



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

**CENTRAL HEAD QUARTERS  
AD-87B, Pitampura, Delhi-110034.**

**President**  
**K.RAJASEKARAN**  
Mobile: 09443100950  
No. AIBSNLOA/CHQ/2016/108

**Finance Secretary**  
**SWAPAN K. BHATTACHARYA**  
Mobile : 09434136566

**General Secretary**  
**RAKESH SETHI**  
Mobile: 09868210449

Dated: 9<sup>th</sup> March 2016

To

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

**Subject: CAREER PROGRESSION OF PA/PS/PPS WHO BELONGED TO ERSTWHILE CSSS CADRES OF DOT- regarding**

R/Madam,

We seek your kind attention to a long pending issue pertaining to the career progression of PA/ PS/PPS who belonged to erstwhile CSSS cadre of DoT.

2. Before exercising option and getting absorbed in BSNL, a number of meetings took place between the Staff side and the Official side of the Joint Consultative Machinery, in which DoT agreed to issue clear parameters to ensure that the promotional avenues of CSS/CSSS officers / staff would be in no way inferior to what they were getting in the Government. An agreement to this effect was signed on 14.9.2000 between the Staff side and the then Secretary and Joint Secretary (Admn), DoT.

3. Further, in a meeting held on 7.11.2003 under the Chairmanship of the then Addl. Secretary, DoT, regarding absorption of Group B secretariat staff in BSNL, the then Director (HR) assured that the service conditions of the CSS / CSSS officers / officials would be in no way inferior to that of the other officers.

4. But no action was taken to restructure the cadre of Sr PPS/ PPS in BSNL CO so as to match the number of officers with whom they are posted and to put in place the pay scale to the restructured cadres. Whereas the posts at the level of ED/PGM in BSNL CO had increased considerably, no provision for posting matching personal staff to them had been made. After a lot of persuasion BSNL Management approved the proposal for creation of only two posts of Sr. PPS and a few posts of PPS to work with CMD and the functional Directors.

5. Based on the number of senior officers posted in BSNL CO, the actual number of Sr. PPS/ PPS required had been then calculated as below:

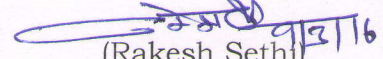
Particulars	No. of posts	Sr. PPS	PPS
CMD, BSNL	1	1	-
Board of Directors	4	4	-
Executive Directors	4	-	4
CVO	1	-	1
PGMs	11	-	11
<b>Total</b>		<b>5</b>	<b>16</b>

But, since then no more PPS post has been created, resulting in blockade for promotion of PSs as PPSs/ Sr. PPS even after putting several years of service in the same grade.

6. We have taken up this issue many times with the administration but without success. **We request your kind personal intervention in this issue for creation of additional posts of Sr. PPS and PPS, so that the plight of the personal staff absorbed in BSNL comes to an end and the assurances given at the time of absorption are implemented in letter and spirit.**

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)  
General Secretary