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No AIBSNLEA/CHQ/CMD/2007-08

Dated 01-11-2007

To

**Shri Kuldeep Goyal
Chairman-cum-Managing Director,
BSNL New Delhi-110001**

Subject: - Request for redressal of anomalies in respect of awarding Promotion Policy /up-gradation of BSNL Executives, Architectural wing-Reg

Sir,

We would like to invite your kind attention to the above issue wherein gross in-justice has been meted out to the Architectural wing in civil wing organization having a very small unit less than 350 incumbents from DoT to BSNL. The following anomalies exist from the end of the authority of Architectural unit for redressal.

AEs (Metallurgists) were restructured as SDE irrespective of qualification but Assistant Architects with Diploma were re-designated as AE (Architect), which is the abolished post in the Telecom Department and Assistant Architect with Degree was restructured as SDE (Architect). This bifurcation has done only in a very small unit in BSNL. An abolished post like AE has further re-introduced in favour of Diploma holders by the authority of Architecture unit with a view to deprive the senior incumbents holding Diploma in Architecture. In this regard Council of Architecture has issued no directives about the post of SDE. The Council stated that one qualified Architect may enjoy his title and status subject to condition that he / she should keep valid his / her membership with the Council of Architect by paying license fees as fixed, otherwise one Architect would not be able to use his title as architect. In this regard the directives of the Council of Architect are being enclosed here with for your kind perusal. Some Central Govt. Organizations, like DOT did not implement the directives of Council of Architect in respect of awarding promotion to the post of Assistant Architect. Recruitment Rules of Assistant Architect framed by DOT 1973 were implemented up to 2000. After absorption in BSNL the Assistant Architects are being converted into the post of Assistant Engineers (Architect). This is unjustified. It may be mentioned here that the JEs of all the units in Telecommuting Department are being promoted as SDE irrespective of their qualification except Architectural unit. In this regard the Recruitment Rules of Assistant Architect and RRs of Architectural Assistant Grade I framed by DoT are attached herewith for your kind observation.

Architectural Assistant Grade-II was the allied cadre of JE Civil/Elect. with the pay scale of Rs. 5000-8000. Earlier JEs of Civil/Elect enjoyed two time bound promotions. After 5 years of regular service they got the scale of Rs. 5500-9000 and after 15 years of regular service they got the scale of Rs 6500-10500, which was the scale of GCS group B

(Gazetted) & subsequently revised as Rs.7500-12000 (CDA) corresponding IDA scale is Rs. 11875-17275. Architectural Assistant Grade II did not enjoy the above time bound promotion as they had one higher post in between Architectural Assistant Grade II to Assistant Architect. The said post was Architectural Assistant Grade I (Group B-non gazetted) and vertically one stage above the post of Architectural Assistant Grade II with pay scale of Rs 5500-900. After completion of 5 years regular service one Architectural Assistant Grade II was eligible to be promoted as Architectural Assistant Grade I subject to the availability of post. In practice no incumbents got this promotion even after completion of 15 years regular service. This was gross injustice in favour of Architectural Assistant Grade II from the end of the authority of Architectural unit.

2. Now JEs and Architectural Assistant Grade II have been restructured as JTO with IDA Pay scale of Rs. 9850-250- 14600. Architectural Assistant Grade I, holding vertically higher post and higher scale (Rs 5500-9000) was **merged with the lower post** like JE & Arch. Asstt. Gr II (Rs.5000-8000). This was unjustified. The incumbents holding the post of Arch. Asstt Grade-I had already rendered required regular service to be promoted as Assistant Architects and was supposed to be merged with Assistant Architect as one time relaxation but they were downgraded with JTO under the condition that the JTO came from Arch. Asstt. Gr.I would be promoted earlier than that of JTO came from Arch. Asstt. Grade II. As per New Promotion Policy, all the JTOs came from Arch. Asstt. Gr. II & Arch. Asstt. Gr I would be upgraded simultaneously which would contradict the Promotional Avenue of JTO framed by BSNL One incumbent holding the higher post having 15 /16 years service seniority would get same scale as it would be awarded to an incumbents holding lower post and ·15/16 years junior to above mentioned seniors. This is unjustified. JEs of civil & elect., now restructured as ITO are enjoying ACP as follows:-

