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No.AIBSNLOA/CHQ/2017/41

Dated: 13<sup>th</sup> November 2017

To

Shri Deb Chakravarti,  
Principal General Manager (Pers),  
BSNL Corporate Office,  
New Delhi.

**Subject: Proposed BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 – regarding**

Sir,

At the outset we convey our gratitude for agreeing to hear our views/suggestions on the proposed BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017.

2. We find that the present proposal is mostly the same one presented last year in August/October, except for a few changes like going for Recruitment/Vacancy Year instead of date of appointment in respect of seniority. Earlier proposal to cap AGM vacancies has been now achieved by raising the qualifying service for promotion to DE/AGM grade from the present 7 years to 12 years with a compulsory residency period in Sr.SDE/Sr.AO grade. This proposal does not fulfill the assurance given at the time of absorption for time bound promotions upto SG JAG grade and post based promotions afterwards.

3. However, in the background of promotions having been stalled due to various court cases on seniority and reservation issue, this proposal may give some immediate relief to thousands of JTOs, including those recruited even before formation of BSNL and also those executives who have been waiting for their promotion to AO/SDE/DE/CAO & equivalent grades. But this feeling of relief will be short-lived when the initial euphoria is over and the executives in higher pay scales find themselves bundled in the same grade/designation, in spite of their long years of service.

4. We had earlier submitted our proposals to Director (HR), which were prepared before the Management's proposal was made known. However, now we submit our suggestions for some changes in Management's proposal, seeking to remove bitterness among the executives in same grade but in different pay scales and to provide time bound promotions upto SG JAG level as assured at the time of absorption. We have

also suggested continuation of the present Reporting Structure with the request that recruitment at JTO/JAO level should be expedited.


5. As per the proposal of Management, the date of implementation of CPSU cadre hierarchy is w.e.f 01.01.2017 and further CPC will be convened twice a year, one on 1<sup>st</sup> January and another on 1<sup>st</sup> July. But, AIBSNLOA feels that date of implementation of CPSU cadre hierarchy may be taken from 01.10.2016 and further CPC may be convened twice a year, one on 1<sup>st</sup> October and another on 1<sup>st</sup> April, as EPP came into effect w.e.f 01.10.2000 and majority of up gradations are being reviewed in the month of October every year.

6. If transfers become unavoidable due to time bound promotions, younger executives should be encouraged to go on transfer instead of disturbing senior executives above 55 at the fag end of their service.

7. We firmly believe that the Management will find our suggestions as rational and implementable.

With kind regards,

Yours sincerely,

  
13/11/17  
(Rakesh Sethi)  
General Secretary

Encl: Our suggestions in the form of charts

Copy to: 1. Shri Anupam Shrivastava, CMD, BSNL

2. Smt. Sujata Ray, Director (HR), BSNL

## BSNL EXECUTIVE CADRE HIERARCHY – Proposals by AIBSNLOA

- Promotion upto DGM grade in all streams have been stalled due to court cases on seniority and reservation. Vacancies exist in all grades.
- Huge number of Executives are ordered to 'look on' the duties of higher grades in these vacancies without any status/power.
- Executives are retiring every month without getting their due promotion.
- Our proposals are an attempt to end this stalemate in the least possible non-complex procedure.
- There will be no need to change either the EPP or the RRs of different cadres. Time bound upgradations will continue. Minimum qualifying service for consideration for promotion to higher grade will remain the same.
- The proposals can be implemented from the current date or any prospective date in the near future.
- The proposals will not disturb the relativity between Executives in different grades and different pay scales before and after implementation of the proposals.

Contd.

- There can be no change in attendant conditions for promotion to higher grades now, since attendant conditions cannot be imposed retrospectively.
- Change in attendant conditions can be thought of for future promotions.
- As a very large number of absorbed Executives will be retiring in the next few years, recruitment in entry grades has to be expedited.
- The entire scheme can be reviewed after a few years.
- E1 to E7 scales mentioned here refer to the present status of pay scales and will change if the scales are replaced/upgraded.

