

BHARAT SANCHAR NIGAM LTD.

(A GOVERNMENT OF INDIA ENTERPRISE)
O/o GM(SR), Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,

Janpath, New Delhi-110 001

F.No.BSNL/7-1/SR/2020

Dated : 29.12.2021

Sh.Wasi Ahmad
GS AIGETOA

Sh. Sebastin K.
GS SNEA

Sh. S. Sivakumar
GS AIBSNLEA

Subject: Appeal to withdraw the notice for various Organizational actions from 01.12.2021 to 10.01.2022 and onwards-reg.

Ref.:LetterNo. FORUM/CHQ/2021/04 dated 30.11.2021.

I am directed to refer to notice dated 30.11.2021 for various organizational actions by executives from 01.12.2021 to 10.01.2022 and onwards on various demands stated there in and to state that a meeting with Director(HR) was held to discuss issues on 28.12.21.

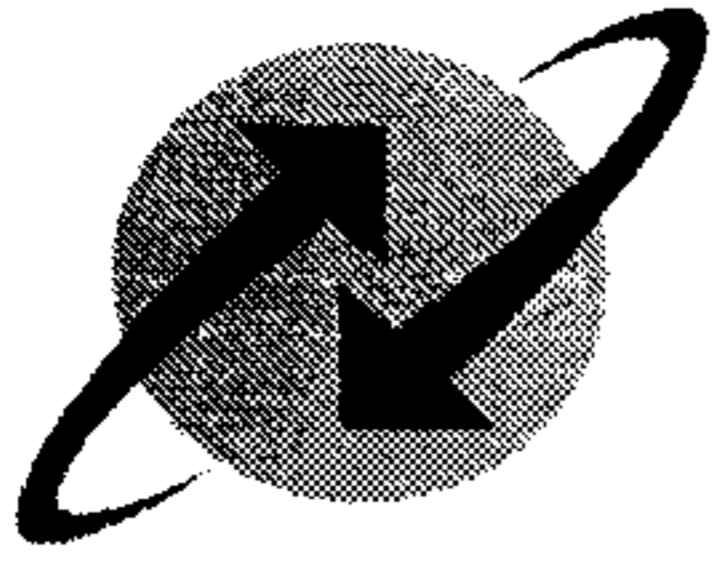
It was informed that BSNL Board has recently approved the restructuring of BSNL post- VRS. Subsequent work of making necessary modification/revision in the Recruitment Rules (JTO/SDE/MT/MS RR, etc.) has been started. Draft recruitment rules shall be shared and inputs will be taken from the associations before their finalization and approval by BSNL Board so that the issues raised by them regarding stagnation are taken into consideration.

The discussion held on various issues is as detailed below:

1. Promotion to all Eligible Executive through Time Bound Functional Promotion Policy BEPPARR-2017 from 01.07.2018 onwards.

It was informed that the Board approved the proposal on the condition that it should comply with the reservation policy requirements of Government of India and related court orders. As the matter relates to the larger policy issue of Reservation, the issue has been referred to Administrative Ministry (DoT) seeking their guidance/advice before taking any further action in the matter.

Further, VRS 2019 has been completed and restructuring has also been approved by the Board, Director HR informed that implementing CPSU hierarchy will not be practically possible. The associations requested the management to look into a possible solution to address the issues of stagnation and promotions on the line of CPSU hierarchy. Director HR assured that Draft recruitment rules shall be shared and inputs will be taken from the associations before their



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finalization and approval by BSNL Board so that the issues raised by them regarding stagnation etc are taken into consideration.

2. Roll back Restructuring Orders. Make Stagnation criteria as 5 years for SDE/AO and 8 years for AGM/CAO promotions.

Director HR informed that the government has been putting in great efforts to revive BSNL as a strategic PSU. It was not the time to roll back on the progress made post VRS but to work hard to take the organization forward. In the coming one year, a lot of positive initiatives were expected which would definitely result in greater employee benefits.

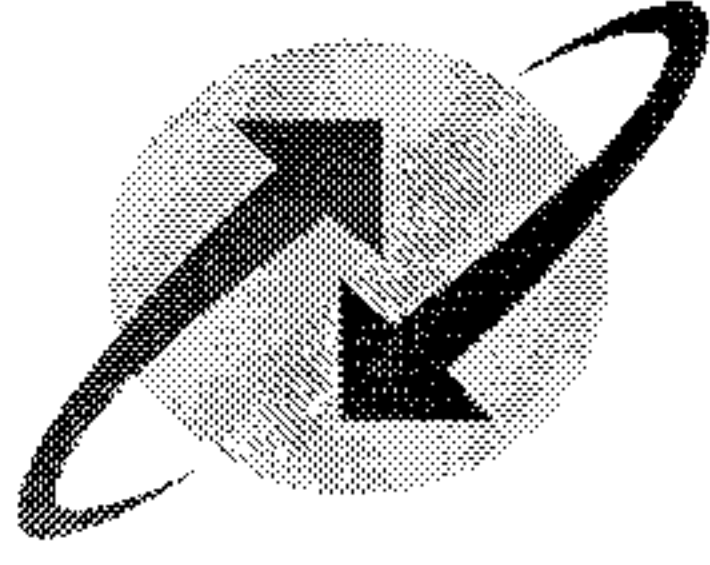
- All the vacancies including back log vacancies (SQ) of SDE or equivalent in all streams up to 31.1.2020 are being filled up and the work is expected to be completed shortly.
- Director HR assured that almost all the recruitment rules are under revision post-VRS and draft recruitment rules shall be shared and inputs will be taken from the associations before their finalization and approval by BSNL Board so that the issues raised by them regarding stagnation etc are taken into consideration .

