

ACTION BY: SSA Heads

VIII. Organisational :

I. Office accommodation not yet provided.

Reply received: Detailed called by BSNL CO ND has been forwarded. No further information is received from Corporate Office in this regard.

Discussion in the meeting : The necessary guidelines from Corporate Office is still awaited.

II. HR and Staff Welfare issues:

1. Some of the Hospitals are denying for giving the I/D treatment due to non settlement of their bills which needs to be reviewed and enable the staff to get the treatment.

Reply received: Bills are settled as soon as funds received from the BSNL Corporate Office.

Discussion in the meeting : This mainly due to non settlement of their Bills Action being taken to pay the Bills as soon as funds are received. Also more number of Hospitals are empanelled.

2. Rule 8 transfer of long awaited JTOs.

Reply received: Karnataka Circle having the lowest working strength compared to other states like AP, Telangana, Kerala and Tamilnadu. Statistics for Rule 8 Transfer as on 15.11.2018 is enclosed.

Discussion in meeting :

Sr. GM (HR&A) clearly explained the present situation of shortage of JTO working strength in KTK circle and new urgent requirement has arisen from RCNGN and MPLS to cater for the huge expansion. If we consider RULE 8 transfers, the border SSAs like BIDAR, BELLARY, RAICHUR, GULBARGA, KOLAR etc. will be affected badly.

Instead of Rule 8, how rule 8 to Kerala circle got cleared by mutual tfrs, same way for rule 8 to AP & TLG circles can also be tried.

Our letter to Corporate Office to post SDEs from other circles to consider RULE -8 tfrs was not replied yet.

Our letter to Corporate Office to send back the 42 nos of JTOs working in other circles, on temporary transfer from KTK is pending.

Promotion of 439 JTOs as SDEs has further escalated the problem.

In addition to 586 JTOs likely get promoted through AIEL, which will make SSAS especially BIDAR, RAICHUR, KOLAR, GULBARGA, with bare minimum JTOs.

After detailed deliberation it was decided to process 35 nos. of Rule 8 case in JTO Waiting List immediately and they will be relieved during April 2019. Another 30 cases after six months i.e. in Sep/Oct in a staggered manner as per the situation existing at that time.

Action by Sr. GM (HR&A)

Discussion on Other Points :

SNEA highlighted the issues of CSC to open between 8 am to 8 pm and opening during closed holidays because of scarcity of clerical staff. It is also informed about formation of teams for realisation of outstanding bills.

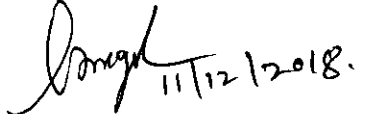
Proper arrangements /flow chart has to be maintained to avoid penalty on account of delay in intimation to bill processing unit of Electricity Supply Company.

Association once again requested for making an arrangements for continuous availability of 4F low count cable, UG cable stores and UY connectors for day to day maintenance. Highlighted the need of OFC cable laying in and around city of Bangalore to strengthen Backhaul connectivity for all our services.

In concluding remarks, CGMT emphasized on fruitful and cordial relations, healthy and constructive discussion which will bring better revenue and take our circle new heights.

In concluding remarks, Shri S. P. Jagadale, Circle Secretary thanked CGMT and all the Admin side members on behalf of Association for conducting formal meeting and considering Rule-8 cases. He reassured the co-operation of Association to the maximum extent.

Vote of thanks was given by Shri M. V. Angadi DGM(HR/A).


(M.V.ANGADI)

DY. GENERAL MANAGER (HR/ADMN)
O/o CGMT, KTK CIRCLE, BANGALORE-8

Endt. No.SR/SNEA/2-20/2016-19/51 dated at Bangalore the 11.12.2018

To:

1. All Members of Association side
2. All Members of Admn. Side

Copy to :

1. PS to CGMT KTK Circle, Bangalore.
2. All PGMs / Sr.GMs / GM s / DGMs in Circle Office.
3. CE(Civil)/CE(Electrical), Bangalore
4. All Heads of SSAs / Units.
