



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

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No: Guj /AIGETOA/ 94

Dated: 28th July 2018

To:

Ms. Marina George

The Hon' Principal General Manager Finance,

O/o CGM Gujarat Telecom Circle,

BSNL Telephone Bhavan, Navarangpura,

Ahmedabad-380006

Subject: HR Issues of executives of Gujarat circle pertaining to Finance wing reg.

Respected Madam,

It is needless to mention that Finance wing is the backbone of BSNL. It also deals with Salary, EPF, TA and other crucial aspects of employee remuneration. Regularizing and streamlining them will have a huge motivating effect on employees, who can then focus solely on BSNL welfare.

Further we have a huge lot of young, talented, hardworking executives in finance wing. These are the brand ambassadors of BSNL in disguise, promoting good image of BSNL in Job market, attracting good talents in BSNL. Hence a transparent and fair HR policy will help gaining their faith in the system; it further creates an atmosphere of justice and equality. It will also help retaining these young executives in BSNL.

On same spirit, kindly find below the some issues pertaining to the finance wing of Gujarat circle.

1) CENTRALISATION OF EPF AT AHMEDABAD, OPENING OF DEDICATED EPF CELL AND STRENGTHENING OF THIS CELL WITH SUFFICIENT STAFF

Today there are about 2500 executives and non-executive of Gujarat circle recruited by BSNL and are covered under EPF norms. As per the norms, 12% of Basic + DA is to be deposited into member's EPF account every month from employees' salary and as well as equal amount from the employers' fund.

Earlier, every SSA was depositing these amounts to respective EPF establishment. At present, the EPF related work is partly centralized by clubbing the EPF work of 12 SSAs (C.O., ATD, AMR, BVN, BUJ, HMT, JNG, MEH, NAD, PNP, RJK, SRN) and given to AO HQ ATD. While EPF work of Vadodara & Godhara SSAs is done by Vadodara SSA, EPF work of Surat, Valsad & Bharuch is being done by Surat SSA and Jamnagar is doing EPF work for members of only Jamnagar SSA.

Further, day by day the activities related to EPF is increasing considering new membership addition, deletion & transfer posting, it is necessary to post sufficient staff to handle the work of EPF so that all the activities are executed in timely manner. Since there are strict

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provisions under EPF norms like damage and penalty on account of any delayed payment or delayed compliance, it becomes utmost important to ensure timely submission of documents & remittance of payment with accuracy. Hence it is requested to centralize the EPF account at Ahmedabad.

EPF members are facing problems while Intra circle transfers as they have to allot another EPF account number and after that they have to transfer the balance, Also due to transfer in between the month the accounting and posting errors arise, all such problems can be solved only by centralizing the EPF account at Ahmedabad.

ATD HQ with posting sufficient knowledgeable, young BSNL recruited staff, who can carry out all these work for all the 17 SSAs of Gujarat Circle. This will not only ensure timely submission of any payment, compliance but will also ensure uniform dissemination of any important information. Further it will facilitate for keeping centralized records of all the EPF related transactions for all executives of Gujarat circle properly.

2) **INTRA CIRCLE TRANSFER OF JAOs/AOs** : It is humbly requested to kindly consider following points during Intra Circle transfers of JAOs and AOs

- a. **Minimum "Interest of service" Transfers:** As far as possible "Interest of service" Transfers should be avoided to save BSNL money. Own cost request should be cleared against new recruitment as far as possible.
- b. **Honoring of Stay particular in "Interest of service" Transfers:** During displacement of any executive, the stay particulars should be devoutly honored without any discrimination and executive with the longest stay should be considered for displacement in "Interest of service" Transfers. Your kind attention is drawn to the stay particular uploaded in the Gujarat circle Intranet on dated 26.07.2018, it seems that the long stay candidate is left out, while considering the displacement of much junior executives.
- c. **No Classification of executives within a cadre:** We should strictly refrain from classifying the executives within a particular cadre by naming them as DR JAOs/AOs, Promoted JAOs/AOs etc. specially in transfers. It can promote inequality, discrimination which can lead to injustice. It can also protect underperforming employees, while putting the hardworking employees at disadvantage. Management tools such as in house training, motivation, disciplinary actions should be judiciously used on underperforming executives to make them at par with their efficient counterpart. Such disparity is found in recent JAO transfer order dated 25.07.2018, while it was never adopted in any of the past transfer orders.
- d. **Minimum serving period of 3 years before consideration of executive in "Interest of service" Transfers:** Displacing the freshly inducted executives even before completion 3 years of posting is undesirable. Your kind attention is drawn on

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Para 11 (b) of BSNL transfer policy dated issued vide No. 6-1/2007-Restg. Dated 7th May,2008) (corrected upto 24.11.2014) where it is clearly mentioned "Minimum period of three years at a location shall be maintained as far as possible in order to avoid hardship to the employees".

Madam, unfortunately all of the above criteria are violated in the recent JAO transfer order dated 25.07.2018, it also defies the very spirit and purpose of BSNL transfer policy. In this transfer senior JAOs are skipped and much junior JAOs are considered in "Interest of service" transfer even before completion of 3 years of service at Ahmedabad. It is humbly requested to kindly revert or amend this transfer orders.

3) ISSUING OF LOOK AFTER ARRANGEMENT IN CAO CADRE

It is known that there is a stalemate situation as far as promotion to the cadre of Chief Accounts Officer is concerned due to various court cases on Seniority, Catch-up rule and reservation in promotion etc. Executives are retiring in the cadre of Accounts Officer after rendering more than 15-20 years' service as Accounts & Finance Executive, awaiting promotion to the cadre of CAO. The situation is likely to remain the same due to ongoing court cases and no breakthrough is visible in foreseeable future, leading to consistent uncertainty in the promotions. In Gujarat Circle also there are many CAO posts pending vacant. In fact many CAOs are holding more than one charge.

