



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/Director(HR)/2012

Dated:07.06.1022

To
Sh. A.N. Rai
Director(HR), BSNL
New Delhi-110001

Subject: Request for redressal of grievances of Executives of Telecom Factories-reg.

Respected Sir,

In continuation of our letter dated 16.02.2012, We are constrained to bring to your kind notice that despite our repeated requests the issues of Executives of Telecom Factories viz, AGM, JTO, SDE, PA / PS, PO, Hindi Adhikari (AD(OL) are not being settled since long resulting their demoralization and rather de-motivating them. The following are the few issues which needs your kind attention and intervention for early settlement please.

1. Promotion to the post of SDE(TF) from JTOs (TFs) :It may not be out of place to mention here that there are around 45 nos. of JTOs(TFs) who have been qualified the Departmental Qualifying examination conducted to the grade of SDE (TF) as per earlier Recruitment Rules of erstwhile Asstt. Engineer since the year 1990 and up to the year'2002 by the TF section. Among those qualified JTOs (TFs), some have worked as AE/SDE(TFs) on ad-hoc basis up to the year'2006.This is to mention that there is no financial implication on the Department due to application of Time-Bound promotional policy. And also people are ready to serve in territorial Circles, if there are no sufficient vacancies in Telecom Factories.

It would be very kind of you if one time, post based promotion to qualified JTO(TF) is considered. This will not only improve their status but also boost up their moral to work harder and harder for betterment of the organization.

2. Up-gradation of 30 JTS posts to STS (AGM) posts in Telecom Factory: There are 30 posts of Asstt.Manager (JTS) in Telecom Factories. All these posts are lying vacant since long time. As per new recruitment Rules vide no. 400-106/2007-Pers I dated 14.07.2009, SDE with a total qualifying service Rules of 07 years are eligible for promotion to the grade of Asstt. General Manager. But due to shortage of posts in this grade of AGM(STS), post based promotional avenues to SDE(TF) are very poor It is also worth to mention that there is total hierarchical disorder as regards number of post prevailing in various grades from STS to SAG in Telecom Factory organization.The unbalance in hierarchy can be removed if 30 posts of Asstt. Manager are upgraded and post based promotions are granted to SDEs(TF). It is also noteworthy to mention here that there will be meagre financial implication since " Time bound/ post based promotion "policy already implemented and many SDE/Sr SDEs are placed in the IDA Pay scale of the level of AGM(TF). **Hence up gradation of 30 posts of Asstt. Manager to the level of AGM will not only remove the hierarchical disorder but also provide promotional avenues to SDE(TF) which will boost up their moral for betterment of the organization.**

The matter was discussed in 54th QPR meeting held on 30th Jan.'2009 and 55th QPR meeting wherein it was decided that the up gradation of JTS posts to STS posts may be done on operational basis.service in the cadre of SDE. While in circle SDE got this privilege just after completion of 12 years of service. In addition to above the SDE's of Telecom Factory were put to a huge loss by granting two scale ie 50% to lower and 50% to the upper scale by the

5th pay commission. To reduce the great loss up to certain extent for such cadre an order was issued by BSNL CO vide letter No.400-61/2004-Pers-I dated 24.8.2007, for counting of residency period from 1.10.2000. The spirit of this order is to be taken into consideration and requested that the residency may be counted w.e.f. 1.10.2000 in respect of those SDE's whose pay were upgraded between 01.10.2000 to 01.10.2004.

It is, therefore, requested that the above issues may kindly be considered for early settlement be got issued at the earliest.

With kind regards,

Yours Sincerely,
-sd-
(PRAHLAD RAI)
General Secretary

Copy to : Shri A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi.