



**ALL INDIA
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No. AIBSNLOA/CHQ/2016/170

Dated: 19th August 2016

To

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

Subject: CPSU CADRE HIERARCHY - BSNL proposals as Power Point presentation - reg

Ref: Our letter No.AIBSNLOA/CHQ/2016/15 dated 29.3.2016

R/Madam,

We have already conveyed our consistent stand on the issue vide our letter cited under reference that any proposal on CPSU Care Hierarchy should be 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.**"

There is nothing new in this proposal except for introduction of the concept of new designations in line with those available in other CPSEs.

During a recent meeting with you, we had suggested that the time bound upgradations can be converted to time bound promotions by giving a designation, status and financial powers for those who are in higher scales but not occupying the posts. You had then appreciated our suggestion and had agreed to consider it. But the new proposal has made this simple concept into a complex hierarchical chart by imposing stringent attendant conditions, capping the number of posts even at the level of AGM, restricting the promotion on Seniority Cum Fitness up to AGM level and introducing promotion by Selection to DGM level posts.

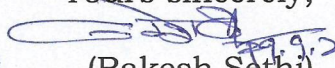
Any policy has to be a simple formulation without ambiguity and complexity, should be implementable without giving room for anomalies. Any policy should be an improvement of the already existing policy and should not seek to deny the opportunities available earlier.

We therefore request you to kindly cause modification of the proposal by removing the complexities, the added stringent attendant conditions, capping the number of posts of AGM and by allowing Seniority Cum Fitness method of promotion upto SAG level. The concept of giving designation, status and financial powers for Executives in higher scales but not occupying the posts may be introduced without giving room for ambiguity.

We shall be thankful if we are given a chance to discuss the above in detail at the earliest.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

o/c General Secretary

Copy to: 1. Ms Madhu Arora,
General Manager (Estt)
✓ 2. Shri Deb Chakravarthy,
Sr. General Manager (Pers)