

## Minutes of the Meeting on CPSU Cadre Hierarchy

A meeting for deliberations over the issues related to CPSU Cadre Hierarchy was held on **13/08/2015 (Thursday)** in the Committee Hall on 8<sup>th</sup> floor, Bharat Sanchar Bhawan. The following members were present in the meeting:-

1. Shri M.A. Khan, ED (NB) – Chairman
2. Smt. Madhu Arora, GM (Estt.)- Member
3. Smt. Smita Choudhary, GM (F)- Member
4. Shri Prahlad Rai, GS, AIBSNLEA-Member
5. Shri K. Sebastin, GS, SNEA(I)- Member
6. Shri R.P. Sahu, GS, AIGETOA- Member
7. Shri Manish Kumar, DGM (Pers.)-Convenor

Shri Manish Kumar welcomed all and minutes of the last meeting were circulated among the members for discussion.

Shri M.A. Khan, Chairman of the committee, welcomed all and stated that the CPSU hierarchy should be performance based and the Time bound promotion (TBP) and Post Based promotions as per the existing policy from JTO to DGM and equivalent may be scrapped.

### **GM (EF) :-**

Mrs. Smita Choudhary said that Executive Engineers (Ex.En.) require some relaxation to be given through BSNL Board. Further, a Time Bound promotion for en-bloc candidates in Ex. En. Cadre will be a lucrative solution for raising them to the level of DGM. Mrs. Choudhary felt that Post Based functional level of JTO will radically change the organizational hierarchy. On the issue of DE, Mrs Smita Choudhary questioned as to how the mere residency period in a grade may be counted as eligibility towards promotion to DGM, when the said executive lacks the working knowledge of the said post where he inspires to be promoted?

According to Mrs Choudhary, An officer becomes senior in the Time Bound Promotion Policy blandly, where his functional capabilities are not taken into account. The organizational picture in this regard is not very clear. LICE based on merit is a much better analogy than a subjective method of promotion. Mrs. Choudhary feared a chaotic situation if the above disparities are not settled well in time.

In her view, only 5400 DE level recruitments is the functional requirement of the organization. It may give rise to a functional upheaval if an executive who has merely completed the residency in the scale is escalated, without serving the purpose of the post to which he is promoted. Departmental Competitive examinations should be conducted at DE or DGM level.

**GM (Estt.):-**

Mrs. Madhu Arora, GM (Estt.) said that change of benchmark is a small aspect, what is troublesome is that the whole organizational set up does not clearly reflect the cadre hierarchy right from E1 to E5 level. She invited the attention of all the members of the committee towards the number of posts, where :

JTO	- 7900
E2	- 7900 (SDE)
E3	- 16, 500 (Sr.SDE)
E4	- 8700
E5	- 4263
E6	- 409

Here, SDE or Sr. SDE together equal to 24, 400, whereas, DE are only 8700, which shows a total disparity in the allocation of posts in the organizational structure of the company. Mrs. Arora referred to the Deloitte's report which submitted that in JTO to DE level, the working functionality is interchangeable. As per the Deloitte's plan, JTO & SDE can be considered in the same cluster, keeping in view their nature of work but at DE level, there is no scope of monitoring and it is much higher at DGM level. Mrs Madhu Arora hinted that the next pay structure is expected in 2015- 16 and during that time DEs will be more than 20,000 in numbers. It is understandable that JTO to SDE promotion can be done at TBP with designation but DE to DGM should be restricted.

**GS, AIBSNLEA**

Shri Prahlad Rai, GS AIBSNLEA said that if DR- DGM can become senior, which is an open market quota then why can't the Departmental candidates be given a chance to become DGM directly after a completion of 12 years of service as a JTO in a grade? Shri R.P. Sahu, GS, AIGETOA also emphasized on this point that through CPSU cadre hierarchy why cannot a JTO candidate who has worked for 12 years be given promotion as a DGM? Shri Rai said that Non- post based TBP upto JAG and Post based promotion to HAG level are the demands of today and they must be promptly implemented. He further said that if 8700 Des are promoted on post based promotion plan then what threat does it pose to the organizational structure of the company? They can be very well accommodated as per the rising demands in the cadre. In the year 2019 there will be redundancy of suitable candidates to fill the sanctioned strength of DE, since the average age of such executives is nearing 55 years. The same condition will be there for DGM post based promotions. Post based promotion are given in all cadres. If the exisiting senior is given an en-bloc promotion then the issue will be suitably answered in its own. As per Shri Prahlad Rai, change of designation and post based promotion should be the benchmark for cadre hierarchy.

