

**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**

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New Delhi-110001**



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**No. AIBSNLEA/CHQ/CMD/2018**

**DATED: 29.05.2018**

To

**Shri Anupam Shrivastava,  
CMD, BSNL,  
New Delhi -110 001**

**Subject: Holding of CPCs to fill-up the vacant Group "B" and Group "A" level vacant posts in BSNL before implementation of the CPSU Cadre Hierarchy on prospective date - regarding.**

**Respected Sir,**

On the subject cited above, we would like to draw your kind attention towards non-filling up of vacant Group "B" and Group "A" level vacant posts in BSNL on the pretext of pending court cases. Based on this, Pres. Cell of BSNL Corporate Office convinced the BSNL Management and the Board of Directors in their meeting held on 28.05.2018 about the need of CPSU Cadre Hierarchy and got approved it by replacing the existing EPP and BSNL MS RRs.

It is learnt that BSNL Board has approved the CPSU Cadre Hierarchy for BSNL Executives with the prospective date of its notification and further directed to abolish the entire vacant Group "B" and STS level posts as on 1<sup>st</sup> July 2018. It is a great injustice towards the executives who were eligible to be promoted to the next higher post on the functional basis as per the existing RRs and against the available vacancies in Group "B" and Group "A" level posts. All these executives are losing their past service which will frustrate and demoralize these executives as no proper consideration has been given for their past service. It is also said that in the CPSU Cadre Hierarchy, there will be time bound non-post based promotions but contrary to this, adhoc promotions have also been introduced at the level of AGM in the case of non-availability of the eligible candidates which means that these promotions will be against vacant posts which needs SC/ST roster implementation. Against non-post based time bound functional promotion whosoever is eligible having requisite residency period should be promoted to AGM grade on regular basis. Since, it is non-post based time bound promotion in that case why adhoc promotion?

In order to overcome this unpleasant situation, we would like to suggest that as per the existing RRs all the vacant posts of Group "B" and Group "A" level should be filled up first since there is no stay order on promotions from any court. Only some directions are there to re-fix the seniority and on implementation of SC/ST roster. The TES Group "B" seniority lists should immediately be finalized based upon the Hon'ble Apex Court judgments otherwise the non-post based time bound promotions to the higher post under CPSU Cadre Hierarchy will not be possible.

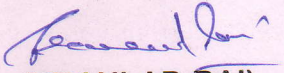
In the CPSU Cadre Hierarchy proposal said to be approved by the BSNL Board following shortcomings are observed-

1. CPSU Cadre Hierarchy for BSNL Executives with the prospective date of its notification will cause great injustice towards the senior executives.
2. All vacant Group "B" and STS level posts as on 1<sup>st</sup> July 2018 are going to be abolished. RRs and sanctioned posts cannot be abolished in an arbitrary and retrospective manner. It is a great injustice towards the executives who were eligible to be promoted to the next higher post on the functional basis as per the existing RRs and against the available vacancies in Group "B" and Group "A" level posts.
3. The SC/ST Roster implementation on the pretext of non-post based time bound functional promotion has been denied whereas the adhoc promotions at AGM level have been introduced which can be against vacancies only,
4. The eligibility criterion i.e. the residency period for STS level posts has been increased to 12 years from 5/7 years. Introduction of Sr. SDE /Sr. AO as functional promotion have increased the stagnation to the SDE/AO and equivalent cadres.
5. Stringent bench marks have been introduced which will cause huge droppings,
6. Non implementation of Hon'ble Supreme Court judgments on TES Group "B" seniority before implementation of CPSU Cadre Hierarchy will invite litigations etc.

We would, therefore, request you to kindly intervene in the matter and direct the Pers. Cell for conducting the CPCs to fill-up the entire vacant Group "B" and STS level posts immediately before notification of the corrected CPSU Care Hierarchy on the prospective date to avoid humiliation of executives and the scope of litigations.

With kind regards,

Yours Sincerely

  
(PRAHLAD RAI)  
General Secretary

**Copy for kind information and necessary action please:**

1. The Secretary (Telecom), Govt. of India, DoT, Sanchar Bhawan, New Delhi - 110001
2. The Director (HR), BSNL Board, New Delhi – 110001
3. The Jt. Secretary (Admn), Govt. of India, DoT, Sanchar Bhawan, New Delhi - 110001
4. The GM (Pers), BSNL Corporate Office, New Delhi – 110001
5. The GM (SR), BSNL Corporate Office, New Delhi – 110001

**Copy also to:**

All Directors on BSNL Board.