However, in this matter, relief granted by Hon'ble Supreme Court through its order dated 17.05.2018 and 05.06.2018 allowing central government to continue with reservation in promotions subject to final outcome of related cases pending in Supreme Court. Accordingly DoPT vide O.M dated 15.06.2018 has written to all Administrative Ministries and Departments to carry out pending promotions applying reservations with clear mentioning that these promotions are subject to final outcome of SC judgment.

Considering these developments, BSNL HQ has recently issued orders for promotion from JTOs to SDEs under both SCF & LDCE quota applying reservation in promotion. Further SDE to DE promotion orders also issued for approx. 4600 posts with applying reservation in promotion.

Madam, In line with the BSNL HQ decision and considering the Supreme Court Judgment and subsequent DoPT guidelines, Gujarat circle can also issue look after arrangement in the cadre of CAO on the basis of seniority till the time BSNL HQ issues regular promotions in the cadre of CAO. This will fill the long pending CAO posts of Gujarat circle, it will ensure experienced, deserving and capable officers hold such highly responsible post, the smooth functioning of Account & Finance wing.



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4) FAST TRACK IMPLEMENTATION OF SUPERAANUATION PENSION SCHEME FOR BSNL RECRUITED EMPLOYEES OF GUJARAT.

Superannuation Pension Scheme for directly recruited employees of BSNL is implemented w.e.f. 05.05.2016 vide BSNL Corporate Office letter No.500-51/2015-16/CA II/BSNL dated 28.09.2017. As per this above dated 28.09.2017, every directly recruited employee who is covered under this scheme has to submit the duly filled nomination form to the concerned DDO. Again BSNL corporate office vide letter No.500-51/2015-16/CA II/BSNL dated 22.02.2018 has instructed to all Circles that the nomination forms so collected from the employees should be preserved in the service book of the employee.

However many of the eligible employees in various SSAs are still not aware of this letter and the formalities. The concerned Account Officers in various SSAs or circle units should write to various units / controlling heads of the employees so that the BSNL recruits may get the copy of these orders from his controlling officer and further the unit can compile all the nominations forms under that unit and submit to concern DDO with proper acknowledgement. This will also ensure to preserve one copy with the unit.

In this connection, it is requested to kindly instruct the IFAs of various SSAs to kindly write to Unit heads with proper instruction to follow the guidelines mentioned in the referred letter as this letter contains all the important annexures and these should be brought in to the notice of not only the employees but also the concerned unit heads for smooth implementation of the scheme. It is requested to issue, a reminder letter from Circle to all SSA Heads/IFAs with mentioning of all the related letters issued and endorsed earlier, requesting the IFAs ensure proper implementation of the scheme by informing to all employees about the scheme and keeping proper records related to Super Annulation Scheme (SPS).

5) FAST TRACK IMPLEMENTATION EPF COVERAGE FOR PRE-INDUCTION TRAINING PERIOD OF BSNL RECRUITED EMPLOYEES OF GUJARAT CIRCLE.

BSNL Corporate Office vide it's letter No.500-85/CA II/BSNL/EPF/2014-15/VOL.VI dated 05.08.2015 had informed to all the circles that benefit of EPF coverage for pre-induction training period will be extended to BSNL recruited employees and requested to settle EPF dues of all pending cases as per the existing procedure of calculation of EPF and its remittance to EPFO office in respect of pre-induction training period of BSNL recruited employees.

Further in this regard, BSNL corporate office has issued various orders directing circles for bearing of Employees' share of EPF contribution by BSNL, bearing of interest portion accrued on the total contribution starting from the month of pre-induction training period till the remittance and bearing of any amount of interest and damages on account of extending EPF coverage for pre-induction training period of BSNL recruited employees.

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It is pertinent to mention here that Gujarat circle had taken this activity on priority and compiled the data like list of all the eligible employees along with their EPF dues (both employee and employer contributions) in order to implement the EPF coverage for pre-induction training period.

Account Officer HQ of AHM SSA, who is the nodal officer for centralized EPF activities for the members of 12 SSAs has worked out the total amount (approx. 16.7 Cr) in respect of EPF dues of all the eligible employees of 12 SSAs of Gujarat Circle and remitted the same to the Regional EPF Office Ahmedabad vide letter No. Further, it is still not known that the same activity has been carried out in other remaining SSAs or not.

However, even after passing two years, the amount so deposited by Account Officer HQ of AHM SSA is still not reflected in the employee's individual EPF account till date. Also no correspondence received from EPFO in this regard. Either BSNL has to still give certain documents to EPFO or EPFO has still not reconciled the individual member's account to reflect the training period EPF amount. The members are running here and there but have no idea how to settle the case.

In this connection, I request your good self to kindly arrange a high level meeting with EPF authorities for settling this long pending issue so that the amount is reflected in the individual's EPF account and BSNL recruited employee can get the benefit of EPF coverage for training period as provided by BSNL corporate Office

Madam your leadership, justice and capabilities are well known and greatly admired by all. I am sure that our suggestions will be positively considered, for promoting a healthy environment in Gujarat circle, motivating all executives to work very hard and devoutly for upliftment of our beloved BSNL. Kindly also give us a time slot for meeting at the earliest possible date, for fruitful discussions in all of the listed points. Thanking you.

Sincerely

P. Mathew Kochuvarkey
Circle Secretary
AIGETOA, Gujarat