

# **MINUTES OF THE FORMAL MEETING WITH SNEA HELD IN THE OFFICE OF THE CHIEF GENERAL MANAGER TELECOM, KARNATAKA CIRCLE, BANGALORE ON 1ST FEBRUARY 2017 AT 11.00 Hours.**

**The following members were present for the meeting**

## Administration Side

<b>1. Shri P. Nagaraju</b>	<b>CGMT KTK Circle</b>	<b>Chairman</b>
2. Shri Surendra Shenoy	PGM (CM)	Member
3. Smt. Sumam Pillai	Sr.GM (F)	Member
4. Sri V. V. S. Raghav Kumar	Sr.GM (MS) BG	Member
5. Sri N. Janardhan Rao	GM (NBC)	Member
6. Sri M. V. Angadi	DGM (HR & A)	Member
7. Sri C. K. Swaminathan	AGM (HRD)	Member
8. Sri M. H. Puranik	AGM (SGO)	Member
9. Sri K. Balasubramanya	AGM (IT)	Member

## Association Side

<b>1. Shri S.B. Nagavi</b>	<b>Circle Secretary</b>
2. Shri Panduranga B. Nayak	JSS (CHQ)
3. Smt. Savitha A.	Circle Vice President
4. Shri Munishekar	CWC Member
5. Shri Sadananda Makkannavar,	DS CO BG
6. Shri Jayaprakash Javalli	DS BGTD
7. Shri S P Jagadale	DS Hubli
8. Shri Giridhar M.	EC Mobile Services Special invitee
9. Shri Tatababu	CEC BGTD Special invitee

At the outset GM(HR&A) welcomed all the Staff side and Admn side members. He congratulated SNEA for becoming the recognised Association in BSNL

In the opening remarks of CGM, he congratulated SNEA for becoming the majority Association of BSNL executives. CGM asked the Association to extend its support, work hard especially during the last two months of this financial year to achieve desired Rs.100 Cr profit for KTK Circle. He asked the Association to educate their members and non-executive staff under them to attend their job, with speed, especially clearing of faults, immediately. Many new plans have been introduced. CGM felt that all executives and non-executives should be aware of all new plans. CGM also said that SNEA as majority Association, they have to work hard for the welfare of the executives and growth of BSNL.

Shri Nagavi, CS in his opening remarks, thanked everyone for the support to the Association. He said that the points raised in the meeting are the real feedback of the Company. Since most of SNEA members are working in the field. The points raised by their members working in the field units are brought up for discussion at Circle level.

He thanked the Administration for already settling most of their problems, especially the Rule 8 transfers of 64 JTOs.

He has also pointed out that AIGETOA in their website had published that Administration had given them some assurances about transfers to be issued. SNEA demanded that Rules of Executive Association Recognitions to be followed in its true spirit and accordingly if such Assurances were not given to the support Association or any other Association, instructions may also be given to them to stop such false publication on their websites.

### **AGENDA POINTS:-**

1. Considering Rule 8 and intra Circle request transfers in the cadre of JTOs and immediate action to reconcile WL to remove the violation of Transfer Policy.

#### Discussion in the meeting

After receipt of amendment in BSNL transfer policy dated 19.12.17, waiting list in respect of Rule 8 has been modified and published in the Circle intranet. At present 227 JTOs Rule 8 transfers are pending. In the meeting, it was mentioned that the actual working strength of JTOs in KTK is only 36%. CGM explained that it is very difficult to consider the Rule 8 cases in this situation.

The working strength of JTOs of other circles like AP is 62% and KRL is 42.2% whereas in KTK it is only 36%. It is also pointed out by the administration that the date of application is taken as the criteria for registration and preparation of Rule 8 Waiting List.

Association side vehemently projected the difficulties faced by these JTOs who are waiting to get their transfers leaving their parents and spouse away from them for 4 to 10 years and the issue to be looked into on humanitarian grounds.

