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EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/CMD/2018

Dated 07.08.2018

To,

**Shri Anupam Srivastava,
CMD, BSNL
New Delhi-110001**

Subject: Inclusion of List-9 in the promotion of AGM along with List-8 pursuant to implementation of CPSE Cadre Hierarchy – Reg.

Respected Sir,

At the outset, we would like to extend heartfelt gratitude for your untiring endeavors with utmost sincerity and honesty in breaking the bottleneck and bestowing more than 12000 executives their due promotions thereby fulfilling their long cherished dreams. We are extremely overwhelmed by the positivity oozing out from your good office and your unfeigned concerns towards career progression of Executives in BSNL. In continuation of the same and with respect to subject cited above and in pursuant of ongoing promotions of executives, following grave concerns pertaining to Lis-9 are highlighted below for your kind and sympathetic perusal.

1. The list-9 SDEs have already completed **5 years of residency period** in the SDE level and **10-12 years as per Vacancy year** along with **E4 scale** which alone justifies the need for **relaxation in residency period**.
2. It would be unfair if the ongoing promotions is restricted to only a group of officers and **both List-8 and List-9 should be considered** as a matter of Natural Justice since the **concept of LDCE**, though belatedly held, was conducted to provide **Fast track promotion** to the deserving executives.
3. In case of List-9, there was an undue **administrative delay due to legal hurdles** in the conduction of LDCE, which was held in 2011-12 as against 2010, which further contributed to an agonizing delay of 4 years and candidates finally joined as SDE in 2013, subsequently incurring a huge loss in terms of **Residency period of service** rendered along with **losing of One Increment** in the process.
4. In the recently issued **modified SDE (T) RRs 2002 dtd. 08/05/2018**, it was modified to interpolate SQ and CQ against a particular vacancy year in the **ratio 2:1** in order to decide the **Inter-se seniority**, irrespective of year of appointment/date of joining w.e.f. 28/08/2015. Accordingly, the List-9 needs to be finalized on a war footing basis and requires **IMMEDIATE implementation** of the same in toto.
5. As per **Point 12 of SDE (T) RRs 2002** and as per **proposed CPSE structure**, eligibility for promotion to SDE is **three years regular service at JTO level**. Considering the same yardstick, the journey from **JTO to SDE to Sr. SDE to DE is 15 years**. From the date of appointment as JTO, the List- 9 candidates have completed **16-17 years of service**, which is more than what is required as eligibility for DE promotion.

6. The List -9 candidates are perennial sufferers since they already **suffered a loss of One Increment** despite having cleared LDCE and if compelled deliberately to be promoted under CPSE cadre hierarchy means **losing of another increment**.
7. It is worth re-iterating that the List-9 candidates were on equal footing with List-8 candidates at the time of recruitment. Due to litigations, a **gap of 5 years residency period** crept in between List-8 and List-9. If only List-8 candidates are promoted, it will have an **irreparable damage with respect to Pay, Seniority, Residency period** and eventually have cascading effect that could jeopardize future career progressions of List-9.

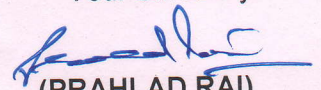
Following facts/grounds are worth quoting to justify our claim for necessary relaxation in residency period:-

- i. There is negligible **financial implications** as all the executives in **List-9 are in E4 Scale**.
- ii. All the Executives in a Schedule 'A' CPSEs are granted **Time bound Functional Promotion** in a span of **3-5 years** along with change of designation.
- iii. There are scores of 2001 recruitees in the List-9 who got **first TBP in 6 years** unlike others who were able to get in 4 years, which is again a loss of two years.
- iv. The promotion of List-8 & 9 will **boost the mid-level management** at par with other CPSEs as majority of the officers are in their early 40s and will put their heart & soul out for the **robust growth of BSNL**.
- v. The **purpose and sanctity of conducting LDCE and allotment of Vacancy-years** will be duly honoured. This is because if only **Residency years** is considered without giving due weightage to **Vacancy years**, then the very conduction of LDCE and allotment of Vacancy years seems flawed and holds no relevance.
- vi. The creation of additional posts to **accommodate 4000 executives in the List 5, 6, 7** by the management may be replicated in case of List- 8 and List-9 also to complete the cycle.

Lastly, all these anomalies and heartburn caused in anticipation of the implementation of CPSE cadre hierarchy for 18 long years will be compensated, if it is addressed and set right by the management by **granting relaxation in the residency period as a onetime measure**, in the **interest of equity and justice**.

With kind regards,

Your Sincerely


(PRAHLAD RAI)
General Secretary

Copy To:

1. Smt. Sujata T. Ray, Director(HR), BSNL Board, New Delhi-110001
2. Sh. Keshav Rao, GM (Pers.), BSNL, for information and necessary action please.