

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



**Central Headquarters
New Delhi-110001**

**President
Subhasis Mitra**

Mob:9432001010
E-mail:presidentaibsnlea@gmail.com

**General Secretary
S. Sivakumar**

Mob:9773760445
E-mail:gsaibsnlea@gmail.com

**Financial Secretary
Ram Nath**

Mob:9868231711
E-mail:fsaibsnlea@gmail.com

No. AIBSNLEA/CHQ/CMD/2019

Dated 30.10.2019

To,

**Shri P.K. Purwar,
CMD BSNL,
New Delhi-110001.**

**Subject:- Non-Post Based Time Bound Functional Promotion (CPSU Cadre Hierarchy)
Deviation from Khan Committee report proposal is not acceptable- our concerns
thereon- regarding.**

Respected Sir,

This is in continuation to our letters dated 03.11.2017 and 15.11.2017 on the subject wherein we have submitted our Non-acceptance of CPSU Cadre Hierarchy which have been totally deviated from Khan Committee recommendations. It is learnt that the Non-Post Based Time Bound Functional Promotion (CPSU Cadre Hierarchy), approved by the BSNL Board on 28.05.2018 is going to be implemented for BSNL Executives by replacing the existing Executive Promotion Policy (EPP) and BSNL MS RR without addressing our concerns.

Sir, we have submitted our views and concerns vide our letter dated 03.11.2017 and 15.11.2017 to the management on the draft proposal report of the CPSU Cadre Hierarchy for BSNL Executives well before the approval by the BSNL Board. After the notification of the CPSU Cadre Hierarchy/New Policy, the entire vacant Group " B" and STS level posts as on 01.07.2018 will be abolished. It will be 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 in the new policy. It has also mentioned in the CPSU Cadre Hierarchy that there will be time bound non-post based promotions but contrary to this, ad-hoc 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 ad-hoc promotion?

In order to overcome this unpleasant situation, we would like to suggest that as per the existing RRs all the vacant posts of Group " B" and Group " A" level should be filled up before the implementation of the proposed VR Scheme since there is no stay order on promotions from any court. Only some directions are there to re-fix the seniority and on implementation of SC/ST roster. The TES Group " B" seniority lists should immediately be finalized based upon the Hon'ble Apex Court judgments otherwise the non-post based time bound promotions to the higher post under CPSU Cadre Hierarchy will not be possible.

In the CPSU Cadre Hierarchy proposal approved by the BSNL Board, the following shortcomings will put executives in loss and will invite litigations:

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 1st July 2018 are going to be abolished. RRs and sanctioned posts cannot be abolished in an arbitrary and 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 and against the available vacancies in Group " B" and Group " A" level posts.
3. The SC/ST Roster implementation on the pretext of non-post based time bound functional promotion has been denied whereas the ad-hoc promotions at AGM level have been introduced which can be filled against vacancies only,
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. Non implementation of Hon'ble Supreme Court judgments on TES Group " B" seniority before implementation of CPSU Cadre Hierarchy will invite litigations.

AIBSNLEA has furnished its views on the draft proposal of CPSU Cadre Hierarchy supplied by Pers. Cell and had discussions several times at the instances of the then CMD BSNL and Director (HR) wherein we submitted our suggestions to the BSNL Management for consideration. Some suggestions given by AIBSNLEA have been considered for example non-post based time bound promotion up to the level of AGM instead of Sr.SDE, Jt.DGM designation to the executives drawing E5 scale and numerical bench mark consideration instead of subjective classifications etc. But, many suggestions have not been considered since the so called majority Association agreed upon.

In view of the foregoing, the said CPSU Cadre Hierarchy has not been notified and implemented so far even after the approval by the BSNL Board due to the suggestions/views furnished by AIBSNLEA has not been addressed yet. AIBSNLEA request CMD BSNL to kindly intervene in the matter and direct the concerned Authorities for conducting the CPCs to fill-up the entire vacant Group " B" and STS level posts immediately by upgrading the posts so as to cover all the eligible executives before the implementation of the proposed VRS and before Notification of the corrected CPSU Cadre Hierarchy on the prospective date to avoid humiliation of executives and the scope of litigations instead of playing with the career progression of the BSNL Sr. Executives by bringing this half cooked CPSU cadre hierarchy proposal in BSNL. We also request you to kindly direct the concern Authorities for implementation of the Khan Committee recommendations in true sense and spirit **otherwise AIBSNLEA will protest through strong Organizational Action Programs against the move which harm the assured career progression of the BSNL Executives.**

With kind regards,

Sincerely Yours,


S. Sivakumar
(General Secretary)

- Copy to-**
1. Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi-110001.
 2. Shri Arun Kumar, PGM (Pers.) BSNL CO, New Delhi-110001.
 3. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi-110001.