**After detailed discussion CGM agreed that 74 cases will be considered for R8 transfers as per the Waiting List.**

2. Proper utilisation of the technical executives for technical jobs only and the JTOs and SDEs working in the units like CSC and other non-technical positions be used for technical jobs.

The Association requested for posting of JAOs to man the CSCs so that the present working SDE/JTOs can be better utilized in the field units in technical and marketing areas.

**Sr. GM(Finance) explained the staff strength position of JAOs in detail and said it is not possible to post JAO at present. The Association informed that some SSAs e.g. Davanagere is having excess staff in Finance wing. Sr. GM (Finance) said it will be reviewed.**

**However, after discussion, Sr. GM(F) assured that posting of JAOs to CSCs will be considered when the strength of JAOs improves.**

Further, the concept of paperless working after the introduction of ERP was discussed especially with regard to temporary advance applications. However this will be taken up separately with IT wing for total implementation of paperless working.

The Association suggested for installing CCTV cameras in CSC. Administration informed that this will be done in consultation with Corporate Office.

**ITEM CLOSED**

3. Merger of Civil and Electrical executives in the SSAs.

**The dual reporting is causing lot of problems due to merger of Civil and Electrical wing. GM(HR & A) said that this issue will be taken up with Corporate Office. A separate discussion will be held on this issue.**

**ITEM CLOSED**

4. On the introduction of Business Area concept the existing procedure and practice of station/SSA seniority concept be continued as per revenue districts and not on Business area basis.

Discussion in the meeting

At present the Business Area concept is not fully implemented. Hence the transfers of SDEs will be as per the present SSA concept only. After the merger, the transfers as per Business Area will be decided based on the BSNL CO guidelines on the subject.

**ITEM CLOSED**

5. Removing anomalies in the orders of looking after arrangements in the cadre of DE and DGMs.

Looking after in the cadre of DE /DGMs are being issued as per BSNL guidelines vide order dated 22.3.2013 and subsequent orders based on All India Seniority of the concerned executives of the SSA. **Association thanked the administration for resolving the issue of anomaly raised in specific issues.**

**ITEM CLOSED**

6. Immediate arrangement of the Phase II training of JTOs promoted last year

So far 2 batches (36 candidates out of 184) have completed Phase II training at Trivandrum (CM, Huawei) and Mysore (CFA, C-DOT). Another batch for 45 candidates training is scheduled to begin w.e.f. 27/2/2017 at Mysore. For other JTOs it will follow.

**ITEM CLOSED**

7. Transfer Policy for Accounts wing on par with other executives.

**Sr. GM (F) said BSNL transfer policy will be strictly followed.**

**ITEM CLOSED**

8. At present NOFN work and maintenance also attached to the existing field units without providing any additional resources like Vehicle and work force and present vendor M/s UTL not extending support to attend the fault OLT/ONT.

CGM informed that Tenders are called for maintenance work including OFC Network. It was informed that the existing staff is overloaded with work and JE level staff is not trained in fibre technology. Association focused on the field difficulties and need of outsourcing. CGM also informed that SSA heads can hire the vehicle on need basis. Outsourcing of cable maintenance (both UG and OFC) is to be done in all SSAs to reduce additional load on executives and staff.

**ITEM CLOSED**

9. Round the clock availability of executives at important places like OMCR/GSM/UMTS and all switches. NOC to avoid unnecessary down time and to support field staff working during odd hours.

In BGTD the OMCR working hours is 7 am to 9 pm. In other places it is from 8 am to 8 pm. Sr. GM(IMPCS) BG informed that apart from above timings, technical support is being extended to field staff during odd hours.

**ITEM CLOSED**

10. **All pending items raised in our letter dated 21.4.2016, which were assured to be discussed as per CGMT BG lr. no. SR/SNEA/2-20/2014-16/58 DT. 4.5.2016.**

**Points 1 to 6 already closed.**

7. Demand for the supply of MLLN equipments and MLLN cards/ repair of cards to meet the demand of leased lines and to attend the faults thereon.