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### **GS, AIGETOA**

Shri R.P. Sahu, GS, AIGETOA said that the changes proposed in the HR action plan are a threat to the benefits of the employees. He felt the need of redefining functional responsibility of a post. He said that a JTO reaches to the level of SDE after a regular service of 3 years in the grade and as per the policy of the company, he reaches to the level of DE in 10 years, same opportunity should be extended to every employee to enable him rise to the level of DE. He said that a Graduate Engineer should reach E4 pay scale in 12 years otherwise it will be discrimination to him. The maximum residency period is 3 years in any PSE and the same should be incorporated in BSNL also.

### **GS, SNEA(I)**

Shri K. Sebastin, GS, SNEA(I) said that as far as the process of recruitment is concerned we should keep the inter-se seniority in mind. If JTO to SDE promotion is done in a period of 5 years then there should be a relaxation for similarly situated persons. One or two years' relaxation in the qualifying period of service may be given for a functional promotion, as per Shri Sebastin. Minimum conditions may be defined to allow the other similarly situated employees.

### **Recommendation**

CPSU hierarchy recommendations are based on motivating the executive officers of BSNL which will result in higher productivity.

At present, time-bound promotions are given from JTO to SDE Grade in 4 to 6 years. SDE to Sr. SDE grade (E3) and equivalent in 5 years, E3 to E4 (DE grade) in 5 years, E4 to E5 Grade (DGM) in 5 years and E5 to E6 (JAG- SG) in 5 years. They are given higher pay but higher designations are not given to them. The staff nos. in JTO grade and equivalent are at present 9007, SDE grade 9144 and Sr. SDE grade (E3) 11800 and DE grade (E4) 8673 and DGM grade (E5 & E6) grade 4672. By giving them designation also by conducting CPC with higher benchmarks for JTO to SDE in 6 years and others in 5 years. BSNL will bear no extra financial burden by conducting this process of promotion, rather it will be saving money by removing double fixation on account of time bound and functional promotion. By keeping 'Very Good/ Good' in ACR as benchmark, good performers will be promoted.

As per Deloitte's Report, JTO to DE and equivalent will have to work interchangeably and therefore posts in JTO upto DE will not matter. Only at DGM level, sanctioned posts are around 2000 and DGM recruitment posts were 200 which totals to 2200 posts of DGM, whereby promotions of about 4700 nos. may be required. This may be compensated by fast retirement of DGMs every month and justified by BSNL's expansion in the areas of IT, Infra sharing, New Services etc. which will need extra

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DGMs. However, DE to DGM and equivalent promotion may be restricted to availability of posts. The remaining may be promoted as DGM (holding charge).

After deliberation, inclusion of exam or interview was not agreed by Association side, so, only ACR based promotion with higher benchmark of 'Very Good/ Good' is considered instead of earlier benchmark of 'Good/ average' etc. This may break the bottleneck of held up promotions due to non- availability of posts as a result of pending court cases. By this process, all court cases will be closed and thereby huge expenditure on court cases will also be saved by BSNL. It will also fulfill the commitment given to executives at time of absorption vide letter no. BSNL/ 11/ SR/ 2003 dated 02/09/2003. The following is recommended :-

- a) JTO to SDE and equivalent eligibility should be maximum 6 years of regular service in the grade and benchmark to be kept as "Good", and for SC/ ST candidates one "Average" may be allowed.
- b) SDE to Sr. SDE and equivalent eligibility should be 5 years of regular service in the grade and benchmark to be kept as "Good", and for SC/ ST candidates one "Average" may be allowed.
- c) Sr.SDE to DE and equivalent eligibility should be 5 years of regular service in the grade and benchmark to be kept as "Good", and for SC/ ST candidates one "Average" may be allowed.
- d) There are some UPSC recruited DEs or equivalent of 1995 batch etc., as on today. All UPSC recruits of all batches may be promoted en-bloc to DGM if they meet the benchmark of "Very Good" and VC clearance. The executives already promoted to higher post on functional basis will stand senior in the grade
- e) DE to DGM promotion will be restricted to availability of posts. The balance DEs may be promoted as DGM (holding charge). DE to DGM and equivalent eligibility should be 5 years of regular service as DE and benchmark to be kept as "Very Good."
- f) The above solves the third point of JTO to SDE promotion in 4 or 5 or 6 years due to ceiling of the scale. As now JTO scale is E2 & SDE scale is E3, so in 6 years, ceiling will not come. If it comes, the relaxation may be given as practiced at present.

Shri Manish Kumar, DGM (Pers.) thanked all the members for their valuable suggestions and declared the completion of the meeting.

ED (NB)

GM (Estt.)

GM (EF)

GS, AIBSNLEA

GS SNEA (I)

GS, AIGETOA

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