



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

Central Headquarters  
New Delhi-110001

President  
**P. Venugopal**

Mob:9443200177

E-mail:presidentaibsnlea@gmail.com

General Secretary  
**Prahlad Rai**

Mob:9868278222

E-mail:gsaibsnlea@gmail.com

Financial Secretary  
**T.C. Jain**

Mob:9868188748

E-mail:fsaibsnlea@gmail.com

No. AIBSNLEA/CHQ/CMD/2016-17

Dated 21.03.2016

To,

**Shri Anupam Srivastava,**  
CMD, BSNL,  
New Delhi-110001.

**Subject: -** BSNL Management Services Recruitment Rules, 2009 regarding modifications in Schedule "I B" for CIVIL and ELECTRICAL

**Respected Sir,**

Kindly refer to my previous letter dated 09/03/2016, it is again pleading to resolve the long pending issue for promotion from SDE(C/E) to in the grade of EE(C/E).

The Civil/ Electrical wing works as per CPWD specifications. Accordingly, before formation BSNL the recruitment rule were followed at par with CPWD. The minimum qualification for recruitment of JE(C/E) (feeder cadre) was three years Diploma course. The DOT amended the (Group A) impugned RR in August 1994 in which Diploma Holder were disallowed for the promotion of Executive Engineer (C/E). However, the existing incumbents holding the post of AE(C/E) on date of notification and having qualification of three years diploma were allowed for the promotions of EE(C/E). The amendment of RR-1994 not followed the guideline of DOP&T and blocks the future avenue, welfare of diploma holder JE(C/E) those recruited before notification as feeder cadre. Accordingly, the CPWD modified the impugned Group "A" RR-1994 vide notification dated 29<sup>th</sup> Oct, 1996 and allowing Diploma in engineering and Degree in Engineering at the same ratio for promotion from AEs to EEs. (Copy Enclosed).

After so many representations and in view of parity, the BSNL Management restructured the cadres of JE(C/E) & AE(C/E) in 2001-02 as JTO(C/E) / SDE(C/E) at par to Telecom Operation in all respect whatsoever like Recruitment Rules with minimum qualification of degree, duties, responsibilities, pay and allowances.

The BSNL was framing first time (Not Supersession) his own BSNL MSRR-2009 as per guide line of DOP&T. The education qualification enhance in all schedules of services. However, the relaxation was given to existing incumbents holding the post of executives (JTO/JAO as feeder cadre) on regular basis on date of notification of RR. But, while framing Schedule – IB of BSNL MSRR-2009 of Civil/ Electrical following important points were totally ignored:

1. Available CPWD modified Group "A" RR-1996.
2. Present position for recruitment in the grade of Executive Engineer(C/E)
  - a) Direct recruitment through UPSC discontinue after formation of BSNL.
  - b) Promotion in grade of Executive Engineer(C/E) being process at common seniority list of AE/SDE without distinguish qualification.

3. The cadre of JE(C/E)/AE(C/E) already restructured as JTO(C/E)/SDE(C/E) at par with Telecom operation.
4. Relaxation to existing incumbents holding the post of executives on regular basis on date of notification of RR at par with schedule – IA of Telecom operation & Finance as per Para 3.1.3. OM of DOP&T.

Presently, the many of that regular Diploma Holder [AE (C/E) prior to notification of RR 1994] are working satisfactorily on the post of the EE(C/E) and SE(C/E).

As per seniority, the diploma holders holding the post of JE(C/E) prior to notification of impugned RR-1994 are now in position for promotion of EE(C/E). The last promotions of EE(C/E) were exercised only on common seniority list of SDE(C/E) without distinguish of qualification.

The BSNL Management committee on recommendation of higher level committee i.e. PGM (BW), PGM E), PGM (arch.), Sr.GM (Pers.) already approved in which diploma holders allow for promotion in the grade of EE(C/E).

In view of above and in line of parity, the amendment in Note 2 of **Schedule IB of (Civil/ Electrical)** of BSNL MSRR-2009 at par to schedule IA ( for Telecom & Finance) and Schedule Ic (for Telecom Factory) is only option to eliminate the all disputes and to pay way of **“existing incumbents holding the post of executive on regular basis on date of notification of these RRs shall continue to be eligible for promotion to the grade of AGM (C/E)s EE (C/E)s “** so that the executives who have already draw higher pay of EE(C/E) (E5 or E6) may also bear responsibility of the post.

With kind regards

Yours Sincerely  
-sd-  
**(Prahlad Rai)**  
**General Secretary**

**Copy to:-**

- 1) The Director (HR), BSNL Board, New Delhi-110001
- 2) The ED (NB), BSNL C.O., New Delhi -110001
- 3) The PGM (EW), BSNL C.O., New Delhi -110001
- 4) The PGM (BW), BSNL C.O., New Delhi- 110001
- 5) The GM (Pers.), BSNL C.O., New Delhi-110001