

Report of the Joint Committee

1. The Executive Promotion Policy for Group 'B' level officers absorbed/recruited in BSNL was finalized and notified on 18.1.2007. The policy provides induction of Management Trainees (MTs) at STS level with higher technical/managerial qualification. The Recruitment Rules (RRs) for Management Trainees were prepared in pursuance of Executive Promotion Policy and were notified in September 2007.
2. The exercise for framing of RR for Group 'A' level posts i.e. Senior Time Scale and above was initiated thereafter. BSNL management constituted a committee under chairmanship of Sr DDG (Estt) vide letter No. 400-106/2007-Pers.I dated 30.08.2007 and 10.09.2007. Executive Associations were also asked to submit their views on this issue to the committee.
3. While submitting their views, Executive Associations opposed recruitment of Management Trainees at STS level and made certain demands related to their promotion policy and other related issues. The recommendations of the said committee and the demands of the Executive associations were considered by the Management and it was desired that genuine career aspirations of Group 'B' executives of BSNL be suitably considered and incorporated before acceptance of the recommendations. Accordingly, Director(HRD), vide letter No. BSNL/31-3/SR/2007(ii) dated 27.11.07, constituted a Joint Committee with the following representatives from Management and Executive Associations of BSNL.

From Management side:

Shri S.R.Kapoor, Sr. DDG (T&C)	Chairman
Shri D.P.Da, DDG (Estt.)	Member
Shri Shakeel Ahmad, DDG (SR)	Member
Shri A.K.Purwar, DDG (Pers)	Member-convenor

From Association side:

Shri Prahlad Rai, GS, AIBSNLEA	Member
Shri Ashish Verma, CWC Member, AIGETOA	Member
Shri Y.B.Thippesh, GS, NTEA	Member
Shri G.L.Jogi, GS, SNEA	Member

3. The terms of reference of the Committee were as follows:

- (i) impact of the Induction of Management Trainees on the promotional aspects of Executives.
- (ii) implementation of CPSU cadre hierarchy in BSNL.
- (iii) regularization of all the existing adhoc STS officers & filling up of existing STS vacancies on regular basis, and
- (iv) pending issues related to Promotion Policy like service weightage etc.

4. The Committee held several meetings to discuss the issues. In the initial few meetings, the members expressed their views on the demands and various solutions were

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explored and discussed. Thereafter, the discussions started taking concrete shape and based upon views emerged in these discussions, a draft proposal was prepared.

5. The draft first proposal provided identification of requirements and filling up of MTs at STS level and their recruitment through 50% outside and 50% internally. An equal number of officers at the level of group 'B' will also be promoted and their seniority will be fixed on 1:1 basis with the MTs. Promotions to higher levels will be made from this combined seniority list.
6. Representatives of the Associations appreciated the concern of the Management in settling the issue but expressed their dissatisfaction on the proposal because the proposal had an inherent defect of not filling up of sufficient number of STS posts on regular basis from Group 'B' level officers and, therefore, the problem of stagnation at Group 'B' level was not solved by following this proposal. They further reiterated their demand for non-recruitment of MTs at STS level and indicated that a solution involving induction of Management Trainees at JAG level or any other suitable mechanism which did not block the promotional prospects of Group 'B' officers is required to be explored. Accordingly, another proposal emerged as given in next paragraph.
7. This proposal provided filling up of 50% of STS posts by promotion from Group 'B' level officers on seniority-cum-fitness basis independent of recruitment of Management Trainees. The Management Trainees would be inducted in such a manner that they serve for a few years at STS level independent of the promotion of Group 'B' level officers and then enter at JAG level along with promoted STS Officers on 1:1 basis.
7. The other demands of the Associations were also discussed at length with due regard to views of Associations received earlier and views of BSNL Management/DoT and rule position in this regard.
8. The observations and final recommendations made by the Committee are attached at Annexure I and II. However, representatives of AIGETOA and NTEA expressed their disagreement, which is annexed at Annexure -III



