



ALLINDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2021

Dated: 16.07.2021

To
Shri P. K. Purwar Ji,
CMD, BSNL,
New Delhi.

Subject:- Grievances of PA/ Stenographers' cadre :

Respected Sir,

We would like to draw your kind attention on the above cited subject.

I. One time up-gradation of the post of PA to PS & PS to PPS in the field units prior to implementation of Restructuring.

PAs/PSs in the Field units are waiting for their promotion for more than 15-20 years against the eligibility of 5 years from PA to PS and 7 years from PS to PPS for want of vacancies and also due to non-conducting of CPCs in time by the respective Circles and many are retiring even without getting a single promotion in the entire service.

After implementation of the Restructuring, the Sanctioned Posts of PS and PPS will also get abolished and the only mere chance of their Promotion will be badly affected. Therefore, all the P.As those who have completed 5 years of Service required to be upgraded as PS and all the PSs those who have completed 5 years of Service (with relaxation of 2 years from the existing 7 years criteria) is to be upgraded as PPS so as to promote them by holding the CPCs by the respective Circles and promote them as a onetime measure as being done in the case of all other Executives before implementation of Restructuring.

All the above Executives are already drawing the Scale of PS / PPS (E3/E4 and above) based on EPP and no financial implication is involved.

Therefore, immediate approval may kindly be conveyed to all the Circle Heads by the BSNL Corporate Office to fill up all the Posts, so that, all the PAs and PSs can get their much awaited Promotion along with other Executives, prior to the implementation of Restructuring.

II. Cadre Restructuring- Implementation thereof to the Stenographers placed in the Executive Pay scale.

After implementation of order dated 25/8/2011 of Hon'ble High Court of Kerala in OP (CAT) No. 984/2010 consequent upon dismissal of SLP (C) No. 13030/2012 by the Hon'ble Supreme Court of India vide Order dated 12/7/2016, most of the Stenographers have become PAs. At present, there are about 20 (twenty) Stenographers only working throughout the Country in the Field units of BSNL. Almost all these Stenographers have completed more than 12 & 24 years Service and is placed in the Executive Pay Scale of 16400-40500 & 20600-46500 (E1A&E2A) at par with PA/PS. **The Stenographers who have been granted ACP in the Executive Pay Scale ceased to be Non-Executives as per BSNL HQ order No. 1-22/2009-PAT(BSNL) dated 30.04.2009**, yet the status attached to the Pay Scale has not been accorded to them. The only cadre which has been kept outside the purview of both the Promotion Policies is the Stenographers.

As per BSNL Corporate Office order vide No. 20-19/2016-Pers.II dated 2nd May, 2016 issued by AGM (Pers.II) it was made mandatory that "Stenos (Non-Executive) who were granted Pay Scale upgradation in the Scale of 20600-46500 (i.e. Executive Pay Scale) have to clear mandatory online upgradation examination". Though the online examination is meant only for Executives, many of the Stenos drawing Executive Pay Scale by virtue of ACP, cleared this examination.

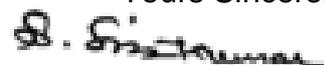
After implementation of Restructuring, the vacant posts are to be abolished. Since, the new posts in the cadre of PA is not being created, the Stenographers who have been placed in the Executive Pay Scale without Executive status shall remain in the same grade without any further promotion, as they are not covered under any Promotion policy. Therefore this small group of Stenographers drawing the Executive Say scale also be declared as Executive before Restructuring.

III. Introduction of Promotion Policy for Stenos (Dying Cadre):

After the implementation proposal for including the Stenographers drawing Executives Pay Scales under ACP scheme under the proposed Re-structuring, there will be only less than 10 Stenographs left out throughout the Country those who have been declared as dying cadre. There is no promotion available to these Stenographers who were the feeder cadre of PA/PS prior to the implementation of the restructuring of the cadre of Stenographers, except through LICE. However, all the other cadres in the Executive & Non-Executive cadre is having either EPP or NEPP. All these Stenographers have already passed the required qualification during the time of recruitment. Therefore, again holding an Examination (LICE) to promote these Stenographers to the post of P.A. is not reasonably justified. Since all the Stenographers are spread throughout the Country, Examinations of these Stenographers are to be held regularly by all the Circles. The manpower and the expenditure in holding the examinations from time to time shall be much higher as compare to the financial implication involved in promoting these Stenographers. Therefore, these Stenographers who has been declared as dying cadre, which is less than 10 throughout the country is to be promoted through a Screening test, as being done in other cases and make them P.A. as a onetime relaxation. Otherwise, these Stenographers has to retire in the same grade after serving the Department for years together without getting a single Promotion in their entire career, which is against the Natural Justice. Sir, the status of the Secretarial Assistance is linked with the status of the Officers, therefore, while Re-structuring all the Cadres, no of Posts of P.As, PSs and PPSs are to be created along with the Sanction of the posts of DGMs, GMs/PGMs and Head of Circles, respectively as Post of Secretarial Assistance is Sanctioned as Post attached to the respective level of officers.

With Kind regards

Yours Sincerely



S. SIVAKUMAR
General Secretary, AIBSNLEA

Copy for Kind information and Necessary action to:

- Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi- 110001.
- Ms Yojana Das, Director (Finance) BSNL Board, New Delhi- 110001

- Shri Vivek Banzal, Director(CFA), BSNL Board, New Delhi-110001
- Shri S.K.Mishra, Director(CM), BSNL Board, New Delhi-110001
- Shri V. Ramesh, Director(EB), BSNL Board, New Delhi-110001
- Shri R.K. Goyal, PGM (Pers.) BSNL CO, New Delhi- 110001.
- Shri. Rajiv Kumar, GM (EF & FC) BSNL CO, New Delhi- 110001
- Shri. Saurabh Tyagi, Sr.GM(Estt.) BSNL CO, New Delhi- 110001
- Ms. Anita Johri, Sr.GM (SR) BSNL CO, New Delhi- 110001.
- Smt. Samita Luthra, GM(Rectt.) BSNL CO, New Delhi- 110001
- Shri Manish Kumar, GM (Restructuring), BSNL CO, New Delhi- 110001