

Restructuring Cell, Corporate Office,
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

4-5/2011-Restrgr Vol.II

Dated: 7.11.2014

Subject: Meeting of the committee regarding introduction of CPSU cadre hierarchy vis-a-vis present setup in BSNL

Next meeting of the committee regarding introduction of CPSU cadre hierarchy vis-à-vis present setup in BSNL is scheduled to be held as under:

Date: 14.11.2014
Time: 11:00 AM
Venue: Meeting room, 8th floor, Bharat Sanchar Bhawan, New Delhi

A brief for the meetings is enclosed.

Prabha
7/11/14
(Prabha Ji)
DGM (Restructuring)

To
All committee members.

Management Side

i.	Shri M C Chaubey	ED(CN)	Chairman
ii.	Shri Shameem Akhtar	Sr. GM(SR)	Member
iii.	Shri S S Agarwal	GM (Pers)	Member
iv.	Shri S K Bhardwaj	GM(TP & RA)	Member
v.	Shri R K Goyal	GM(Estt)	Member
vi.	Smt Madhu Arora	GM(Corp Restg/WS&I)	Member

Association Side

i.	Shri K Sebastin	GS, SNEA(I)	Member
ii.	Shri Prahlad Rai	GS, AIBSNLEA	Member
iii.	Shri R P Sahu	GS, AIGETOA	Member

Copy to AGM(Admn) for booking of 8th floor meeting room.

BRIEF

1. A Joint Committee consisting of the members from the official and Association sides was constituted with the approval of the competent authority for introduction of PSU Cadre Hierarchy vis-à-vis present setup in BSNL.
2. Meetings of the committee were convened on 19/7/12, 17/10/12 and 13/2/13 to discuss and deliberate on HR policies of different PSUs. A presentation on the promotion policy in different PSUs was prepared by the Restructuring Branch.
3. Subsequently, the official side prepared draft report of the committee and the same was given to all the Association members of the Joint Committee on 1st July, 2013.
4. Reply from the Association side was received on 5.9.2013 which was circulated to all the official side members of the committee. Gist of the observations of Associations is as follows:
 - Associations strongly propose the implementation of performance driven promotion policy. A mechanism should be introduced in BSNL to measure the individual performance.
 - The terms and conditions for absorption in BSNL provided non post based Time Bound functional promotion from JTO/JAO and equivalent cadres. This is not implemented in BSNL.
 - Introduction of time bound functional promotion will end two tier promotion system, Time Bound Financial Upgradation and post based functional promotion in BSNL. The promotion will be delinked from existing seniority.
5. M/s Deloitte, a consultant was appointed by BSNL to give its report on "Comprehensive review of BSNL and Preparation of financial revival plan". On the issue of promotional policy/cadre structure in BSNL, the consultant has recommended that
 - Levels from JTO till AGM to be clubbed together as an operational band.
 - The promotion from JTO till AGM be merit based, however vacancy may not be a consideration during such promotions i.e. if the employee meets the benchmark performance criteria, he / she should be duly promoted to next level
 - These recommendations are for the purpose of providing promotional avenues but the financial and administrative powers at JTO, SDE, DE / AGM level should continue to be different.
 - Reporting structure should remain level wise as well. However, in case employees in a particular division are at same level, then the senior most executive in that level is defined as supervisor. This is in line with practices in other CPSEs where senior most AGM / DE level employee has AGM / DE level employees reporting to him / her.

6. The following table indicates Employee Strength at different levels in BSNL:

S. No.	Executive Level	No. of Executives
1	E1	9573
2	E2	7377
3	E3	17812
4	E4	10986
5	E5	811
6	E6	474
7	E7	418
8	E8	N/A
9	E9	713