

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**CENTRAL HEADQUATERS**  
**NEW DELHI**

No. UF/CHQ/CMD/2010-11

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To

✕ **Shri Gopal Das,**  
**CMD BSNL,**  
New Delhi 110 001

**Sub: Define performance parameters objectively to link career growth to performance for all cadres beginning from HAG downwards— making existing subjective parameters stringent for time bound promotions a prejudiced and discriminatory action and an exercise in futility.**

Respected sir,

It is understood that BSNL Management on the pretext of strengthening of performance orientation in BSNL has constituted a Committee to recommend making existing benchmarks for time bound promotions more stringent. The entire exercise of overhauling the existing obsolete subjective mechanism of performance evaluation was prompted by the consideration that existing mechanism completely lacks objectivity. In fact, extensive exercise of introducing new performance evaluation mechanism by the restructuring cell of BSNL is underway.

When the focus is to introduce new objective performance indicators it is surprising that a well motivated attack is being launched against the absorbed executives by trying to make the existing benchmarks which are totally redundant more stringent for time bound promotions. It is not difficult to understand the motive behind such a sinister move of the management. Making performance evaluation mechanism stringent from HAG downwards should be the highest priority of the Management. Is it that SAG/HAG level officers are angels born in heaven? Is the time not right for reviewing existing obsolete performance parameters for career growth of JAG, SAG and HAG? The prejudice of ITS controlled management against absorbed executives is so profound and marked that making time bound promotions stringent appears to be their only agenda. That is why there is huge reluctance on part of every absorbed employee in BSNL to accept ITS as their managers.

Time bound promotion policy has come into existence after detailed discussion with the concerned Associations and the approval of DOT. Deputationists having no stake in the Company have no locus standi to preside over deciding the career growth of absorbed officers. One must have acceptability and credibility to decide such issues and those having no interest and affinity in the growth of the Company cannot be expected to decide such issues.

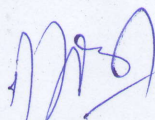
Thus, it would be in proper fitness of things to wait for the new objective performance indicators reflecting the contribution of everyone in the Organization, particularly the ITS, towards the growth of the Company, and to begin with, these new measures should be introduced for functional promotions from JAG to SAG and SAG to HAG so as to percolate to the lowest level. It does not mean that existing benchmarks for time bound promotions need not be made stringent, but the beginning has to be made from HAG downwards so as to be accepted by people down the level. Management loses its credibility by isolating certain cadres and keeping its own fraternity insulated. Abandon such cheap thinking and tactics.

The Committee arbitrarily has proposed that **“Bench Marking for time bound promotion under Executive Promotion Policy should be reviewed and it should be linked with performance rating so that the minimum bench mark is stepped up to ensure better performance in Organisation “**.

As you know the Executive Promotion Policy in BSNL has been implemented after the approval of BSNL Board and DoT administration after having a thorough discussion and taking the performance aspects into consideration. Now BSNL Management with a partisan attitude towards BSNL absorbed Executives’ is making arbitrary attempt to deprive them to get the benefit of time bound promotions by making stringent bench marking conditions. The EPP was decided in lieu of stagnation in career prospects of BSNL Executives’ and to keep them motivated.

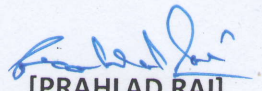
In the case of deputationists from DoT in the BSNL the designations of Adl. GMs and Sr. GMs have been given without holding any Screening Committee or DPC and vigilance clearance as per the provisions of BSNLMS RRs for BSNL absorbed Group A level Executives’ which can be given only after holding the DPCs and vigilance clearance. Moreover non absorbed officers are not entitled to any benefits of time bound promotions, in any way, whatsoever. Hence the deputationists have been given higher level designations without seeing the performance, vigilance clearance and eligibility. It reflects the prejudiced attitude of the BSNL Management towards BSNL absorbed Executives’.

In view of the above it is therefore requested to kindly instruct GM (Restructuring) to drop such arbitrary proposals which will create lot of resentment and protest among the BSNL Executives’ and will adversely affect the viability of BSNL.



[G.L. Jogi]  
GS, SNEA (I)

With kind regards,



[PRAHLAD RAI]  
GS, AIBSNLEA

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