(S.R. Kapoor)
Sr. DDG (T&C)
Chairman



(D.P. De)
DDG (Estt.)
Member



(Shakeel Ahmad)
DDG (SR)
Member



(A.K. Purwar)
DDG (Pers)
Member-convenor



(Prahlad Rai)
GS, AIBSNLEA
Member



(Ashish Verma)
CWC Member, AIGETOA
Member



(Y.B. Thippesh)
GS, NTEA
Member



(G.L. Jogi)
GS, SNEA
Member

Observations of the Committee

1. Since functions are defined at the levels of JTO/ SDE/ DE, identification of a person as to which functional level he belongs to is a must. This is possible only by having functional promotion based upon posts.
2. Time bound upgradation and designation change may be given without regard to post, but functional promotion can therefore be with regard to post only.
3. On each time bound upgradation, a designation indicating higher status may be given, but designation must also include his functional status to avoid operational confusion. A designation indicating his functional status as well as his time bound upgradation status would be most appropriate.
4. Once group 'B' officers are regularized as STS as per provisions of the RRs, those who have been working as STS on adhoc basis may, after their regularization as STS, be given adhoc promotion to JAG depending upon JAG vacancies. However, as provided in Executive Promotion Policy, the adhoc arrangement will cease to exist in BSNL after absorption of group 'A' officers, and charge holding under provisions of FR-49 will continue.
5. The first upgradation is linked to crossing of next higher pay slab, which may undergo change with recommendations of Pay Revision Committee. In fact the entire time bound promotion policy may have to be reworked in case Pay Revision Committee makes recommendations on the lines of Central Pay Commission's recommendation introducing concept of pay band.
6. AAO pay scale is an unrelated issue and should not be mixed up here.

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Disagreement attached A-38

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Recommendations of the Committee

1. Functional promotions will continue to be made based upon posts.
2. The existing designations prevailing in BSNL may be changed. Further, on each time bound upgradation, designation indicating higher status may be given to the executive. However, in order to avoid operational confusion, the changed designation should indicate his functional status also.
3. A chart indicating a set of suggested designations is given below. However, since there is, in principle agreement, in general among both sides on this issue, further deliberations on designation change may be carried out separately, if required.

SN.	Present/designation equivalent	Proposed designation		
		Corporate Office	Circle Office	Field/ SSA
1	JTO/ JAO	Assistant Manager Grade-I	Assistant Manager Grade-I	JTO/ JAO Grade-I
2	SDE/ AO	Senior Assistant Manager Grade-I	Senior Assistant Manager Grade-I	SDE/ AO Grade-I
3	DE/ CAO/ EE	Asstt Director General Grade-I / Manager Grade-I	Manager Grade-I	DE/ CAO/ EE Grade-I

On first time bound promotion, they will be re-designated as xxx-Grade-II and so on

4. For post based promotions, the hierarchy as defined in Executive Promotion Policy will be JTO > SDE > STS > JAG > SAG > HAG (and equivalent for other services)
5. RRs for Executives at JTO and SDE level (and equivalent) are already notified. STS will henceforth be treated as equivalent of lowest rung of group 'A' service for the purpose of implementation of various government orders, wherever applicable. (e.g. reservation).
6. RRs for group 'A' services may be made based upon recommendations contained in the following paras.


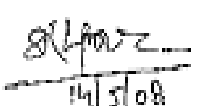


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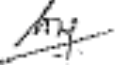





