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Date: Wed, Oct 5, 2016 at 4:11 PM

Subject: CPSU Cadre Hierarchy Proposal

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Dear Sirs,

Kindly refer to the discussions on CPSE Hierarchy with Pers section as well as written submissions on this issue. Efforts have been made to incorporate the suggestions which are feasible/implementable. Accordingly, the modified CPSE Hierarchy plan is forwarded to you for your personal and further deliberations.

Owing to the criticalness of the issues in view of the pending court cases, there is no doubt that the issue needs further deliberations before arriving at the conclusive stage.

You are requested accordingly to submit para/slide wise comments to the undersigned at the earliest towards our attempt to introduce flawless proposal in BSNL.

Looking forward for your kind cooperation.

Manish Kumar

Jt. GM (Pers)

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Regards...

Manish Kumar

Jt. GM(Pers)

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# CPSU Cadre Hierarchy

## PROPOSAL

### Salient Points while considering the proposed structure

#### 1. BACKGROUND:

- I. The promotion in most of the streams upto DGM grade are held up due to court stay –
  - a) On Seniority
  - b) On the grounds of applying reservation on promotion.
- II. A committee was formed on the issue raised by Association for time bound post based promotion (i.e. higher scale with designation), similar to other PSU and also to revive the promotion due to stay on promotion by various court.
- III. The policy will be applicable to the executives of all cadres of BSNL.
- IV. The present proposal is based on the recommendation of Committee headed by Sh. MA Khan (now ret'd.).
- V. The Committee has recommended time bound promotion up to AGM Grade, whereas promotion in DGM Grade has been recommended based on available vacancy. Committee has not given recommendation beyond DGM Grade. JTO/JAO, SDE/AO, DE/CAO/EE, DGM (and equivalent) are the existing grades in BSNL.

2. PROPOSAL: **Following has been proposed:** Contd..
- a) The Structure is based on the recommendation of committee for Time bound promotion up to AGM Grade.
  - b) The Structure has been proposed up to CGM Grade.
  - c) The Designation upto AGM Grade has also been proposed to be modified in line with Designation of other corporate/PSU. The modification proposed are as under
    - i. JTO /JAO equivalent grade- Deputy Manager
    - ii. SDE /AO equivalent grade- Manager
    - iii. Sr. SDE /Sr.AO equivalent grade- Sr. Manager (grade not existing in EPP)
    - iv. AGM /CAO/EE/DE equivalent grade- Asst General Manager
  - v. In addition to the above designations the following new designations are proposed:
    - 1) Chief Manager (NF) : Those Executives in Sr. SDE or equivalent grade, working in E4 scale and eligible for promotion to AGM grade.
    - 2) Sr Chief Manager (NF): Those Executives in Sr. SDE or equivalent grade, working in E5/E6 scale and eligible for promotion to AGM grade.
    - 3) Jt. DGM-(NF): Those Executives in AGM grade, working in E5/E6 scale and **completed 5 years** of service in AGM grade)

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- d) Since the promotion upto AGM grade is time bound and unlike other PSU where the criteria for promotion in higher grade/scale is selection based, it is proposed that the Benchmarks may be made higher than that proposed by the committee in order to give considerate weightage on performance. Accordingly, the Benchmark in general has been considered as Good up to AGM Grade and selection criteria has been proposed in DGM, GM and CGM Grade.
- e) The modification of Scales proposed by Establishment branch is under process in DoT and is yet to be approved, So, the existing scales have been considered in the proposed structure.

In the above background, the structure upto CGM Grade is proposed, **however the structure upto DGM Grade may be considered for approval in the first phase :**

Proposed structure					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing provision
1	SDE/AO or equivalent (now Manager) E2 Scale (20600-46500)	By CPC through fitness	by Minimum qualifying Service	1. Executive who have completed 5 Years of regular service in JTO/JAO equivalent Grade (now Deputy Manager) as on 1 <sup>st</sup> January of the Year. 2. Bench mark Shall be all Good (OC) and no adverse and not more than 1 Average for SC/ST executives (COMMITTEE RECOMMENDED NOT MORE THAN 1 AVERAGE FOR OC AND NOT MORE THAN 2 AVERAGE FOR SC & ST) 3. One year relaxation will be given to the Executives recruited /promoted for the same rect year/vacancy year for existing employees as on issue of RR/structure.	UNDER RR PROVISION: 2. TIME PERIOD: 3 YEARS 3. BENCH MARK: not more than 2 AV (OC) and 3 AV (SC/ST) UNDER EPP PROVISION: 2. TIME PERIOD: 4-6 YEARS 3. BENCH MARK: not more than 4 AV (OC) and NO ADVERSE (SC/ST)