After 12 years regular service they get 1st ACP of scale Rs. 7500-1200 corresponding IDA Rs.11875-17275 . After completion of 24 years of service they are supposed to get the 2nd ACP of scale Rs.10000-15200 corresponding IDA Rs. 14500-18700. Architectural Assistant Grade II of Architectural unit restructured as JTO was enjoying ACP as follows:-

They got promotion to the post Arch. Asstt. Grade I after completion of 16 /18 years service as Arch. Asstt. Gr. IT. They were not awarded 1st ACP (time bound) like JTOs of C/E. They were awarded 2nd ACP (time bound) by DOT after completion of 24 years of regular service as Arch. Asstt. Gr. II, DOT considered the 2nd ACP in favour of Arch. Asstt. Gr. II under the approval of Ministry of Personnel & Trg. w.e.f 09.08.99 with pay scale of G.C.S. Group B (Gazetted) i.e. Rs. 6500/10500 subsequently revised as Rs. 7500-12000 corresponding IDA Rs. 11875-17275. Here once again the cadre Arch. Asstt. Gr. II was deprived by the authority because the department awarded different pay scale to allied cadres through 2nd ACP.

3. Now the authority of Architecture issued an order vide No. SAIL (Co-ord) / BSNL /NDIPay-fix/IDA/ Exe/623-31 dated 30.03.2007 and refixed the pay of Architectural Assistant Gr. I and Assistant Architect (AE Architect) Rs. 9850- 14600 who already got 2nd ACP on 09.08.1999 as Arch. Asstt. Gr. IT and their scale was fixed earlier as Rs 11875-17275. This is extremely unjustified and we have requested in our earlier correspondence that this order should be withdrawn immediately because this order affected the executives who holding the Diploma only. Copy of order enclosed. It may be mentioned here that the same order was released by the authority of Civil Elect, units where 2nd ACP of JTOs was withdrawn in favour of Diploma holders but this Association fought out the order and the JTOs still enjoying the 2nd ACP having IDA scale Rs. 14000-18000.In this regard the executive of Architectural wing also expect the same treatment so that anomalies are removed.

4. From the R/R framed by BSNL vide No. 24-20/ 2001-Pers -II dated 28.01.2002 it is observed that the strength of SDE (Architect) and AE (Architect) is 20 and 19 respectively.

It may kindly be noted that on 28.02.2002 no body was SDE or AE. All the officers were Assistant Architects because nobody was absorbed in BSNL as the date of absorption was deferred. Statement for R/R of SDE / AE (Arch) found false and ultimately all the executives absorbed as Assistant Architects on 12.02.2004(copy enclosed).

However, once the BSNL bifurcated one feeder post into two different promotional posts like SDE (Arch) & AE(Arch) in the ratio 20 : 19, the authority of Architecture should award promotions to the post SDE and AE as per the said ratio of the posts if the said two posts exist. Actually they are not doing so. For example 2 AEs (Architect) took retirement from Kolkata and another 3 AEs (Architect) took retirement from Delhi in 2005/2006 that were holding diploma. No SDE (Architect) took retirement holding Degree. The authority of Architecture awarded promotions for few posts of SDEs (Arch) and one post of AE(Arch) when all the retired officers were AEs and diploma holders then vacant posts were scheduled to be filled up from the JTOs (Arch. Asstt Gr. I), who are holding diploma. In this regard the BSNL is not maintaining any norms made by its own.

We would therefore, request you to kindly intervene in the matter so that the concerned authority circulates the exact position and number of posts, vacancy etc. and discrimination created in the name of qualification degree/diploma is removed.

With kind regards

Yours Sincerely



(Prahlad Rai)
General Secretary

Enclosures:- As above

Copy to: Shri Gopal Das, Director (HRD) BSNL New Delhi-110001