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Disagreement attached A-III

7. At group 'A' entry level, 50% posts of STS posts may be filled up by promotion from group 'B' (SDE & equivalent) level.
8. The number of Management Trainees to be recruited may be decided by BSNL management each year. These MTs may work and draw salary as executives at STS level after completion of prescribed training/ probation period for a few years before becoming eligible for promotion to JAG.
9. The posts remaining unfilled at STS level after actions as per para 7 and 8 above may be filled up by promoting eligible group 'B' (SDE & equivalent) level executives on ad-hoc basis.
10. Promotion to JAG may be done from the executives working at STS level on regular basis, with MTs and promoted STS executives in 1:1 ratio as per standard inter-se seniority principle.
11. After making of RRs for promotion to group 'A' level posts, Group 'B' officers shall be promoted/ regularized on STS vacancies of their quota as per provisions of the RRs. Those who have been working as STS on adhoc basis may, after their regular promotion as STS, be given adhoc promotion to JAG depending upon JAG vacancies. While making ad-hoc promotion to JAG for the first time after notification of new Recruitment Rules, relaxation in eligibility service will be considered as a onetime measure.
12. In case of non-availability of regular STS level executives with requisite number of years of eligibility service; for subsequent promotions to JAG as per para 10, case for relaxation in eligibility service will be considered.
13. Demands for past service weightage & one time placement have been raised previously as well. The issue was deliberated at length by the High Level Committee of BSNL as well as by the Committee headed by Shri Bhawe, Special Secretary of the administrative ministry. It has been observed that at the time of absorption, the pay fixation in the IDA scale has already accounted for the weightage of the past rendered service in the form of equal number of increments in the IDA scale. The issue again was raised by the Associations in the meeting held with Secretary (T) and it was clarified in the meeting that the framing of the Executive Promotion Policy has been done after due consideration of all the demands made by the Associations and making an overall view of totality of the scenario. In view of this, the committee observed that no recommendation can be made on this issue at this stage. However, in case any fresh inputs are provided by the Associations, the issue will be discussed in the light of such inputs separately.

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 Page 5 of 6
 Disagreement attached to II

14. The first time-bound up-gradation is linked to crossing of next higher pay slab, which may undergo change with recommendations of Pay Revision Committee. In fact the entire time bound promotions provided under the Executive Promotion Policy may have to undergo a change. It was therefore agreed not to make any recommendation on this issue at this stage.
15. The associations have been demanding attendant conditions for promotions such that the droppings have to be limited to 4%. It was observed by the Committee that promotions are based upon Performance Appraisal of employees, and the appraisal system is totally independent of the promotion process. It was also informed to the Committee that considering this demand, appropriate changes in Executive Promotion Policy were made before its approval itself and the actual droppings during past few promotions have actually been less than 4%. As such no recommendations are being made on this issue.
16. Committee is of the opinion that through these recommendations, a path breaking methodology for the career progression of the Group-B executives has been evolved. Though some of the issues from the associations could not be settled to the satisfaction of some of the members of the committee, the overall gain from the recommendations in the form of regular, unhindered promotions to STS level & further to JAG level, shall offset the un-fulfilment of some of the other issues. Accordingly the committee strongly recommends the acceptance of its recommendations in totality.

 (S.R. Kapoor) Sr. DDG (T&C) Chairman	 (D.P. De) DDG (Estt) Member	 (Shafiqul Ahmad) DDG (SR) Member	 (A.K. Purwar) DDG (Pers) Member-convenor
 (Prahlad Rao) GS, AIBSNLEA Member	 (Ashish Verma) CWC Member, AIGETOA Member	 (Y.B. Thippesh) GS, NTEA Member	 (G.L. Jogi) GS, SNEA Member

Disagreement attached A-5

Disagreement letter of NTEA and AIGETOA with respect to the proposals given by the management on 14th May 2008

To
Sh. S. R. Kapoor
Sr. ODG (PF) and Chairman, Joint committee
New Delhi

Subj: - Regarding total disagreement for proposals from the management in the committee formed for genuine career aspirations of executives in BSNL.

Sir,

We, the undersigned committee members of the UF, express extreme displeasure in a way the recommendations have been made without any scope for the genuine career progression of directly recruited executives of BSNL. The recommendations in no way addresses the grievances submitted under the UF agenda and acts as a deterrent to the career progression of the majority of the qualified talent available in-house in abundance.

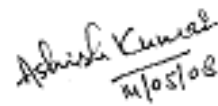
As per the initial demands in the UF agenda, following points were not incorporated in the proposals:

1. No outside recruitment of MT other than entry level of executives.
2. Implementation of CPSU cadre hierarchy at par with other Schedule-A CPSUs

Our demands regarding E-2 level scales for the entry level executives are also not considered. Again, to make the matters worse, there is no provision for fast-track promotions to the qualified executives, as practiced by other CPSUs. The recommendations appear as a total replica of the rules existed in erstwhile DOT.

Keeping in view of the facts placed above, we are in total disagreement with the proposal given by the management.


14/05/08
Y.B. Thippesh
GS, NTEA
Member, Joint Committee


14/05/08
Ashish Verma
CWC, AIGETOA
Member, Joint Committee