STM 4 / STM1 cards are not utilised. These cards can be used for leased lines. Further this will be discussed with DGM(Plg) separately.

**ITEM CLOSED**

8. Demand for the AMC/REPAIRS of Power plants, Engine Alternators in all SSAs as instances of single module working absence of fault free power plants is causing for the deterioration of battery condition and BTS/switch failures.

Discussion in the meeting:

The Association informed that 50% of the telephone exchanges are working only on single module. Most of the SSAs have no AMC for PP/AC/EA etc.,

CGM said it will be checked that if AMC is not there, tender has to be called for by the concerned SSAs. CGM further suggested that this can be solved with the utilisation of solar power plants for remotely located exchanges/BTS, and such possibility can be explored by IMPCS wing.

**Action by: SSAs**

9. Demand for providing of the staff or contract worker to man the unmanned exchanges in various SSAs.

**It will be hired on requirement and work basis only, by SSAs.**

**ITEM CLOSED**

10. Demand for the active retailer chain for each BTS area to ensure the supply of our products the needy customer.

Action will be taken by Marketing wing to strengthen the retailer chain in remote areas, to increase the FOS/retailers

**Action by : PGM(EB)**

11. Demand for the replacement of the age old power plants and the EA wherever it is causing the BTS/exchange failure.

New Power plants are in the pipeline. PO is already placed.  
Sr. GM(IMPCS) said that 272 pp are allotted for MS wing.

**ITEM CLOSED**

12. Demand for the supply of critical items of stores like UY connectors, modular connectors, jumper wires, TSF Kits of jointing kits and 5 pair cable.

Association informed that the shortage position is marginally improved but still focused that we should keep imprest stock of critical items otherwise in road widening and other developmental works, we may fail to attend the cable faults thereby permanently losing our cable asset.

Further on a query regarding the FTTH connections, GM(NBC) informed OLT ordered for 9 SSAs and distributed to all SSAs. Tender has been called for in partnership (revenue sharing basis) for giving FTTH connections for entire state. 19 SSAs is divided into 11 zones. Tender will be floated within a week.

**ITEM CLOSED**

**Point 13 and 14 closed**

15. Demand for the minimum required labour force for attending the works in the outdoor and cable section and in transmission units.

Discussion in the meeting

CGM said in Broadband outsourcing is permitted. Same may be utilised by each SSA to overcome the maintenance problems.

**ITEM CLOSED**

Finally Chairman concluded the meeting with his remarks. CGM emphasized on fruitful and cordial relations, healthy and constructive discussions, which will bring better revenue and take our circle to new heights. He hoped that with the co-ordination of the Associations and staff, Karnataka Circle will continue to increase the profit this year and also in future.

In his concluding remarks, Shri Nagavi, CS SNEA thanked CGMT and the entire administration for agreeing for the 74 nos. of Rule 8 transfers. Though we feel it as a shortage, in real sense it will motivate all stake holders to work better in the coming days because others waiting for transfer will not lose hope. On behalf of SNEA, he assured the contribution of executives to the maximum extent.

Vote of thanks was given by Shri M.V. Angadi DGM(HR & Admn).



**(M. H. PURANIK)**  
**ASST. GENERAL MANAGER (SGO)**  
**O/O CGMT, KTK CIRCLE**  
**BANGALORE-8**

Endt. No.SR/SNEA/2-20/2016-2019/KW/14 dated at Bangalore the 7<sup>TH</sup> Feb 2017

Copy to circle

1. PS to CGM, KTK Circle, Bangalore
2. PGM (EB) / PGM (CFA) Circle Office, Bangalore
3. Sr.GM(F) CO BG
4. GM(HR & A) CO BG / GM (IT) CO BG
5. Sr. GM (MS) BG
6. All SSA heads /
7. DGM (F) / DGM (MM) / DGM(HR & A) / DGM(O) / DGM (CSC)
8. AGM(Admn) / AGM (HRD) CO BG
9. CS SNEA
10. All members of Admn side/Association side