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No. AIBSNLEA/CHQ/CMD/2017

To,

Shri Anupam Srivastava ji,
Honorable Chairman & Managing Director
Bharat Sanchar Nigam Limited,
New Delhi -110 001

Subject: Deviation from Khan Committee report in draft CPSU Cadre Hierarchy proposal is not acceptable – Our protest against

Respected Sir

It is learnt from SNEA website (<http://www.sneaindia.com>) that Uniform Time Bound Functional Promotion Policy (CPSU Cadre Hierarchy) up to AGM Grade approved by the Management Committee of BSNL Board on 02.11.2017.

In this context we want to convey our great resentment against non-holding of discussion with AIBSNLEA on the draft proposal of CPSU hierarchy by Pers. Cell despite of the direction given by your good self and Dir (HR). In this matter the PGM (Pers.) has avoided to take the views of 2nd Majority Executive's Association and due to this, the career progression of thousands of Executives is on stake.

It is totally unfortunate that PGM (Pers.) has formulated CPSU Cadre Hierarchy draft proposal in collusion of the so called Majority Executive Association ignoring the views of AIBSNLEA, the 2nd Majority Executive Association in BSNL wherein the recommendations on CPSU Cadre Hierarchy by KHAN Committee has been diluted / distorted which is against the terms & conditions of the assurances given before absorption to BSNL executives.

Moreover, the KHAN Committee has given due consideration to the SC/ST candidates which has found no place in the said proposal. Khan Committee has given following relaxations to the SC/ST candidates.

- a. **JTO to SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as "Good" and not more than one "Average". For SC/ST candidates two "Average" may be allowed.**
- b. **SDE to Sr. SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as "Good" and not more than one "Average". For SC/ST candidates two "Average" may be allowed.**

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- c. **Sr. SDE to DE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as “Good” and not more than one “Average”. For SC/ST candidates two “Average” may be allowed.**
- c. **DE to DGM and equivalent promotion will be restricted to availability of posts. The balance DEs may be promoted as Jt. DGM (Parking Lot). DE to DGM and equivalent eligibility shall be 5 years of regular service as DE and benchmark to be kept as “Very Good” and not more than one “Good”. For SC/ST candidates two “Good”.**
- d. **DGM to JAG-SG and equivalent may be promoted in the grade of E6 in 5 years as per existing time bound promotion scheme with the benchmark of “Very Good” and not more than one “Good”.**
- e. **The benchmarks in above (c) and (d) are same as in Schedule-II of existing CPC as per Group “A” RRs.**

The GS SNEA was also one of the member of KHAN Committee who signed the recommendations & now deviated from that. It is really unfortunate.

In the said proposal earlier the functional promotions were proposed by PGM (Pers.) in collusion with SNEA upto SDE level only but after your kind intervention only amendment has been made and now it is upto AGM level but the time duration has been increased from 7 to 12 years and the non-functional grade Sr. SDE / Sr AO has been inducted as functional promotions **means one SDE/AO has to continue wait for 10 years for getting his AGM/CAO promotions. It is in violation of the assured career progression at the time of absorption to the executives in BSNL.**

AIBSNLEA is firm on its stand to implement CPSU Cadre hierarchy as per the Khan Committee recommendations. CPSU cadre hierarchy recommendations are based on the theme of motivating the executive officers of BSNL which will result in higher productivity. As per the Khan Committee report the non-post based promotions have been recommended up to STS level with change of designations and the post based promotions for JAG level posts.

As per the absorption condition, every Executive must get minimum 5 promotions in time bound manner and any changes in promotion policy must not snatch this assured benefits for smooth implementation. However, Khan Committee report has already contains the clear recommendations with the common consents of all the stake holders. But now the Pers. Cell has not taken the common consents of all the stake holders in finalizing the draft of CPSU Cadre Hierarchy.

