



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

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Dated 03.07.2018

To,

**Shri Anupam Shrivastava,
CMD, BSNL,
New Delhi – 110001**

Subject: Promotions of Executives belonging to CSS Stream (Assistant General Managers, Deputy Managers, Assistant Managers, Private Secretaries and Personal Assistants to the grades of Deputy General Manager, Assistant General Manager, Deputy Manager, Principal Private Secretary and Private Secretary, respectively) before introduction of CPSU Cadre Hierarchy in BSNL – reg.

Respected Sir,

We would like to bring to your kind notice that as a result of your vigorous efforts, as a precursor to the notification of CPSU Hierarchy policy, Creation of Next Higher Level Posts by up-gradation of the existing vacant DR quota vacancies and consequent CPCs for promotion of the incumbents is already underway in respect of all other disciplines.

2. In the light of above background, we would like to put forth the following issues, for your kind consideration please.

- CSS Stream is a small stream of cadres belonging to erstwhile Central Secretariat Services, having less than 200 Executives working in BSNL.
- Since there is no Direct Recruitment in any of the cadres belonging to CSS Stream, this Stream virtually consists of dying cadres.
- In the coming 4-5 years, around 50% of the Executives belonging to CSS Stream are going to be retired on superannuation.
- Promotions in all Executive Cadres belonging to CSS Stream are going on smoothly and systematically as per the existing Recruitment Rules of the respective Cadres, without any litigation.
- Eligibility conditions prescribed in the respective Recruitment Rules for promotion to the next higher grades in various CSS Cadres are beneficial than the proposed conditions for promotions/up-gradations under CPSU Hierarchy in BSNL.
- Around 76 posts of Assistant Manager and 49 posts of Personal Assistant, which are the first rungs of the Executives in BSNL, are lying vacant in BSNL.
- First LICE for promotion from the first rung of the Executive Cadre to the second rung of the Executive Cadre in BSNL was held after 13 years of formation of BSNL. Thus substantially delaying the promotions of the concerned Executives belonging to various years of allotment. Their service from the year allotment to the exam date i.e. August 2013 had already deprived them of regular service!

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3. It is needless to mention here that promotion/career progression is an important aspect in any Executive's career, which acts as a motivational factor for the concerned Executives for his contribution towards the growth of the Company. In this regard, it is prudent to mention here that any Career Progression Policy/Scheme introduced by the Company ought to be more beneficial than the existing Career Progression Policy/Scheme to the concerned Executives and in no case it should be detrimental to the existing Career Progression Policy/Scheme. However, in case of the Executives belonging to all cadres of CSS Stream, the proposed eligibility conditions of the CPSU Cadre Hierarchy are detrimental to the existing eligibility conditions prescribed in the respective Recruitment Rules of the Cadres for promotion to the next higher grades. Further, since there is no litigation, whatsoever, unlike the other Cadres of BSNL, for promotion to the next higher grade, in any of the Cadres belonging to CSS Stream, all the Executives belonging to CSS Streams are getting timely promotion to the next higher grade. Hence, even though CPSU Cadre Hierarchy may be beneficial for the other Cadres of Executives working in BSNL, yet it is detrimental in case of the Executives belonging to CSS Stream.
5. Under the above circumstance, in the larger interest there is an immediate need to carry out up-gradation of the Executives to the next higher level, before the notification of the CPSU hierarchy:
- As a onetime measure, it is requested to upgrade the existing Assistant Managers, Deputy Managers, Assistant General Managers, Private Secretaries and Personal Assistants to the grades of Deputy Manager, Assistant General Manager, Principal Private Secretary and Private Secretary, respectively under "matching saving scheme" by abolishing the 125 DR Quota vacant posts of Assistant Managers and Personal Assistants.

It can be easily done, since after implementation of CPSU Cadre Hierarchy, all these available posts would be abolished and all posts of Assistant Manager to DGM level and Personal Assistant to Principal Private Secretary level would be in the same cluster and all promotions would be made in a time bound manner.

We would, therefore, earnestly request your good self to kindly intervene in the matter for the sake of all Executives belonging to CSS Stream and keeping in the mind their Career Progression and overall efficiency of the CSS Stream, which is an important pillar of the Company.

With kind regards,

Yours sincerely
Sd/-
(Prahlad Rai)
General Secretary

Copy for kind information and necessary action to:

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