



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/DIR (HR)/2015

Date: 24.09.2015

To

Smt. Sujata Ray,
Director (HR), BSNL Board,
New Delhi-110001

Subject: 1) Updated Roster in the grade of SDE(C) and vacancy calculations under SCF/LDCE quota and
2) Updated Roster in the grade of EE(C) and vacancy calculations for SDE(C)/JTS cadre (Non-existent in BSNL at present) quota.

Ref: 1) Letter No. 2-4/2010/M (BW-I) dated 10/09/2015 of the O/o PGM (BW), New Delhi.
2) Letter No. Roster/SDE©/M (BW-II)/Vol,III/2013 dated 09/09/2015 of the O/o PGM(BW), New Delhi.

Respected Madam,

We would like to bring to your kind notice on the above stated two letters vide which the BW unit has issued updated roster points in respect of EE© and SDE© cadre detailing therein the number of posts allotted to different mode of promotions like SCF & LDCE. In this context, we would like to make the following submission about the apathy of the BW unit towards the JTO/SDE cadres, lack of HR knowledge and the attitude to do something which is not in consonance with the similar practices adopted by Personnel section of corporate office.

- 1) **Roster in the grade of SDE© and vacancy calculation vide letter under refe.2:**
We are astonished to see that out of 1073 sanctioned posts in the grade of SDE (C), the number of posts allotted to LDCE stream is 476 under 33% (?) quota and 597 posts to SCF quota under 67% (?). The percentage stands at 44% for LDCE and 56% for SCF. We fail to understand the simple arithmetic by which the BW unit worked out these percentages. The same BW unit has previously shown the LDCE quota as 354 to the National Commission of SC & ST, New Delhi with the approval of CLO (SCT), BSNL CO, New Delhi which seems to be correct for 33% quota. The current order is issued with the approval of CLO and PGM (BW) only without taking approval of Pers. section. Approval of CLO for roster point of view is very much correct but as far as allotment of posts to different stream of promotions is concerned, the approval of your high office should have been taken. In that case this kind of unwarranted and intentional mistakes could have been avoided. Furthermore after integration of HR policies of different wings including BW unit they are mandated to report to Dir (HR) for all HR issues, which is lacking in this case. This is ample clear that BW unit is trying to create their own power centers by bypassing the Pers. section in the matters of serious and far reaching implications.

- 2) **Roster in the grade of EE© and vacancy calculation vide letter under refe.1:** After promulgation of BSNL MSRR in the year 2009, the promotions to the grade of EE(C) is being governed by this policy which states that the method of recruitment will be from SDE/AE without limiting the quota i.e 100% from the SDE/AE cadres. In the eligibility criteria only the JTS with 4yrs experience and SDE with 7yrs experience is recommended. When the JTS recruitment is stopped and no specific percentage is fixed for JTS, it is obvious that the promotions to the grade of EE(C) should be from the SDE/JTS available with the department only. IN case sufficient JTS are not available, the posts can't be reserved for them, because there is no quota. There is no such order/ modification also regarding MT quota in Civil/Electrical/Arch wing. The BW unit is only citing this JTS cadre with 4yrs experience as a policy to reserve 50% posts of EE© for the then BWSP&T Gr A service. We are astonished to see that out of 222 sanctioned posts in the grade of EE©, the number of posts allotted to SDE© is 111 under 100% (?) quota and 111 posts to JTS (which is non-existent now in BSNL) under 100% (?). We fail to understand the simple arithmetic by which the BW unit worked out these percentages. This order has also not been routed through the Pers. section. In that case this kind of unwarranted and intentional mistakes could have been avoided. Furthermore after integration of HR policies of different wings including BW unit they are mandated to report to Dir (HR) for all HR issues, which is lacking in this case. This is ample clear that BW unit is trying to create their own power centers by bypassing the Pers. section in the matters of serious and far reaching implications.

In view of the above, your esteemed self is requested to kindly look into the matter and arrange for the correction in the number of vacancies under different mode of promotions without any further delay. The BW unit shall be instructed to give equal importance to all cadres by adhering to the policy of BSNL in its true spirit and by taking every possible step to undo the damage done to the lower level executives. **Furthermore, we would like to request to rationalize the post of PCE/PGM posts in BW/EW/Arch units who are unproductive, irrational in HR policy and ensure complete integration of PGM(BW)/(EW)/(Arch) posts at Corporate Office level to have a level playing field for all executives.** However, the process for filling up of all vacancies in all grades shall be expedited and promotion orders shall be issued without much delay.

With kind regards,

Yours Sincerely,
-sd-
(Prahlaad Rai)
(General Secretary)

Copy for kind information & necessary action to:

1. The ED (NB), BSNL CO, New Delhi.
- 2-4. The PGM (BW)/ (EW)/ (Arch), BSNL CO, New Delhi.