### **First Round of Promotion**

(1) **JTO/JAO/AM to SDE/AO/DM Promotion** : All the JTOs/AMs who are in E2A to E5 scale( with minimum 5 years of experience as JTO) may be promoted as SDE/DM grade with the following designation

- (i) JTOs/AMs in E2 scale may be designated as Dy. Manager
- (ii) JTOs/AMs in E3 scale may be designated as Addl. Manager
- (iii) JTOs/AMs in E4 scale may be designated as Manager
- (iv) JTOs/AMs in E5 scale may be designated as Sr. Manager
- (iv) All the existing SDEs/DMs , Who have completed less than 7 years of service as SDE/DM, may be designated as Principal Manager
- (v) All the existing SDEs/DMs, who have completed more than 7 years but less than 10 years of service as SDE/DM may be designated as Chief Manager.

(2) **SDE/AO/DM to DE/CAO/AGM Promotion** : All the SDEs/DMs, who have completed more than 10 years of service as SDE/DM/AO may be promoted as AGM.

(3) **AGM/CAO to DGM Promotion** : All the AGMs in E5 scale (with three years of service as AGM) or AGM in E6 scale, may be designated as Jt. DGM and AGMs in E5/E6 scale (with Four years of service as AGM) may be promoted as DGM.

(4) **DGM to Jt. GM Promotion** : All the DGMs who are in E5/E6 scale (with four years of service as DGM) may be promoted as Jt. GM. In E7 scale.

## **Second Round of Promotions (First Part)**

- (1) **Promotion of SDE/DM in Next stage**: After first round of promotion second round of promotion will be as follows
- (i) All the DMs may be designated as Addl. Manager in E3 scale, as per EPP, after 5 years of regular service in E2 grade.
  - (ii) All the Addl. Manager may be designated as Manager in E4 scale, as per EPP, after 4 years of regular service in E3 grade.
  - (iii) All the Manager may be designated as Sr. Manager in E5 scale, as per EPP, after 3 years of regular service in E4 grade.
  - (iv) All the Sr. Manager may be designated as Principal Manager in E6 scale , as per EPP, after completing 2 years of regular service in E5 grade.
  - (v) All the Principal Manager may be designated as Chief Manager after completing 7years of regular service as SDE/DM.
- (2) **SDE to AGM Promotion** : All the Dy. Manager/Manager/ Sr. Manager/Principal Manager / Chief Manager, who have completed more than 10 years of service as SDE/DM may be promoted as AGM.
- (3) **AGMs to DGM Promotion** : All the AGMs in E5 scale (with three years of service as AGM) or AGM in E6 scale may be designated as Jt. DGM and AGMs in E5/E6 scale (with Four years of service as AGM) may be promoted as DGM.
- (4) **DGM to Jt. GM Promotion** : All the DGMs who are in E5/E6 scale (with four years of service as DGM) may be promoted as Jt. GM in E7 Scale.

### **Third Round of Promotions**

**(1) SDE to DE Promotion** : After second round of promotion third round of promotion may be as follows

(i) After second round of promotion, all the Dy. Manager/ Addl. Manager/Manager/ Sr. Manager/Principal Manager and Chief Manager may be promoted as AGM after completing 5 years of service in second round of promotion.

**(2) AGMs to Jt.DGM Promotion** : (i) All the AGM after completing five/ four years of service as AGM in E4/E5 grade may be designated as Jt. DGM in E5/E6 grade.

**4) Jt. DGM to DGM Promotion** : (i) All the Jt. DGM after completing four years of service as AGM in E5/E6 grade may be promoted as DGM