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing provision
2	Sr. SDE/Sr. AO or equivalent- (now Sr. Manager) E3 Scale (24900-50500)	By CPC through fitness	by Minimum qualifying Service	1. Executive who have completed 5 Years of regular service in SDE/AO equivalent Grade (now Manager) as on 1 <sup>st</sup> January of the Year. 2. Bench mark Shall be all Good (OC) and no adverse and not more than 1 Average for SC/ST executives (COMMITTEE RECOMMENDED NOT MORE THAN 1 AVERAGE FOR OC AND NOT MORE THAN 2 AVERAGE FOR SC & ST) 3. One year relaxation will be given to the existing Executives in SDE/AOs grade promoted against the same vacancy year.	UNDER RR PROVISION: no provision exist as it is not post based promotion. UNDER EPP PROVISION: 2. TIME PERIOD: 5 YEARS 3. BENCH MARK: not more than 2 AV (OC) and 3 AV (SC/ST)

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
3	DE/AGM/CAO/EE/Architect or equivalent- (AGM or Jt. DGM if occupying the Post and Chief Manager / Sr. Chief Manager, not occupying the post) E4 (29100-54500)	By CPC through fitness	by Minimum qualifying Service	1. Executive who have completed 5 Years of regular service in Sr. SDE/ Sr AO equivalent Grade (now Sr. Manager) as on 1 <sup>st</sup> January of the Year. 2. Bench mark Shall be no Average/ adverse and not more than 4 Good for OC and all Good for SC/ST executive. (COMMITTEE RECOMMENDED NOT MORE THAN 1 AVERAGE FOR OC AND NOT MORE THAN 2 AVERAGE	UNDER RR PROVISION: 2. TIME PERIOD: 7 YEARS (Gr B & 4 Years Gr. A) 3. BENCH MARK: not more than 1 AV (OC) and 2 AV (SC/ST) & No ADV UNDER EPP PROVISION: 2. TIME PERIOD: 5 YEARS 3. BENCH MARK: not more than 2 AV (OC) and 3 AV (SC/ST) & No ADV

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
4	DGM/SE/SA or equivalent- (now DGM in all Cadre) E5 Scale (32900-58000)	By Promotion	Selection Method	1. Executives who have completed 5 Years of regular service in Jt. DGM/AGM/Chief Manager/ Sr. Chief Manager as on 1 <sup>st</sup> January of the Year. 2. Selection method- 100 marks Weightage of their APAR grading (40%), length in the grade (30%) and interview (30%).	UNDER RR PROVISION: 2. TIME PERIOD: 4 YEARS 3. BENCH MARK: not more than 1 GOOD (OC) and 2 GOOD (SC/ST) & NO ADV UNDER EPP PROVISION: 2. TIME PERIOD: 5 YEARS 3. BENCH MARK: not more than 1 AV (OC) and 2 AV (SC/ST) & NO ADV

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
4	DGM/SE/SA or equivalent- (now DGM in all Cadre) E5 Scale(32900-58000)	By Promotion	Selection by Selection Method	Weightage can be as under- i. Grading 9 to 10 - 100% ii. Grading 8 to 9 - 90% iii. Grading 7 to 8 - 80% iv. Grading 6 to 7 - 70% v. Grading 5 to 6 - 60% vi. Grading 4 to 5 - 50% vii. Below 5 - 0% (no value)	

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
4	DGM/SE/SA or equivalent- (now DGM in all Cadre) E5 Scale(32900-58000)	By Promotion	Selection by Selection Method	Similarly, for length of service in E4 Scale) - i. More than 10 Years - 100% ii. 9 to 10 Years - 90% iii. 8 to 9 Years - 80% iv. 7 to 8 Years - 70% v. 6 to 7 Years - 60% vi. 5 to 6 Years - 50% vii. 5 Years - 50%	