3. Implement E2 & E3 Pay Scales for JTO and SDE equivalent Grades.

It was informed that the issue of Standard Pay Scale of E2 for at JTO/JAO/Equivalent & E3 for SDE/AO/Equivalent grade has been taken up with DoT and will be followed up further with DoT.

4 Scrap MT and DRDGM RRs. No Lateral entry above JTO/JAO. Introduce Fast Track Promotion mechanism.

MT and DR-DGM is an opportunity to bring fresh talent from outside and at the same time gives an opportunity for speedy growth of talented employees. Internal talent will get equal opportunity for fast track promotions/recruitment. It was informed that almost all the recruitment rules are under revision post-VRS and draft recruitment rules shall be shared and inputs will be taken from the associations before their finalization and approval by BSNL Board so that the issues raised by them regarding stagnation, etc are taken into consideration .



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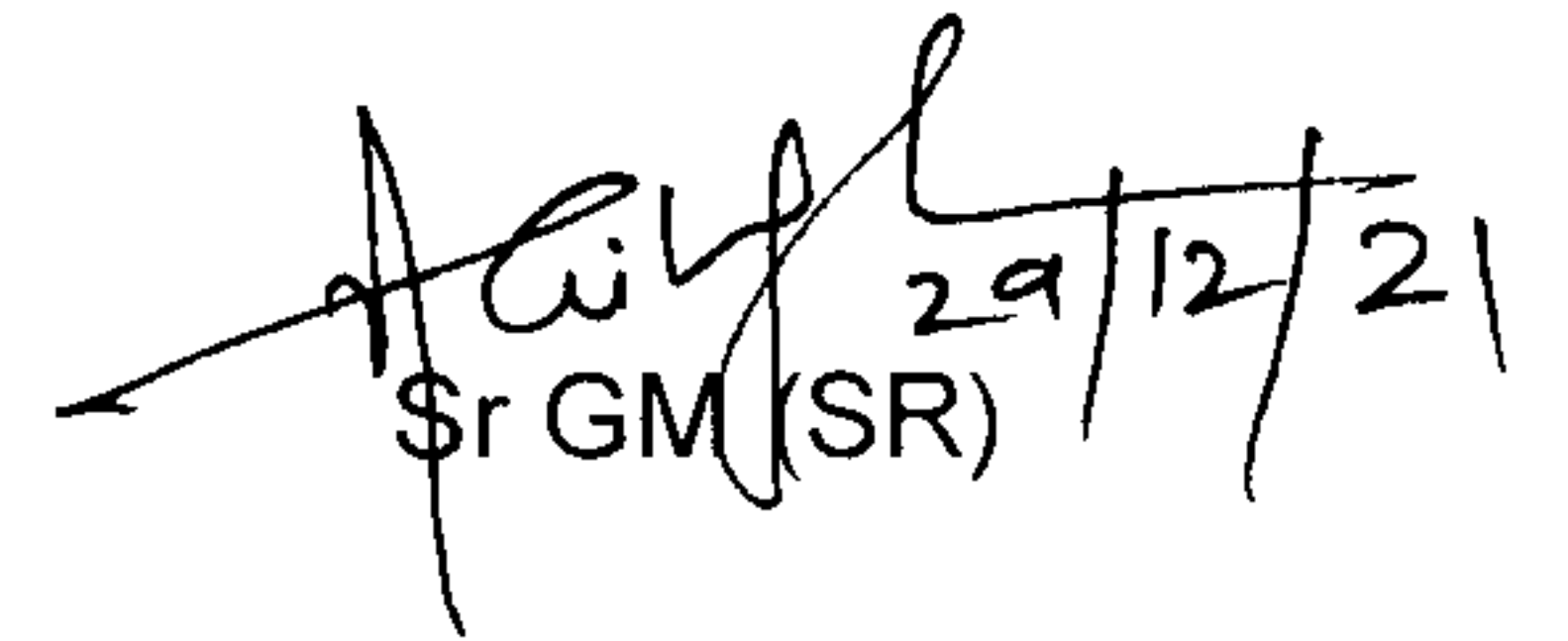
5,6,7. Regular DGM promotion to all DGM(T/F) posts by giving relaxation. Relaxation in Qualifying service for CAO promotion. No Looking After OR Adhoc Promotions, only Regular Promotions.

It was informed that the matter regarding reservation in promotion in sub judice in Hon'ble Supreme Court and regular promotions at AGM/DGM shall be feasible only after the direction of Hon'ble Supreme Court. Further it was mentioned that hearings in the Supreme court are over in Oct 21 and final decision is reserved. However, legal opinion will be sought to find possibility of promotion at these levels till the time final direction is received from Hon'ble Supreme Court. It is compulsion of organization to have look after arrangement for smooth operation of BSNL as regular promotions can not be affected.

3. Settle SDE Reversal issue.

Matter will be reexamined and discussed with associations and all other stake holders to explore any possibility for out of court settlement if feasible.

Keeping in view of all facts mentioned above and also sincere efforts being made by the Management to resolve the demands and also the criticality of the phase BSNL is passing through, it is earnestly requested to withdraw the ongoing and proposed organizational actions and to focus on work for the growth of the company.


Sr GM (SR)

Copy for information to:

1. PPS to CMD,BSNLCO.
2. PPS to Director(HR) BSNL CO.
3. The All CGMs,BSNL circles for necessary action
4. PGM(Pers)/Sr.GM(Admn) BSNLCO for information please.
5. CLC,New Delhi with copy of notice.
6. RLC (Central),New Delhi with copy of notice.