**(5) DGM to Jt. GM Promotion** : All the DGMs after four years in E5/E6 scale may be promoted as Jt. GM in E7 Scale.

**BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 – proposals by Management**

	JTO/JAO in E1	JTO/JAO in E2		JTO/JAO in E3	JTO/JAO in E4 & above	Recent LDCE passed JTOs & JTOs of same recruitment year
	< 5 years in JTO/JAO	< 5 years in JTO/JAO	5 years in JTO/JAO	(executives recruited as JTO /JAO in same vacancy/ recruitment year provided they are not short of more than one year)		
On 1.1.2017 will become	Dy. Manager	Dy. Manager	Manager	Manager	Manager	Manager
Subsequent review: 1.1.2018 & 1.7.2018 – twice a year	↓ 5 years	↓ 5 years	↓ 5 years	↓ 4 years	↓ 3 years	↓ 5 years
	Manager	Manager	Sr. Manager	Sr. Manager	Sr. Manager	Sr. Manager
	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years
	Sr. Manager	Sr. Manager	AGM	AGM	AGM	AGM
	↓ 5 years	↓ 5 years				
	AGM	AGM				

	SDE/AO in E3	SDE/AO in E3	SDE/AO in E4	SDE/AO in E5
	< 3 years in SDE/AO	3 years in SDE/AO	12 years in SDE/AO	12 years in SDE/AO
On 1.1.2017 will become	Manager	Sr. Manager	AGM	AGM
Subsequent review: 1.1.2018 & 1.7.2018 – twice a year	↓ 3 years	↓ 5 years as Sr. Manager or 12 years in SDE/AO + Sr. Manager		
	Sr. Manager	AGM		
	↓ 5 years	(The executive promoted in SDE /equivalent grade for same Vacancy Year shall also be considered for placement to AGM/equivalent Grade at par with above categories of executives provided the executive is drawing E-4 and above scale)		
	AGM			

Promotion above AGM grade will be post based

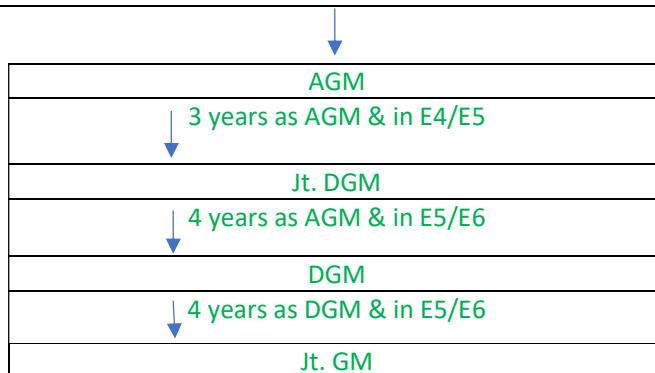
BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 – proposals by AIBSNLOA

<b>Present designation</b>	<b>Proposed designations</b>
JTO/JAO equivalent	Assistant Manager
SDE/AO equivalent	Dy. Manager, Addl. Manager, Manager, Sr. Manager, Principal Manager
DE/CAO/AGM equivalent	AGM, Jt. DGM
DGM equivalent	DGM,
SG DGM equivalent	Jt. GM

**BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 – Proposals by AIBSNLOA**

**Present JTO/JAO equivalent**

	JTO/JAO in E1	JTO/JAO in E2		JTO/JAO in E3	JTO/JAO in E4	JTO/JAO in E5	Recent LDCE passed JTOs & JTOs of same recruitment year
	< 5 years in JTO/JAO	< 5 years in JTO/JAO	5 years in JTO/JAO	(executives recruited as JTO /JAO in same vacancy/ recruitment year also to be promoted provided they are not short of more than one year)			
On 1.1.2017 will become	Asst. Manager	Asst. Manager	Dy. Manager	Addl. Manager	Manager	Sr. Manager	Dy. Manager
Subsequent review: 1.1.2018 & 1.7.2018 – twice a year	↓ 5 years	↓ 5 years	↓ 5 years	↓ 4 years	↓ 3 years	↓ 2 years	↓ 5 years
	Dy. Manager	Dy. Manager	Addl. Manager	Manager	Sr. Manager	Principal Manager	Sr. Manager
	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years	↓ 5 years
	Manager	Manager	AGM	AGM	AGM	AGM	AGM
	↓ 5 years	5 years					
	AGM	AGM					