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
5	Jt. DGM/Sr. Chief Manager (Non Functional- earlier there was no design E6 Scale(36600-62000)	By CPC through fitness	by Minimum qualifying Service	1. Executives who are in AGM Grade/Chief Manager, who have completed 5 Years of service in the Grade as on 1 <sup>st</sup> January of the Year and could not get post based promotion to DGM Grade. 2. Bench mark Shall be all Very Good and no Adverse.	UNDER EPP PROVISION: 2. TIME PERIOD: 5 YEARS 3. BENCH MARK: not more than 1 AV (OC) and 2 AV (SC/ST) & NO ADV

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
6	Jt. GM/Jt. CE/Jt. CA (N.F.) or equivalent E7 Scale (43200-66000)	By CPC through fitness	Selection by Minimum qualifying Service	1. (a) In respect of officers recruited at Group 'A' level and absorbed in BSNL under Rule 37A. Officer in Deputy General Manager Grade and who have entered 13 <sup>th</sup> Year of service on the 1 <sup>st</sup> January of the Year calculated from the Year following the Year of Examination on the basis of which such officer was recruited.	UNDER RR PROVISION: 1. TIME PERIOD: Total 13 Years of service for Gr. A & 5 Yrs for Group B in DGM Grade 2. BENCH MARK: Very Good and no Adverse

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
	Jt. GM/Jt. CE/Jt. CA (N.F.) or equivalent	By CPC through fitness	Selection by Minimum qualifying Service	(b) In respect of executive recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executive in Deputy General Manager Grade who have completed 5 Years of regular service as DGM on 1 <sup>st</sup> January of the Year. 2. Bench mark Shall be all Very Good and no Adverse.	

CONTD...					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
8	Addl. GM/Addl. CE /Addl. CA(N.F.) or equivalent- E9 Scale (62000-80000)	By CPC through fitness	Selection by Minimum qualifying Service	1. Executives who have completed 4 Years of regular service in Jt. General Manager Grade as on 1 <sup>st</sup> January of the Year. 2. Bench mark shall be all Very Good and no Adverse.	UNDER RR PROVISION: 1. TIME PERIOD: 4 Yrs in Jt. GM Grade 2. BENCH MARK: Very Good and no Adverse

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provision
9	General Manager/ CE/CA or equivalent- E9 Scale (62000-80000)	By Promotion	By Selection on Merit	1. (a) In respect of officers recruited at Group 'A' level and absorbed in BSNL under Rule 37/37A/ MT Recruited. Officer in Jt. General Manager or Addl. General Manager Grade who have entered 17 <sup>th</sup> Year of service on the 1 <sup>st</sup> January of the Year calculated from the Year following the Year of Examination on the basis of which such officer was recruited. b) In respect of executive recruited by BSNL in JTO or below Grade/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executive in Jt. GM/Addl. GM Grade with a combined service of 10 Years in DGM/Jt. GM/Addl. GM Grade. 2. (Selection on Merit criteria)	UNDER RR PROVISION: 1. TIME PERIOD: Total 17 Years of service for Gr. A & for Gr. B in Jt. GM or Addl GM with a total service of 5 Years in Jt. GM/Addl. GM Grade 2. BENCH MARK: Very Good and no Adverse

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing provision
10	General Manager/ CE/CA or equivalent - E9 Scale (62000-80000)	By Promotion	By Selection on Merit	Selection Method will be as under- 50% APAR and 50% Interview:  Weightage of APAR will be as under- i. Grading 9 to 10 - 100% ii. Grading 8 to 9 - 80% iii. Grading 7 to 8 - 60% iv. Grading 6 to 7 - 50% v. Below 6 - 0% (no value)	

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing Provisions
10	Sr. General Manager/ Sr. CE/ Sr. CA or equivalent- E9 Scale (62000-80000)	By CPC through fitness	Selection by Minimum qualifying Service	<p>1. (a) In respect of officers recruited at Group 'A' level and absorbed in BSNL under Rule 37/37A or MT Recruited. Officer in General Manager or eq. Grade who have entered 25<sup>th</sup> Year of service on the 1<sup>st</sup> January of the Year calculated from the Year following the Year of Examination on the basis of which such officer was recruited.</p> <p>a) In respect of executive recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executive in GM/CE/CA Grade with a service of 3 Years in GM/CE/CA Grade.</p> <p>2. Bench mark shall be no Adverse, all Very Good and not less than 2 outstanding.</p>	<p>UNDER RR PROVISION:</p> <p>1. TIME PERIOD: Total 25 Years of service for Gr. A &amp; 8 Yrs for Group B in GM Grade</p> <p>2. BENCH MARK: Very Good and no Adverse</p>