In Khan committee report it is interalia clearly mentioned that *“by giving them designation also through conducting CPC with higher benchmarks, BSNL will bear no extra financial burden, rather it will be saving money by removing double fixation on account of time bound and functional promotion. Further, various Court cases will be closed, thus, saving of BSNL on advocate fees. By keeping 'Very Good/Good' in ACR as benchmark, good performers will be promoted”.*

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The following comparative views are submitted for kind consideration please:-

Sr. No.	Agreement between the SNEA and BSNL Management on CPSU Cadre Hierarchy approved by the Management Committee of BSNL Board on 02.11.2017. (Source http://www.sneaIndia.com)	AIBSNLEA views
1	New designations will be as follows: JTO /JAO equivalent grade - Deputy Manager SDE /AO equivalent grade - Manager Sr. SDE /Sr.AO equivalent grade - Sr. Manager AGM /CAO/EE/DE equivalent grade -Asst General Manager	Sr. SDE /Sr.AO are not the functional posts/substantive cadres in the BSNL at present. By making these posts functional, roadblock will be created in the path of the career progression of the Executives.
2	Functional Promotion upto AGM grade will be on Time Bound basis as under: a)Deputy Manager (JTO/JAO) to Manager (SDE/AO) 5 years. b)Manager (SDE/AO) to Sr Manager (Sr SDE/Sr AO) 5 years. c)Sr Manager (Sr SDE/Sr AO) to AGM (DE/CAO/EE) 5 years.	The issue of the standard pay scale E1A-E2 and E2A-E3 has not been resolved yet as per the proposal sent by the BSNL. The scales have been downgraded by the DoT. Further, <u>inclusion of one extra cadre i.e. Sr Manager (Sr SDE/Sr AO) will bind the Executives to remain in same pay scale for 10 years. This is totally against the existing provision of five years under EPP and in violation of the DoPT instructions.</u>
3.	Since Sr Manager (Sr SDE) grade is newly introduced as a functional grade, time bound promotion to AGM grade will be after 5 years of service in Sr Manager (Sr SDE/Sr AO) grade or 12 years combined service in SDE & Sr SDE equivalent grades, whichever is less.	In DoT era the minimum qualifying service requires for the promotion from SDE/AO to DE/CAO was 5 years. After the formation of BSNL MSRR it is 7 years. But it is unfortunate and worth shocking that in spite of smooth and fast career progression, it is going to be increase for 12 years which is contravention to MSRR and the so called Recognized Representative Executives' Association is congratulating it! This is really unfortunate.
4.	Present LDCE passed and corresponding vacancy year Seniority Quota Executives will be enbloc senior to other JTOs. They will be treated as SDE from 01.01.2017 itself.	It is pertinent to mention that JTO to SDE LDCE 2015 qualified candidates are waiting for their promotion since last two years. <u>First their promotion orders should be issued for the respective vacancy year i.e 2010-11 and they should be treated as SDE w.e.from the vacancy year 2010-11.</u>

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In view of the forgoing it our humble submission that instead of hasty implementation of half cooked policy, effort should be made for all the promotion through CPCs/ LDCE held up for long time before implementation of CPSU cadre hierarchy to avoid any future conflicts among the Executives. The fact remains that one JTO recruited in the year of 1995 and having completed more than 22 years of service could not get a single promotion during this period. Similarly, one SDE promoted in the year of 2000 even after completion of 17 years of service in SDE cadre could not get their 2nd functional promotion as DE where as these SDEs are drawing E-5 Scale under EPP. This kind of situation is now prevailing all streams of executives in BSNL.

The main reason of stagnation in the promotion avenues of BSNL executives is due to the various pending court cases and stay orders on the promotions and there is no mention about the pending court cases on seniority related issues in the draft proposal.

To overcome this problem, the implementation of the CPSU cadre hierarchy as recommended by the Khan Committee is the only solution. In BSNL the situation is worst wherein one DR JTO equivalent executive cannot aspire even two functional promotions in their whole service career which is most frustrating and demoralizing situation.

In view of the above, kindly arrange to instruct the Pers cell not to play with the career progression of BSNL Executives and not to bring this half cooked CPSU cadre proposal in BSNL Board. We also request you to direct the concern authorities for implementation of the Khan Committee recommendation in true sense and spirit **otherwise AIBSNLEA will protest through strong Organizational Action Programs against the move which harm the assured career progression of the BSNL Executives.**

With Kind Regards,

Yours Sincerely


(PRAHLAD RAI)
General Secretary

Copy to-

1. The Director (HR), BSNL Board, New Delhi-110001
2. The PGM (Pers.) BSNL CO New Delhi-110001
3. The GM (SR), BSNL CO New Delhi-110001