



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

CENTRAL HEAD QUARTERS

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Dated: 29th March 2016

To

Smt. Sujata Ray,
Director (HR),
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: CPSU CADRE HIERARCHY- regarding

R/Madam,

We are constrained to convey our discontent over the manner in which Promotion Policy of BSNL Executives is being sought to be modified in the name of CPSU cadre hierarchy, which appears to be a ploy to further tightening the norms and making promotions more difficult to get.

2. During the past few years many committees, consultants and groups have tried their hands in giving shape to CPSU cadre hierarchy in BSNL and giving varying recommendations – none of them are based on any rationale and none of them exhibited any seriousness in resolving the issue. After so many committees and their futile recommendations, the Personnel Section of BSNL on its part is said to have submitted its own proposals which are neither reasonable nor practicable.

3. It is learnt that these proposals, if implemented, will double the wait period in getting the first promotion and it will take minimum 17 years to reach DE scale. Although the latest committee had recommended time bound functional promotion every five years upto DE level, the Personnel section is said to have proposed to cap the number of DE/AGM posts. The Personnel section reportedly has also recommended further tightening of benchmark in APAR. As suggested by the Deloitte Consultant and later modified based on the opinion of Heads Of Circles, the JTO, SDE and Sr.SDE cadres are proposed to be clubbed and asked to report to DE/AGM. Even before a decision is taken on the proposals, orders have been issued asking JTOs and SDEs to report to DE/AGM, which is going to have disastrous impact on hierarchy management.

4. None of the recommendations of the various committees, consultants and groups including that of the Personnel Section is in consonance with the assurances given at the time of absorption of BSNL Executives in BSNL that, "With a view to motivate Executives in BSNL for achieving excellence in performance and higher productivity, resulting into improved quality of service, customer satisfaction and greater revenues for the Company, **Executives in BSNL will be allowed upgradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, beyond which it will be depend upon availability of post and their suitability**


and selection for promotion, which will be uniformly evaluated in the various streams of discipline.”

5. We are of the considered view that **time bound functional promotions upto the level of SG JAG alone will create an atmosphere where seniority related court cases will have become extinct and the morale of the executives will be boosted with timely promotion with change in substantive status, designation, responsibility etc.**

6. We therefore request you to kindly ensure that the assurances given at the time of absorption, which we feel were given after prudent considerations based on the promotion policy followed in various PSUs, be implemented in letter and spirit without searching for impractical solutions.

With kind regards,

Yours sincerely,


(Rakesh Sethi) 29/3/16

General Secretary

8/c

1. Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.
2. Shri D. Chakravarti,
Sr. General Manager (Pers), BSNL CO.