CONTD.....					
S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or by minimum qualifying service	Eligibility Criteria for selection	Existing provision
11	Chief General Manager/ PGM or equivalent- E9 Scale (62000-80000)	By Promotion	By Selection on Merit	<p>1. (a) Executives in General Manager/Sr. General Manager or equivalent Grade and have completed a combined service of 3 Years in GM/Sr. GM Grade or equivalent for Group A officer or Recruited through MT and 5 Years for Gr. B and BSNL recruited officers.</p> <p>(b) Minimum Service left to superannuate shall be 3 Years as on date of Advertisement of notification of vacancy. (By selection method, consisting of APAR grading, Performance and Interview. (to be decided)</p>	<p>UNDER RR PROVISION:</p> <p>1. TIME PERIOD: 3 Years of service in GM/Sr. GM Grade.</p> <p>2. BENCH MARK: Very Good and no Adverse</p>

### MT RECRUITMENT / Group A absorbed

- MT Rectt. can be done at Sr. SDE Grade (in E3 Scale-24900-50500)
- The structure of promotion shall be as under:  
 (Sr. SDE (E3) 4 Years → AGM (E4) 9 Years → DGM (E5)  
13 /Years → Jt. GM (E7) 17 Years → Addl GM/GM (E9)  
 (For GM eligible)  
25 Years → Sr. GM 20 Years → CGM (Eligible)

### STRUCTURE FOR GR. B / BSNL Rectt. executive

- Executive cadre starts from E1 Scale- JTO Grade (in E1 Scale-16400-40500)
- The structure of promotion shall be as under:  
 (JTO-E1) 5 Years → (SDE-E2) 10 Years → (Sr. SDE-E3)  
15 Years → (AGM-E4) 20 Years → DGM-Eligible (E5)  
25 Years → Jt. GM (E7) 30 Years → Addl GM/GM (E9)  
 (For GM- eligible)  
33 Years → Sr. GM 35 Years → CGM (Eligible)  
 (Executives who does not get promotion in DGM Grade will get the E-5 Scale in 20 Years and E-6 Scale in 25 years)

## PROMOTION IN GM GRADE

### • BACKGROUND:

- Total no of GM level post - **565.**
- Presently **73** Absorbed ITS and **655** (276 in GM and 379 in DGM grade) non Absorbed ITS officers are working in BSNL. Many post in GM Grade are vacant.
- The no. of ITS unabsorbed as per deployment Plan and absorbed ITS in the next 3 Years interval are as under:

## PROMOTION IN GM GRADE

YEAR	SAG	JAG	SAG	JAG
	UNABSORBED ITS		ABSORBED ITS	
2016-August	276	379	24+25+20	4
2020 March	269	137	15+23 (+20)	0
2023 (March)	0	0	5+23+(20)	0

## PROMOTION IN GM GRADE

### PROBLEMS:

1. There is acute shortage of Executives in GM Grade. The redployment of ITS officers are ending by March-2023.
2. There are very few ITS officers who have taken absorption in BSNL (53 already taken + 20 recently approved)
3. If MT Recruitment starts from 2017-18, it will take minimum 17 Years for these recruited MT to occupy the post of GM i.e., by 2034.
4. There are very few Group B officers who are Regular DGM and are left with required 10 Years of service for promotion in GM Grade.
5. DR-DGM Recruitment has been kept in Abeyance and existing DR DGM are very few (only 44 nos)

## PROMOTION IN GM GRADE

To summarize the distribution of GM Post:

Total Post	565	
For MT / Gr. A absorbed ITS	282	50%
For Gr. B or BSNL recruited	168	30%
For DR DGM	44	8%
For common management post	70	12%

## IMPLEMENTATION OF PROPOSED STRUCTURE

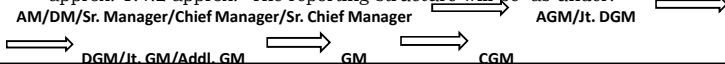
1. The structure shall be applicable to all cadres (Telecom operation, Finance, TF, Civil, Electrical, Architect and CSS).
2. After the implementation of this structure all Recruitment rules (RR)/ EPP/MSRR will have to be either scrapped/modified.
3. The RR's of JTO/JAO will continue to operate, if recruitment is continued at JTO/JAO level, as per existing provisions. There will not be any Change in JTO/JAO RR.
4. As per the structure, promotion upto AGM (Chief Manager or AGM) level is given time bound manner at 5 Years interval and beyond this if these executives does not get post based promotion to DGM Grade they will get financial up-gradation of E-5 Scale (DGM Grade) and subsequently E-6 Scale in the interval of 5 Years. These executives will be designated as Chief Manager / Sr. Chief manager (if does not hold the post) and will be designated as AGM/Jt. DGM (if hold the post).

