



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

CENTRAL HEAD QUARTERS

AD-87B, Pitampura, Delhi-110088

President
K. BALASUBRAMANIAN

Mobile : 094440000562

Finance Secretary
V. GURUMOORTHY

Mobile : 09444979555

General Secretary
RAKESH SETHI

Mobile : 9868210449

No.AIBSNLOA/CHQ/2013/ 101

Dated: 26th March 2013

To

ShriR.K.Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Subject: Withdrawal of practice of officiating promotion and introduction of look- after arrangement – regarding

Sir,

Recently BSNL has issued two orders, one withdrawing the age-old practice of local officiating promotion in the grade of SDE/STS/JAG of all streams and the other introducing a system of look-after arrangement to cover the shortage.

2. Withdrawal of practice of officiating promotion has been attributed to administrative and legal problems attached with this system and hence the Management has decided to withdraw/abolish the system in its entirety. We wonder as to how the system of officiating promotion, which has been in existence since the days of the erstwhile P&T department, has suddenly become a system with administrative and legal problems. The administrative and legal problems, seem to be, are only creation of the Management which has utterly failed to resolve the seniority issues and practically there is nothing wrong in the system.

3. The second order says that the system of look-after is being introduced "in order to meet the essential operational needs of the Organization, within the confines of prudence and frugality as also to conform to statutory and legal prescriptions." By using the term 'frugality' the Management reveals that the proposal is meant to bring in economy and thriftiness in filling up vacancies.

4. The decision that the "Executives with lower substantive grade but availing higher scale of pay may be considered for manning the higher grades, according to their scale of pay, on look-after basis, to meet shortages" confirms this understanding, since fewer number of executives will be eligible to look-after the duties of SDE, DE or DGM as only a few would have got the upgraded higher scales. This will result in majority of the posts lying vacant in all circles and affect the services.

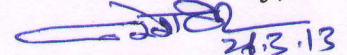
5. The system of looking-after system as proposed by the Management will not 'conform to statutory and legal prescriptions' too, since senior Executives in lower scales will be aggrieved when their juniors in higher scale is ordered to look-after the duties of the higher post. This will again lead to litigations and legal issues. The order further compounds the issue by stating in para under modalities for look-after arrangement that 'Circle seniority of the Executives shall be seen before consideration.'

6. It appears that before taking these decisions proper home-work has not been done. We firmly believe that the only solution to the issue is pursuing the legal cases seriously at all levels and resolving the discrepancies in the seniority lists so that all the vacancies in the SDE/STS/JAG grades in all streams can be filled on regular basis, leaving very minimal short-term vacancies for local officiating.

7. We request that let the Management immediately withdraw these orders and have a dialogue with all the stake holders, which alone will create the much needed peace in the issue of promotions.

With kind regards,

Yours sincerely,



(Rakesh Sethi)

General Secretary

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