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Dated: 12th November 2013

To

Shri S.S.Aggarwal,
Sr. General Manager (Pers),
BSNL Corporate Office,
New Delhi.

Subject: Guidelines on refusal of promotion – regarding

Ref: BSNL No.400-204/2013-Pers.I dated 1.11.2013

Sir,

We are very much pained to see the guidelines issued by BSNL CO for dealing with the cases where the Executives are unable to accept promotions. According to these guidelines, the executives will not be considered for any promotion (either regular or adhoc promotions or even look after arrangement) for a period of one year or till the preparation of next panel, whichever is later, from the date of such refusal.

2, These guidelines are clear violation of the DoP&AR O.M. No.No.1/3/69-Estt(D) dated 22nd November, 1975 stipulating the Policy to be followed in case where persons refuse promotion to a higher grade. According to this O.M., no fresh offer of appointment on promotion should be made in such cases for a period of **six months** from the date of refusal of first promotion and this policy **will not apply where adhoc promotions** against short-term vacancies are refused.

3. No Executive will refuse promotion under normal circumstances. Unless there are compelling reasons related to advanced age and medical conditions, the Executives tend to accept the promotions even coupled with transfer to other circles. Instead of analyzing the genuine problems behind such refusals, the above cited BSNL orders seeks to put pressure on the Executives by even suggesting disciplinary action.

4. We have been time and again suggesting that the problem can be resolved if time bound functional promotions are given to the Executives (instead of the present time bound financial up-gradation), as assured at the time of absorption.

5. In an earlier letter BSNL had stated that after comparing the promotion policies of BHEL and NTPC, the official side had rejected the concept of time bound functional promotion. It had given the following figures:

S.N	Functional Post	Equivalent pay-scale level	Sanctioned No. of posts	No. of executives drawing salary in that level
1	DGM	E5	1331	963
2	DE	E4	5286	11,100
3	SDE/Sr.SDE	E2/E3	31,061	26,000
4	JTO	E1	48,597	11,000

6. Pointing to these figures, it had contended that "the organization hierarchy will be severely disturbed if functional promotion is given on time bound basis. If the scenario for the year 2014 is projected when the next time bound up-gradation is due, the no. of executives in higher pay scales (DE/DGMs) will increase whereas availability of executives at operational levels (JTO/SDE) would decline further."

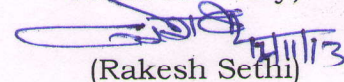
7. The above contentions are not true since non-availability of JTOs is as a result of failure of BSNL in recruiting JTOs to the extent of sanctioned strength and has nothing to do with the promotion policy. Increase in number of Executives with DE scale shall also not affect the operations anyway, since DEs and SDEs are performing similar functions except in administrative offices.

8. The problem of shortages in DE grade in some circles and transfers due to non-availability of DE vacancies in some other circles would not arise, if our proposal of time bound functional promotions is accepted. Consequently, there would be no requirement for issuing such guidelines to deal with refusal of promotion.

9. In view of the above, we request that the BSNL letter referred to above may be withdrawn and a dispassionate review of BSNL Executive Promotion Policy may be undertaken.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

Copy to: Shri A.N.Rai,
Director (HR)