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To

**Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001**

Sub.:- HR Management in BSNL needs review-reg.

Respected Sir,

BSNL, the biggest PSU in our country, could not provide promotional avenues to its executives despite the assurances given them at the time of their absorption in BSNL i.e. to provide non-post based functional promotions upto the level of SG-JAG and Post based promotions after SAG and above only. With the assurance more than 60,000 Group-'B' level executives exercised their option for absorption in BSNL. In violation of the above assurance, BSNL Management notified Time Bound/Post Based executive promotional Policy for Group-'B' level officers of BSNL on 18th January'2007 after lot of persuasion and organisational actions launched by executive Associations. The Group-'B' level executives as per the Govt. of India's Policy exercised option in BSNL with full commitment and conviction to serve this PSU in an efficient manner and inspired proper carrier growth as assured them at the time of their absorption.

As per Executive Promotion Policy every executive whose pay is upgraded to next higher IDA pay scale, the concerned executives shall have to compulsorily undergo Two Weeks of Training (One Week in Administrative / Management/ Customer Care and One Week in latest development in One in Core Competence Area) for being eligible for drawl of Second increment in the upgraded IDA scale. The training is to be completed within a period of two years from the date of the upgradation to the higher scale. The Executive who fails to successfully undergo the prescribed Two Weeks training will not be eligible for consideration of next IDA Scale upgradation even if he/she is due for upgradation otherwise. But there is

no such training provision exists in BSNL's non-executive promotion policy as well as no such training provision is envisaged in the BSNL MSRRs on Post based promotions to Group-'A' level executives. Also deputationist officers are getting uninterrupted functional promotions against BSNL's posts without undergone of any training course. It reflects the mindset of the BSNL Management where the maximum hurdles are created to Group-'B' level executives in their career prospects.

As a result, one JTO recruited in the year 1994 is still waiting for his first SDE promotion for the last 18 years and one SDE promoted in the year 1994 DPC is waiting for his second promotion of DE (Adhoc) for the last 18 years. Hence, one directly recruited JTO in his whole service carrier is not getting two promotions smoothly. It has seriously frustrated the Group-'B' level engineering personnel of BSNL. Similarly, about 600 vacant DGM posts are not being filled up by DEs. The DEs are working of Adhoc/regular basis for last 6-7 years. It reflects the negligent and indifferent attitude of the BSNL management towards BSNL executives.

DPCs are not being held to fill up the vacant DGMs, DEs/CAOs and SDEs/AOs vacant posts on Regular/Adhoc basis on the pretext of pending court cases. In this regard it is submitted that in some courts the applications can immediately be filed for clarification and holding DPC from SDE to DE wherein seniority of SDEs is not disputed and in some cases the seniority is quashed or disputed may be dealt as per court direction/outcome of the court judgments. But in the interest of BSNL's growth and its executives, stalemate should be broken and promotion to eligible executives should immediately be given.

It has de-motivated the absorbed executives in BSNL. The faith in BSNL Management's wisdom and intention is gradually loosing. It is really a matter of serious concern that the BSNL Management did not implement the assured promotional avenues to the BSNL executives absorbed or directly recruited.

Five months before under the banner of United Forum of BSNL executives Associations an agitation call was given to protest against arbitrarily diversion of 600 DGM posts to Sr. DGMs through SLD RR-2011 to bring back non-optee ITS Officers from back door entry, non-implementation of CPSU cadre hierarchy and introduction of E-2 & E-3 Standard IDA pay scales of JTO/ SDE equivalent executives. After the intervention of your goodself a Joint Committee of BSNL Officers and the representatives of executives Associations was formed to come out the solution for the settlement of above issues within a period of five months. But even after laps of six months period only one Committee Meeting could be held to discuss the issues and presently there is no move in Management side to find a solution of these issues. It reflects the negligent and biased attitude of the concern officers.

But the present BSNL Management is not able to appreciate this and thereafter has adopted a dilly dally approach on these important issues. Perhaps, the management badly needs the support and feedback from real HR Managers. In the present situation in area of HR Management in BSNL need review of the present setup. It is the high time that on repatriation of non-optee ITS officers BSNL inducts professional HR Managers at the level of SAG/HAG to revamp the whole system. Efficient HR Management will certainly strengthen the BSNL. It will provide reasonable assured career progression to BSNL executives and a contented and committed executives- class will contribute more for the growth of BSNL.

With Kind regards,

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy to:-

- Shri R. Chandrashekhar, Chairman TC & Secy. (T), DoT, Govt. of India, New Delhi-110001
- Shri A.N. Rai, Director (HR), BSNL , New Delhi-110001
- Shri A.K. jain, Sr. GM(Pers.), BSNL, New Delhi-110001