

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



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**Dated 30.10.2019**

**No. AIBSNLEA/CHQ/Assn./2019**

To,

**Com. Sebastin K.**  
General Secretary, SNEA  
New Delhi-110001.

**Subject: - Agitation Programs demanding implementation of Non-Post Based Time Bound Functional Promotion (CPSU Cadre Hierarchy) approved by the BSNL Board on 28.05.2018- To support and join the agitation w.e.f. 04.11.2019- reg.**

**Dear Comrade,**

In response to your written request regarding to support and join the agitation programs w.e.f. 04.11.2019 vide your letter No: SNEA/CHQ/Assns/2018-21/01 dated 28.10.2019, it is submitted that comrade you have not discussed the matter with us before the issue of Notice for this agitation programs. Further, it is to inform you that since we have some differences with the New Policy, approved by the BSNL Board for which we have already submitted our views to the BSNL Management vide letters dated 03.11.2017 and 15.11.2017. As such, the said new policy has been totally deviated from the Khan Committee Report wherein SNEA was also a constituent and had deliberated in details before preparation of the report/recommendations. Then the reasons are not known why these recommendations are deviated.

Comrade, we have submitted our resentment, vide letter dated 03.11.2017 (available of our website dt 29.05.2018) against the then proposed policy approved by MC on 02.11.2017. AIBSNLEA has further submitted their views to the then PGM (Pers.) and copies to CMD BSNL, All Directors of BSNL Board and GM (SR) BSNL CO vide letter dated 15.11.2017 available in our website, have not been addressed till now and even not taken care during the approval of the BSNL Board. Some comparative views are reproduced below:-

Sr. No.	New Policy (CPSU Cadre Hierarchy) agreed by the SNEA and approved by the Management Committee on 02.11.2017. (Source ( <a href="http://www.sneaindia.com">http://www.sneaindia.com</a> ))	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- Asstt General Manager.	<b>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.</b>
2	Functional Promotion up to AGM grade will be on Time Bound basis as under:	<b>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, inclusion of one extra cadre i.e. Sr</b>

	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.	<b>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.</b>
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.	<b>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 the name of smooth and fast career progression, it is going to be increase for 12 years which is in contravention to MSRR and SNEA is congratulating it! This is really unfortunate.</b>

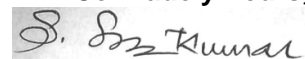
**In addition to above, The Khan Committee has given due consideration to the SC/ST executives which has found no place in the said proposal/approval.** Further, there is no mention in this policy about the pending court cases on seniority related issues as various pending court cases and stay orders on the promotions is the main reason of stagnation of the promotion avenues of BSNL Executives. We have uploaded the shortcomings again on our website on 29.05.2018 in respect of the CPSU CH approved by the BSNL Board on 28.05.2018, which will put executives in loss and will invite litigations.

In view of the foregoing, it is our submission that instead of hasty implementation of the half cooked policy, efforts should be made for all the promotions through CPCs/LDCE held up for long time before implementation of this new policy which is totally deviated from Khan Committee Report and avoid any future conflicts among the Executives.

**To overcome this problem, the implementation of the CPSU cadre hierarchy as recommended by the Khan Committee is the only solution.** Comrade, we will appreciate and will give full support if SNEA support and put pressure on the BSNL Management for implementation of the Khan Committee Recommendations in true sense and spirit instead of bringing this half cooked CPSU cadre proposal in BSNL.

**We seek a positive reply from your side with a request to kindly put pressure on the Management for the better career progression of the executives by implementing the Khan Committee recommendation in true spirit and real sense, wherein you were also an important constituent and played a vital role in preparing the recommendations.**

Comradely Yours,



**S. Sivakumar  
(General Secretary)**