### Present SDE/AO equivalent

	SDE/AO		SDE/AO in E4
	< 7 years in SDE/AO	>7 years but < 10 years in SDE/AO	> 10 years in SDE/AO
On 1.1.2017 will become	Principal Manager	Chief Manager	AGM
Subsequent review: 1.1.2018 & 1.7.2018 – twice a year	↓ 7 years as SDE/AO	↓ 10 years in SDE/AO	
	Chief Manager	AGM	
	↓ 10 years as SDE/AO	(The executive promoted in SDE /equivalent grade for same Vacancy Year shall also be considered for placement to AGM/equivalent Grade at par with above categories of executives provided the executive is drawing E-4 and above scale)	
	AGM		

AGM
↓ 3 years as AGM & in E4/E5
Jt. DGM
↓ 4 years as AGM & in E5/E6
DGM
↓ 4 years as DGM & in E5/E6
Jt. GM

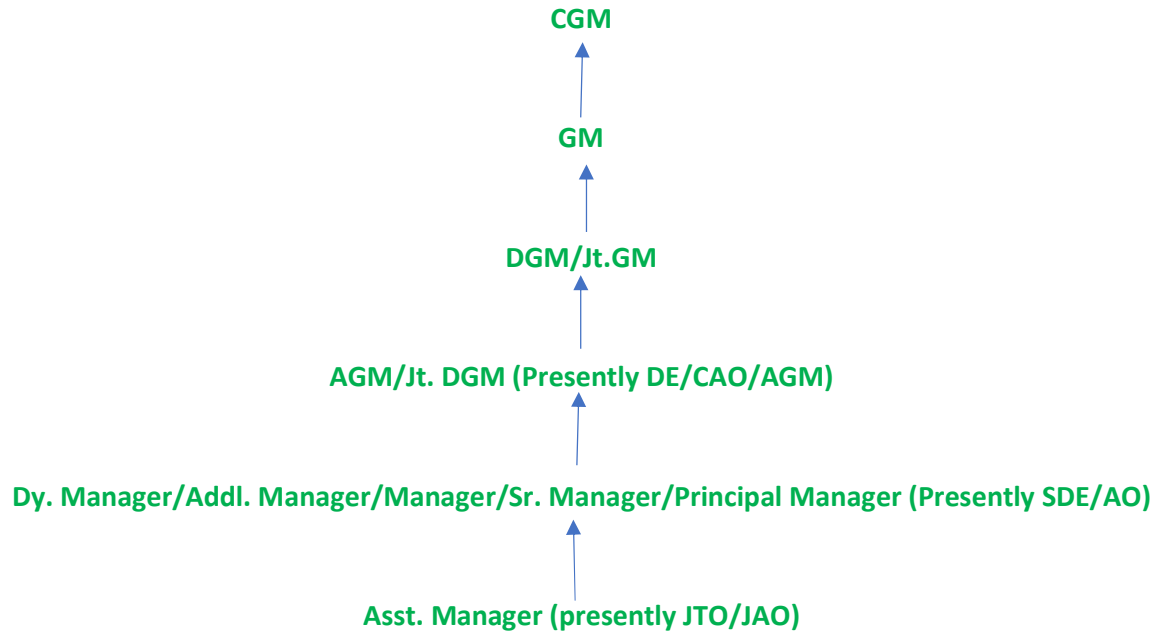
### Present AGM/CAO equivalent

	3 years as AGM & in E5 scale	4 years as AGM & in E5/E6 scale
On 1.1.2017 will become	Jt. DGM	DGM
Subsequent review: 1.1.2018 & 1.7.2018 – twice a year	↓ 4 years as AGM & in E5/E6 scale	↓ 4 years as DGM & in E5/E6 scale
	DGM	Jt. GM
	↓ 4 years as DGM & in E5/E6 scale	
	Jt. GM	

### Present DGM equivalent

	4 years as DGM & in E5/E6 scale
On 1.1.2017 will become	Jt. GM

### Reporting Structure



Note: 1. Change in benchmark should be applicable only in respect of APARs of year 2018-19 onwards

2. Review can be twice a year on 1<sup>st</sup> April and 1<sup>st</sup> October as majority of executives get their time bound upgradation in October, since EPP was first implemented from 1.10.2004