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BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
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No. AIBSNLEA/CHQ/TF/2008-09/01

Dated: 09.01.2009

To:

Shri Kuldeep Goyal,
CMD, BSNL,
D.S. Mathur Lane,
New Delhi-110001

Subject: Pending HR issues of Telecom Factories Executives – Reg.

Sir,

We would like to draw your kind attention to the following long pending HR – issues of Telecom Factories Executives for settlement:-

- 1. Upgradation of 30 Asstt. Managers (JTS) posts to Asstt. General Managers (STS) posts as per new Executive promotion Policy:** As per para II(i) of C.O. Order No. 400-61/2004-Pers.I dtd. 18.01.2007 regarding Executive Promotion Policy, Post Based promotion in all streams is now given from SDE/Sr. SDE to STS level directly. Accordingly existing provision in the DOT R/R of Factories providing for promotion from SDEs to JTS and then to STS is deemed to have been modified. This has already been given effect vide order no. 412-23/2006-Pers.-1 dtd. 18-06-2008 promoting Sr.SDE directly to STS. At present, out of Thirty JTS posts, twenty nine are lying vacant. This would necessitate conversion/upgradation of JTS posts to STS posts in order to maintain the required sanctioned strength and provide adequate opportunity to SDE/Sr. SDE level officers to reach STS level. The case has been discussed in the QPR meetings. But posts are still lying vacant consequently denying promotion to Sr. SDEs.
- 2. Pay Fixation of TF Group 'A' Officers in lower IDA Scale:** Senior most officers of TF cadre were in CDA scale of Rs. 14,300/- - Rs. 18,300/- on 01-10-2000. As per terms of absorption issued by DOT vide orders no. A-11013/1/2005-Admn.II /Absorption Cell dtd 26.8.2008 & 29.9.08 and BSNL letters. no. BSNL/32-1/SR/2008 dated 05.09.2008 & No. 1-5/2006-PAT (BSNL) dt. 29/09/2008, the equivalent IDA pay scale in their cases is Rs. 18,500/- - Rs. 23,900/-. But the officers have been fixed in lower IDA scale.
- 3. Upgradation of the posts of CGMs Telecom Factories and DDG (TF) to HAG:** The incumbents of the posts of CGM, Telecom Factories and DDG (TF) belong to 1972, 73, 74 & 76 batch of UPSC Engg. Service Exam. Batch parity demands immediate upgradation of these posts and promotion of incumbents to HAG level. The upgradation of posts is also justified as per KPMG recommendations. The proposal referred to Restructuring Cell vide no. CGMTFs/Kol-368/II/2008-09 dtd. 30.4.08 for implementation of KPMG norms is still pending. Incidentally, similarly placed officers of DGT, TTS have been promoted based on the principle of batch parity. In case of TF,

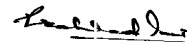
HAG posts created by BSNL Board during March, 2001, June, 2003 and March 2004 have not been filled up by BSNL. Similar promotion has been ordered by BSNL to absorbed SAG officers of other cadres namely Architectural & ITS.

4. **Holding of DPC for filling up the vacant posts in SAG (2 posts), JAG (14 posts) :** The case for holding DPC to fill up vacant SAG and JAG posts, in relaxation of eligibility criterion had been initiated by TF Cell during May'2007 as per decision taken in the 48th QPR Meeting of Factories held on 12.4.07. DPC is yet to be held.
5. **Posting of Direct Recruit JTOs:** 25 (Twenty Five) posts of Direct Recruit JTOs are vacant at Telecom Factories. The issue was discussed in various QPR Meetings when Established branch had assured that Direct Recruit JTOs would be posted. But not one JTO has been posted.
6. **Recruitment / Posting of 'Management Trainees' of various streams to Telecom Factories :** Management Trainees in Operations (Production), HR, Fin. & IT streams are required to be posted to factories to improve the shortages & strengthening them to become more competitive & compatible to BSNL's requirements.

We would therefore, request you to kindly intervene in the matter so that above long pending HR issues of Telecom Factory Executives are settled. An early settlement of the long pending issues will motivate the Telecom Factory Executives absorbed in BSNL, shown loyalty to the Organisation.

With kind regards,

Yours Sincerely,



(Prahlad Rai)
General Secretary

Copy to

(i) Sh. Gopal Das, Director(HRD), BSNL Corporate Office, New Delhi