

**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**

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**No. AIBSNLEA/CHQ/CMD/2018**

**DATED: 21.08.2018**

To

✓ **Shri Anupam Shrivastava,**  
CMD, BSNL,  
New Delhi -110 001

**Subject: Holding of CPCs to fill-up the vacant Group "B" and Group "A" level vacant posts in BSNL before implementation of the CPSU Cadre Hierarchy on prospective date – CWC meet Dehradun concern thereof.**

**Respected Sir,**

On the subject cited above, we would like to draw your kind attention towards non-filling up of vacant Group "B" and Group "A" level vacant posts in BSNL on the pretext of pending court cases. Based on this, Pres. Cell of BSNL Corporate Office convinced the BSNL Management and the Board of Directors in their meeting held on 28.05.2018 about the need of CPSU Cadre Hierarchy and got approved it by replacing the existing EPP and BSNL MS RRs.

Accordingly, BSNL Board approved the CPSU Cadre Hierarchy for BSNL Executives with the prospective date of its notification and further directed to abolish the entire vacant Group "B" and STS level posts as on 1<sup>st</sup> July 2018. It is a great injustice towards the executives who were eligible to be promoted to the next higher post on the functional basis as per the existing RRs and against the available vacancies in Group "B" and Group "A" level posts. All these executives are losing their past service which will frustrate and demoralize these executives as no proper consideration has been given for their past service. It is also said that in the CPSU Cadre Hierarchy, there will be time bound non-post based promotions but contrary to this, adhoc promotions have also been introduced at the level of AGM in the case of non-availability of the eligible candidates which means that these promotions will be against vacant posts which needs SC/ST roster implementation. Against non-post based time bound functional promotion whosoever is eligible having requisite residency period should be promoted to AGM grade on regular basis. Since, it is non-post based time bound promotion in that case why adhoc promotion?

The matter of CPSU CH was deliberated in the CWC meet of AIBSNLEA held on 18<sup>th</sup> and 19<sup>th</sup> August 2018 at Dehradun and observed some shortcomings in the CPSU CH and its repercussions.

In order to overcome this unpleasant situation, CWC meet suggested that as per the existing RRs, all the eligible Group "B" level executives should be promoted in next higher grade.

*S. Sivakumar*

*Prahlad Rai*


In the CPSU Cadre Hierarchy proposal approved by the BSNL Board following shortcomings are observed-

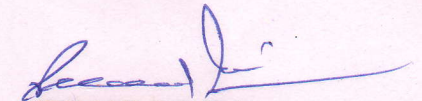
1. CPSU Cadre Hierarchy for BSNL Executives with the prospective date of its notification will cause great injustice towards the senior executives.
2. All vacant Group "B" and STS level posts as on 1<sup>st</sup> July 2018 are going to be abolished. RRs and sanctioned posts should not be abolished in retrospective manner. It is a great injustice towards the executives who were eligible to be promoted to the next higher post on the functional basis as per the existing RRs.
3. The SC/ST Roster implementation on the pretext of non-post based time bound functional promotion has been denied whereas the adhoc promotions at AGM level have been introduced which can be against vacancies only. In case CPSU CH is notified ignoring roster implementation than SC/ST Commission, Parliamentary committees on SC/ST matters and the Hon'ble MPs may take up the issue with PMO/Govt and BSNL Management may become answerable.
4. The eligibility criterion i.e. the residency period for STS level posts has been increased to 12 years from 5/7 years. Introduction of Sr. SDE /Sr. AO as functional promotion have increased the stagnation to the SDE/AO and equivalent cadres.
5. Stringent bench marks have been introduced which will cause huge droppings,
6. The notification of CPSU CH is issued ignoring the above mentioned points then some aggrieved/ affected executives may file court cases and in case the stay is granted by the Hon'ble courts the CPCs work will also be stopped and no promotions will be made from both the channels i.e. through neither CPSU CH nor CPCs.

We would, therefore, request you to kindly intervene in the matter and direct the Pers. Cell for conducting the CPCs to promote all the eligible Group "B" level executives immediately before notification of the CPSU Care Hierarchy on the prospective date to avoid humiliation of the executives and the scope of litigations.

With kind regards,

Yours Sincerely

  
(S. Sivakumar)  
President

  
(PRAHLAD RAI)  
General Secretary

**Copy for kind information and necessary action please:**

1. The Director (HR), BSNL Board, New Delhi – 110001
2. The GM (Pers), BSNL Corporate Office, New Delhi – 110001
3. The GM (SR), BSNL Corporate Office, New Delhi – 110001