



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

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**No. AIBSNLEA/CHQ/Assn./2021**

**Dated 04.02.2021**

To

**Com. Sebastin K.**  
General Secretary, SNEA  
New Delhi-110001.

**Subject: - Indefinite Hunger Fast from 15.02.2021 demanding implementation of Non-Post Based Time Bound Functional Promotion (CPSU Cadre Hierarchy) approved by the BSNL Board on 28.05.2018- To support and join the Agitation w.e.f. 15.02.2021- reg.**

**Dear Comrade,**

In response to your written request regarding to support and join the Agitation Programs w.e.f. 15.02.2021 vide your letter No: SNEA/CHQ/Assns/2018-21/07 dated 01.02.2021, we wish to intimate that Comrade, you have not discussed the matter with us before the issue of Notice for this Agitation Programs. Further, it is to inform you that since we have some differences with the New Policy, approved by the BSNL Board for which we have already submitted our views to the BSNL Management vide our letters dated 03.11.2017 and 15.11.2017. The said New Policy has been totally deviated/diluted from the Khan Committee Report wherein SNEA was also a Constituent and had deliberated in detail before the preparation of the report/recommendations. The reasons are not known why these recommendations are deviated/diluted, and agreed by SNEA.

Comrade, we have submitted our resentment to the Management, vide letter dated 03.11.2017 (available in our Website dt 29.05.2018) against the then proposed Policy approved by MC on 02.11.2017. AIBSNLEA has further submitted its views to the then PGM (Pers.) and copies to CMD BSNL, all the Directors of BSNL Board and GM (SR) BSNL CO vide letter dated 15.11.2017 (available in our Website) have not been addressed till date and even not taken care during the approval of the BSNL Board. SNEA has also not given support to our views which are strictly as per Khan Committee recommendations wherein SNEA was also a Constituent and totally agreed with the recommendations. Some comparative views are reproduced below:-

Sr. No.	New Policy (CPSU Cadre Hierarchy) agreed by the SNEA and approved by the Management Committee on 02.11.2017. (Source ( <a href="http://www.sneaindia.com">http://www.sneaindia.com</a> ))	AIBSNLEA views
1	New designations will be as follows: JTO/JAO equivalent grade- Deputy Manager SDE/AO equivalent grade- Manager Sr.SDE/Sr.AO equivalent grade- Sr. Manager & AGM/CAO/EE/DE equivalent grade- Asstt General Manager.	Sr.SDE/Sr.AO is not the Functional post/ Substantive Cadre in BSNL at present. By making these posts functional, roadblock will be created in the path of the Career Progression of the Executives.
2	Functional Promotion up to AGM grade will be on Time Bound basis as under: a) Deputy Manager (JTO/JAO) to Manager (SDE/AO) 5 years. b) Manager (SDE/AO) to Sr Manager (Sr SDE/Sr AO) 5 years. c) Sr Manager (Sr.SDE/Sr.AO) to AGM (DE/CAO/EE) 5 years.	The issue of the Standard Pay Scale E1A to E2 and E2A to E3 has not been resolved yet as per the proposal sent by the BSNL. The Scales have been downgraded by DoT. Further, inclusion of one extra cadre i.e. Sr. Manager (Sr.SDE/Sr.AO equivalent) will bind the Executives to remain in same Pay Scale for 10 years. This is totally against the existing provision of five years under EPP and in violation of the DoPT instructions.

*S. Sivakumar*

3	Since Sr. Manager (Sr.SDE) grade is newly introduced as a functional grade, time bound promotion to AGM grade will be after 5 years of service in Sr Manager (Sr SDE/Sr AO) grade or 12 years combined service in SDE & Sr.SDE equivalent grades, whichever is less.	In DoT era the minimum qualifying service requires for the promotion from SDE/AO to DE/CAO was 5 years. After the formation of BSNL MSRR, it is 7 years. But it is unfortunate and worth shocking that in the name of smooth and fast career progression through so called BEPPARR-2017, it is going to be increased as 12 years.
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In addition to above, the Khan Committee has given due consideration to the SC/ST Executives which has found no place in the said proposal/approval. Further, there is no mention in this Policy about the pending Court cases on seniority related issues as various pending Court cases and Stay Orders on the Promotions is the main reason of stagnation of the promotion avenues of BSNL Executives. We have uploaded the shortcomings on our website from time to time in respect of the CPSU CH approved by the BSNL Board on 28.05.2018, which will put Executives in loss and will invite litigations.

In view of the foregoing, it is our submission that instead of hasty implementation of the Half cooked Policy, efforts should be made for all the promotions through CPCs/ LDCE held up for long time before implementation of this new Policy which is totally deviated/diluted from Khan Committee Report and to avoid any future conflicts among the Executives.

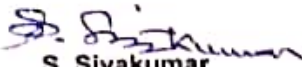
Hence it is our considered opinion that the need of the hour is the 'UNITY' and immediately we, the AIBSNLEA, SNEA & AIGETOA have to revive the United Forum and discuss in detail about the possibilities of the Regular Promotions as per the existing RRs before finalization of Restructuring Plan and in turn we will submit a Joint Memorandum to the Management for discussions.

(1) Comrade, in this regard we wish to recall the happenings in June 2018, when AIBSNLEA mounted pressure and convinced the Management to conduct CPCs for Regular Promotions as per the existing RRs before implementation of the New CPSU CH resulting more than 13000 Executives have been promoted on Regular Basis. Similarly, this is the right time to put pressure for regular CPCs before implementation of the Restructuring Plan in BSNL before drastic reduction of the Posts in all the Cadres.

(2) If our joint efforts to get Regular Promotions failed then the implementation of the CPSU Cadre Hierarchy as recommended by the Khan Committee (without any deviation) is the only solution. Comrade, we will appreciate and will give full support if SNEA also put pressure on the BSNL Management for Regular CPCs else implementation of the Khan Committee Recommendations in true sense & spirit instead of bringing this half cooked CPSU CH proposal in the name of BEPPARR 2017 in BSNL for its Executives.

Comrade! it is correct that we all are working for the welfare of the Executives hence we should think about the better Career Progression Policy from the present one (eligibility for promotion from SDE/AO equivalent to AGM is going to be increased as 12 years instead of present 07 years as per RR). We seek a positive response from SNEA with a request that United Forum has to be revived for mounting pressure on the Management for the Regular CPCs else better Career Progression by implementing the Khan Committee Recommendations in true spirit and real sense, for the betterment of the Executives of BSNL.

Comradely Yours,

  
S. Sivakumar  
(General Secretary)