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5. The total number of post upto AGM Grade shall be capped to 43000 Nos. (final Nos. to be considered by restructuring cell on HR Policy). **Associations are demanding higher nos. of post (70000).** However, the exact number will be taken from approved HR plan which is being submitted to a committee (comprising DoT & BSNL officer) formed under the decision of Board meeting. Deloitte recommended merging up to AGM Grade and JTO to AGM will be used on the common assigned work/Job description.
6. For the existing Executives, financial upgradation to the next higher scales, (ie E3, E4, E5 and E6 ) will continue after (5) years based on the new bench marks. Their promotion to the next grades will be given on completion of qualifying service in the present grade.

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7. Presently, The number of executives working in E-4 Scale i.e. AGM Grade are very High in comparison to number of existing post in AGM Grade. There is likely that **30844** Nos. of executives may now be working in the Scale of E-1 to E-3 (i.e. in JTO/SDE/Sr. SDE Grade) and approximately **12849** Nos. of executives in E-4 Scale (i.e. in AGM Grade). There are only 1481 DGM's Post. If in view of above proposed placement of executive in higher grade is considered in time bound manner, there will be sudden surge in number of executives in AGM Grade. Sudden change in structure may disrupt the normal working conditions, it is proposed that the number of executives to occupy the post of AGM may be fixed and those executives who does not get AGM Post but they get the scale i.e. E-4, they may be designated as Chief Manager or Sr. Chief Manager. A ratio of 1: 6 is proposed by restructuring cell between **AGM and AM/DM/Sr. Manager/Chief Manager/Sr. Chief Manager** and if same is considered, there will be 6200 AGM post as against present strength of 5500 approx. (total strength capped 43000 approx). If the strength of 6200 is considered the ratio of DGM post and AGM post in Telecom operation will be approx. 1:4.2 approx. The reporting structure will be as under:



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## Proportion

8. A Similar Nos. in different cadres may also be accordingly modified in all cadres

Presently in Fin.		Civil	
DGM (F)	462 (402-162)	DGM	66
AGM (F)	1347	AGM	222
AO -		SDE	1073
JAO	6703	JTO	1379



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- 9. RESERVATION ROASTER:** If time based promotion is approved upto AGM Grade, There will be no reservation roster (**existing provision of roster application is up to AGM Grade being vacancy based**). However relaxation has been provided to SC/ST candidates in the eligibility conditions for promotion up to AGM Grade i.e. E-4 Scale (as per existing provisions). **However if the No. of post in AGM Grade is fixed then in that case SC/ST roster are to be followed in AGM grade only. (JTO being recruited or promoted uses roster for selection of required no. of SC/ST executives where as at present the existing strength of JTO/SDE/AGM with combined strength already have required representation of SC/ST executives.)**

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10. The above structure will be applicable from the date it is implemented. However in the present situation there are many executives working in particular grade but are drawing higher scales due to existing time bound EPP policy. Their cases can be fitted into above proposed structure on case to case basis in following manner:-

• **Category 1 :**

The Executive who are in substantive Grade and not drawing any higher Scale, they shall be promoted to next higher post, after fulfilling the eligibility and Benchmarks specified as per proposed structure.

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• **Category 2 :**

The Executive who are drawing one Scale higher in substantive Grade: they shall be placed in next grade immediately and their next promotion shall be considered after fulfilling the eligibility criteria and Benchmarks specified as per proposed structure.

• **Category 3 :**

The Executive who are in substantive Grade and are drawing 2 or more higher Scales: they shall be placed in next Higher Grade immediately and subsequent grade will be considered on the basis of proposed(new) eligibility criteria and Benchmarks (**a relaxation of 2/3 years in qualifying service may be allowed if approved by management**)/(except post based promotion in DGM Grade) upto the scale he is presently placed. Their subsequent placement in higher grade will be considered only after the executive has worked on the Grade for 5 Years or the prescribed minimum qualifying service of the post as per new proposed structure and as per new Benchmarks. (2/3 Years interval has been proposed to minimize the impact of sudden migration of executives in a particular grade and that the performance of the executive for higher grade(post) is also weighed and measured) .

