



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No.: AIBSNLEA/CHQ/CMD/2011-12/

Dated: 10.05.2011

To
Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001

SUB: Executive Promotion Policy – Counting of residency period-regarding
REF: 1. BSNL CO, New Delhi NO: 400-61/2004-Pers.I (pt.I) dated /27th April 2011/ dt.4.5.2011.
2. BSNL CO, New Delhi NO: 400-61/2004-Pers.I, dated 24.08.2007.
3. BSNL CO, New Delhi NO: 400-61/2004-Pers.I/308, dated 18.01.2007.

Respected Sir,

This is with reference to the letter cited at Ref. 1 above, under which clarification regarding counting of residency period in respect of PAs is given. This Association tenders its strong objection to the said letter for the following reasons:-

1. The residency period order at Ref.2 above is issued to give a common date of effect to the Executive Promotion Policy for all the executive cadres. Counting of residency period would not have been required at all, if PAs were executives as on 01.10.2000. All the cadres who were executives as on 01.10.2000 were by default entitled for consideration of granting Time Bound Promotion under Executive Promotion Policy Order at Ref.3 above. That is to say, there was absolutely no necessity of issuing the residency period order.
2. It is pertinent to note here that as per the clarification issued by CO. BSNL ND vide NO. 3.2/2010-TE, dated 20.08.2010, "as per the provisions, only Non executive employees in a substantive non executive post and drawing non executive pay scales of NE-1 to NE-10 will be covered under Non executive promotion policy". As such, the present clarification that "Prior to 01.01.2004, PAs were non-executives, hence they are governed by the Non-executive Promotion Policy issued vide letter NO: 27-7/2008-PE-II, dated 23.03.2010", is illogical and incorrect. The residency period order is issued by none other than the BSNL Board after considering all the aspects. There is absolutely no ambiguity as regards to its interpretation. Hence, the same cannot be taken away through clarification. Since the PAs are functioning as executives and are drawing executive pay scales, the Time bound promotion already given to them is correct and fully justified as per the residency period order.

3. Almost all Circles have implemented the Time Bound Promotion for PAs after taking into consideration the Residency period order. All the PAs have also undergone the mandatory training. The said clarification at Ref.1 above is issued after such a long time without considering the undue hardships/repercussions, not to speak of financial burden of recoveries, other pay anomalies which will lead to unnecessary litigations etc. Hence, the clarification at this stage is uncalled for and not at all justified as explained above.

Under the serious circumstances, we would request you to kindly intervene in the matter and cause immediate withdrawal of the said clarification at Ref. 1 above. Since the matter is of great concern, immediate necessary action is solicited.

With kind regards,

Yours sincerely,
-sd-
(PRAHLAD RAI)
General Secretary

Copy to:-

- (i) Sh. A.K. Garg, Director(HR), BSNL, New Delhi-110001**
- (ii) Sh. A.K. Jain, Sr. GM(Pers.), BSNL, New Delhi-110001**