

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Recognised Majority Executives' Association)

KARNATAKA CIRCLE, BANGALORE.



S P Jagadale

Circle Secretary,

AGM MS Bangalore,

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No. SNEA/Mtce Corrs /19-20/

Dated: 13th November 2019

To,

Shri S K Mishraji

Chief General Manager Telecommunications

Karnataka Circle, BSNL,

Bangalore-560008.

Sub: Voluntary Retirement Scheme – 2019: Urgent clarification required on the following points reg:-

Respected Sir,

The following points may be clarified with respect to VRS -2019 at the earliest.

1. In case 3rd PRC is implemented after the VRS from a retrospective date, for the VRS optees whether:
 - i) Pay Revision benefits will be extended along with arrears? (As per clause 3 of DPE O.M. No. 2(32)/97-DPE(WC)GL-XXXV dated 8th December, 2000, it is applicable).
 - ii) Pension Revision with respect to revised pay will take place or not?
 - iii) Revision of Ex-gratia and leave encashment will be applicable on the revised pay and the arrears will be paid or not?
 - iv) Gratuity and Pension commutation will be paid on the Revised Pay or not?
2. Similarly in the event of 3rd PRC implementation after the VRS but before attaining the age of 60 or February, 2025 whether the pension of VRS optees also will be revised and Pension, Gratuity payment and Commutation of Pension will be paid based on the revised Pension.
3. In the event of Pension revision after the VRS, whether the pension of VRS optees also will be revised.
4. Commutation of Pension is to be paid at the time of retirement as per the provisions of CCS Pension Rules 1972. But as per the notification, it will be allowed from the date of attaining 60 Years or Feb 2025 whichever is earlier. Whether any amendments / relaxation to CCS Pension rules in this regard has taken place or notified, since it is not mentioned in the OM. In the case of Gratuity payment, it is mentioned clearly.
5. Gratuity and Commutation of pension will be paid on a later date. Whether any communication to that extent will be made to the employee, say mention in the PPO?
6. Whether the annual increment benefit will be extended to the VRS Optees whose DNI falls on 01.02.2020 as the employee already completed 365 days of service as on 31.01.2020?

7. As the Ex-gratia amount is being paid in two financial years, 2019-20 and 2020-21, whether the income Tax Exemption of Rs 5 Lakhs is applicable in each financial year or not?
8. Whether BSNL / DOT has taken up with MOF the Income Tax exemption for entire Ex-gratia amount for the VRS Optees. If not taken up so far, the same may be taken up now on priority in the interest of VRS optees.
9. Whether reduction of age from 60 years to 58 years on superannuation shall be implemented.
10. When will be the GPF and Leave encashment amount will be paid to the VRS optees, immediately after the retirement or not?
11. Instruction and authorizing pay and disbursing authority for Clearing the outstanding loan of employees with MOU banks, Housing loan, BSNL Co Op society dues, etc with the amount that the employees getting through Exgratia, leave encashment etc so that NOC will be received from the respective financial Institutions and employees can be relived without any outstanding pending.
12. The entire premium amount collected towards LIC, PLI, society thrift and loan recovery amount and which are not paid to the concerned Institution up to date, may kindly be paid before relieving of employees from their terminal benefits.

With kind regards.

S P Jagadale
CS SNEA Ktk

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No. SNEA/Mtce Corrs /19-20/

Dated: 11th November 2019

To,
Shri S K Mishraji
Chief General Manager Telecommunications
Karnataka Circle, BSNL,
Bangalore-560008.

Sub: Post VRS action plan for the survival of the Company reg.

Respected Sir,
SNEA Karnataka would like to give following action plans needs to be thought immediately to overcome the Post VRS crisis in Karnataka Circle.

Post VRS: Path ahead

Immediate Measures:

The most immediate measure which we are expecting from management is the word of assurance for the employees remaining in BSNL after 31-01-2020. The unavoidable panic which is being created has demoralized the remaining employees. So management should strike a positive tone and address these employees with assuring them of the best of future for BSNL and also to employees. The Government has approved "BSNL revival Package" and not "BNSL VRS Package", there is world to conquer and VRS is the first step, not the last one. We sincerely believe management will encourage, guide and lead employees in the path ahead.

1. Allow to increase the number of HKs employed to the level of Jan 2019 with effect from 01-12-2019; the payment for at least six months to be released to HKs to ensure their joining to BSNL.
2. Instruct all the SSA heads to extend the available tender for PP/DG/AC/HKs/Vehicles at lease for next six months, if they are completing within that period.
3. Ensure the payment of temporary advance to all the eligible executives by 31-12-2019.
4. Instruct all the concerned to close the rural telephone exchanges (located below Taluka level), which are financially non-viable with immediate effect; ensure that this exercise is completed by 31-01-2020. Even those exchanges with BTSs are also to be considered for closure, as their existence amount to maintenance of copper cable outdoor network.
5. Immediate identification of Case IV operators for retaining the Broadband customers in the area to be closed in point no 4. Fast tracking of such proposals to ensure smooth migration of customers.

6. Allow closure of CSCs which are financially non-viable and all the franchises may be entrusted with Landline, Broadband & Mobile postpaid bill collections. If any customer is insisting for receipt the soft copy of the same may be e-mailed to him by our back end office.
7. All the paper works to be limited only where it is absolutely necessary; the ERP and CDR have to be used to its fullest potential. The circle office should only ask the reports from field units for the data which are not available or can't be extracted from system.

Short Term Measures:

1. Model tender documents for AMCs/Tenders for PP/DG/AC/HKs/Vehicles are to be circulated and to be followed up without any deviations. Ensure that AMCs/Tenders for PP/DG/AC/HKs/Vehicles are to be regularized and if possible the process has to centralize at appropriate level, to ensure the hassle free tendering process.
2. The identification of works to be out sourced and the works to be done by BSNL Staff has to be identified. For the works which are to be outsourced, the mechanism of outsourcing process to be outlined and work to be initiated at the circle level. For the works to be done in-house, the manpower expertise can be created by conducting training and workshops where ever needed.
3. Effective utilization of manpower, without say goes to a long extent in defining the survival and growth of any organization. This work has to be commenced with sole intention of welfare of organization. "Transfer just of sake of transfer will not yield any results; in fact that spoils the working environment & morale of an employee."
4. In continuation of point no 3, the non-technical posts like Vigilance, legal, General, HRD to some extent Marketing also to be considered as Neutral Wing postings, meaning Telecom/Finance/Civil/Elect/PA-PS/OL-AD/Arch all are to be equally considered based only on availability of such executives.

The Circle Organization should ensure the long term polices which are being modulated by BSNL CO, are based on field realities and not based only on bookish & theoretical knowledge alone. The feedback to this extent will ensure the survival and growth of BSNL.

Thanking you,

Yours faithfully,
S P Jagadale
Circle Secretary, SNEA

Copy to : The General Secretary SNEA CHQ New Delhi for the kind information