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11. The CPC for all Grades shall be done as on 1<sup>st</sup> January of the Year and the increments shall be drawn either as on 1<sup>st</sup> January or 1<sup>st</sup> July (all date of DNI shall be merged accordingly)
12. The CPC for all Grades up to Sr. SDE (Sr. Manager) Grade shall be conducted by recruiting circles and shall be got it approved by Appointing Authority. The promotion order will be issued by Corporate office after recommendations are received in Corporate office from all Circles.
13. All Circles should initiate the process 3 month in Advance i.e. from 1<sup>st</sup> Week of October, so that the promotions are issued before 1<sup>st</sup> January and a seniority list is issued after issue of order as on 1<sup>st</sup> January of the Year.
14. The Number of JTO equivalent to be recruited every Year, being feeder cadre for executives, will depend on the numbers of executives short from combined strength of JTO, SDE, Sr. SDE and AGM equivalent (total numbers being capped)

CONTD ..

15. All absorbed Group A officers shall be en-block senior to Group B officers in respective Cadre and Grade up to DGM Grade. (THIS PROVISION HAS BEEN RECOMMENDED BY THE COMMITTEE).
16. The seniority of the executives in a Grade will be decided in following sequence:
  - I. The seniority all ready decided by court of law.
  - II. Recruitment Year / Vacancy Year
  - III. Date from which the executive is working in substantive grade.
  - IV. Date of Birth
17. **The Executives who are granted time bound promotion but fails to join the promoted post or decline promotion, then Management reserves the right to forfeit his promotion and executive will not be considered for next promotion for one Year and his next promotion or financial upgradation (in case of AGM not getting promotion to DGM Grade) will be delayed by one Year or till he takes up the promotion whichever is later.**

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18. The executive on promotion in equivalent level will be used for the work/Job specified in the respective Grade and Cadre. However BSNL Management reserves the right to use them for any other post and on the job other than that specified in the Grade and Cadre in the interest of BSNL.

### ISSUES WITH THE ABOVE PROPOSAL

1. The provision of MT or DR DGM Recruitment either for internal or external candidate as a succession plan for higher management post has been kept in abeyance.
2. There is likely that a large Number of executives may be promoted to AGM Grade as per modified time bound promotion which may distort the structure at the middle level i.e. AGM level (**there is likely that 16000 to 20000 Nos. of executives may now be working in the Scale of JTO/SDE/Sr. SDE and 14000 to 16000 Nos. of executives in AGM or higher Scale i.e. E-4 to E-6 based on time bound promotion and number of post in DGM grade are 1481**).

It is proposed to put a cap on number in AGM Grade to have an effective monitoring structure, Say a ratio of 1:4.2 between DGM and AGM Post or 6:1 (between JTO/SDE/Sr. SDE and AGM) (to be decided as agreed)

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3. When the number of executives in AGM Grade is restricted, however as per time bound promotion, number of executives getting E-4 Scale may exceed the number of post in AGM Grade and such executives have been designated as Chief Manager / Sr. Chief Manager (not manning the post of AGM). So they will continue to do the work which they have been doing in the lower grade. It has to be seen/anticipate whether these executives will continue to be motivated to do the same Job or task after getting higher designation.
4. The financial powers along with job description of all the grades upto DGM level needs to be revised.
5. There are some court cases pending on seniority. As the present seniority are in dispute, this dispute of seniority will continue in new structure also. Any revision in present seniority will affect the subsequent seniority in the new structure.
6. Presently inter-se seniority of many SDE between SCF category and LDCE category has not been decided which will result in fixing seniority in the new structure. Similarly LDCE has been conducted for VY 2011-12 and Promotion under SCF category for VY 2009-10 is yet to happen, will create issues in settling the seniority in the proposed structure.

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- 7 SC/ST executives may also go to Court as presently they are getting seniority as per roster up to AGM Grade and thus although being recruited in the same Recruitment Year, they get promotion earlier to his colleagues, where as in the present structure if time bound promotion are considered they will retain the same seniority up to AGM Grade.  
(These are mere an anticipation and there may be some more issues which may crop up after it is implemented .)

**THANKS**