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No.:AIBSNLEA/CHQ/DRHR/2018

Dated 03.07.2018

To,

Smt. Sujata Ray,
Director (HR),
BSNL Board,
New Delhi – 110001

Subject: CPSU Cadre Hierarchy – Implementation thereof to the stenographers placed in the Ex. Pay scale

Respected Madam,

On the subject cited above we would like to draw your kind attention towards the facts that after implementation of order dated 25/8/2011 of Hon'ble High Court of Kerala in OP (CAT) No. 984/2010 consequent upon dismissal of SLP (C) No. 13030/2012 by the Hon'ble Supreme Court of India vide Order dated 12/7/2016, most of the stenographers have become PAs.

At present, there are about 60 (Sixty) stenographers only, working throughout the country in the field units of BSNL. Almost all these Stenographers have completed more than 12 & 24 years service and is placed in the executive pay scale of 16400-40500 & 20600-46500 (E1A&E2A) at par with PA/PS. **The Stenographers who have been granted ACP in the executive pay scale ceased to be non-executives as per BSNL HQ order No. 1-22/2009-PAT(BSNL) dated 30.04.2009**, yet the status attached to the pay scale has not been accorded to them. The only cadre which has been kept outside the purview of both the promotion policies is the Stenographers.

Neither the Executive Promotion Policy nor Non-Executive Promotion policy has been made applicable to this small group of Stenos who have been placed in the executive pay scale under the financial up gradation of the BSNL. Most of these Stenos are due for retirement in the coming months/years without any functional promotion. The reason for this is due to non creation of PA/PS posts in the field units in time and there is no scope for creation of posts in the near future.

It is not out of place to mention here that vide No. 20-19/2016-Pers.II dated 2nd May, 2016 issued by AGM (Pers.II), it was made mandatory that "stenos (Non-executive) who were granted pay scale upgradation in the scale of 20600-46500 (i.e. executive pay scale) have to clear mandatory online upgradation examination". Though the online examination is meant only for Executives, many of the stenos drawing Executive pay scale by virtue of ACP, cleared this examination. For your kind ready reference, copy of training centre letter and pay slip of the stenographers are attached herewith.

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If promotion policy is not implemented for this small group, there is no scope for any Time Bound Promotion in future and have to retire from the present position when others are granted Time Bound Promotion. This discrimination is against natural justice.

As per the CPSU Cadre hierarchy, the vacant posts are to be abolished. Since, the new posts in the cadre of PA is not being created , the stenographers who have been placed in the Executive pay scale without executive status shall remain in the same grade without any further promotion, as they are not covered under any promotion policy. Therefore, it is requested that this small group of stenographers may also be brought under CPSU cadre hierarchy in the interest of natural justice.

With kind regards,

Yours sincerely
Sd/-
(Prahlad Rai)
General Secretary

Copy for kind information and necessary action to:

1. The GM (Pers.), BSNL Corporate Office, New Delhi – 110001