



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2020

Dated 03.09.2020

To

**Shri. P. K. Purwar ji,**  
CMD, BSNL  
New Delhi-110001

**Subject: Deferment of next Time Bound Pay Scale Up-gradation under Executive Promotion Policy [EPP] for a period of two years in the case of refusal of Post based Promotion- Our protest thereof.**

**Ref: BSNLCO-PERS/15(17)/1/2020-Pers.I Dated 31.08.2020**

**Respected Sir,**

We would like to draw your kind attention on the above cited subject under reference regarding deferment of next Time Bound Pay Scale Up-gradation under EPP-2007 for a period of 2 years in the case of refusal of Post based Promotion by the Executives. AIBSNLEA strongly protest against such an arbitrary order which is against the Terms and Conditions for Absorption in BSNL. In this regard, we wish to submit that EPP- 2007 was framed based on the Terms and Conditions for Absorption in BSNL, which provides Time Bound Functional Promotions up to E6 Scale, after detailed deliberation on the issue by the Committee headed by Shri Y.S. Bhave, the then Additional Secretary, DoT with the BSNL's Executive Associations. The same is provided under EPP -2007 as per the Terms and Condition for absorption in BSNL. As per EPP-2007, the Promotion up to E6 is Time Bound Functional Promotion only and the Post based promotions is allowed above E6 Scale i.e. beyond SG JAG only. Time Bound Financial Up gradation (up to E6 scale) and Post based Promotions above E6 scale i.e. beyond SG JAG are entirely different; it cannot be linked at all.

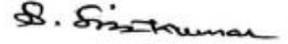
As per the Clause 10 (2) of the REA Rules, 2014, Management is duty bound to consult the Recognized Executive Association on such important Policy Matters of the Executives but it is learnt that the BSNL Management has discussed the matter neither with the Majority Association nor with Support Association AIBSNLEA before the 2<sup>nd</sup> MVP since the effective date of the order is 28.07.2020 i.e. date of approval by BSNL Board, which is before the 2<sup>nd</sup> MVP. This arbitrary order,

which is not as per the guidelines of DoP&T was issued unilaterally by the BSNL Management, in complete violation of the settled principle of Mutual Consultation. Management has issued this letter to divide and break the unity of the BSNL's Executives.

In view of above, it is requested to withdraw the above orders immediately so as to avoid the litigation and also in the interest of BSNL's Executives.

**With kind regards,**

Yours' Sincerely



**(S. Sivakumar)**

General Secretary

**Copy to:**

1. Shri Arvind Vadnerkar, Director (HR) BSNL Board New Delhi- 110001
2. Shri Arun Kumar, PGM (Pers) BSNL Corporate Office New Delhi- 110001
3. Shri A.M. Gupta, Sr.GM (SR) BSNL Corporate Office New Delhi- 110001