

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS  
NEW DELHI-110001**

Ref no: UF/CHQ/RRs/1/8-08

Dated 20th Aug.,08.

To

Sh A.K.Purwar,  
DDG(P)/BSNL,  
New Delhi.

Sub: Amendments/ additions in draft Gr A RRs.

Sir,

Following additions/amendments are required to be incorporated in the draft Gr A RRs. These changes/modifications that are being proposed hereunder are in line with the agreement that we have had in the Joint committee, orders issued by the BSNL on executive's promotion policy in Jan,2007 and orders of DOP & Trg issued from time to time.

S.No	Incorporated in Draft	Our View
1	In the present draft, the Promotion from SDE to STS is to be carried out on the basis of "Selection -cum-Seniority" whereas from STS to JAG is "Selection- cum-merit."	The fitness of the executives for post based promotions is clearly envisaged in clause ix of executive promotion policy issued by BSNL vide no: 400-61/2004-Pers.I dated 18-01-2007.
2	For the promotion from SDE to STS for 25 % DR MTs and 25 % through internal Competitive Exam Recruited MTs, Minimum Qualifying service is mentioned as 2 yrs for the post of Dy. Manager.	Presently Dy. Manager is equivalent to SDE and STS is Sr. Manager. The 4 yrs of qualifying service should be inclusive of the two yrs of service. (However the order regarding re-designation has been withdrawn)
3	The qualifying service for promotion from SDE to STS in 50% departmental quota is mentioned as 7 yrs and 3 yrs necessarily in the grade of 13000-350-18250.	The combined service of SDE/Sr. SDE should be taken into account and be reduced to 5 yrs.
4	Clause no. 9 of our mutual agreement envisages " The posts remaining unfilled at STS level after actions as per para 7 and 8 above may be filled up by promoting eligible group 'B'(SDE & Equivalent) level executives	It should be incorporated in RRs.

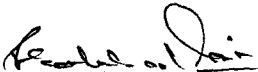
	on adhoc basis.” Clause 7 & 8 essentially deals with promotion from 50% promotee officers and recruitment of MTs as decided by Management.	
5	For Promotion from STS to JAG for 50 % promotee the clause interalia says” However due to non availability of regular and eligible STS level Executives promoted from SDE/AO equivalent cadres at the initial stage of issuance of these RRS, relaxation shall be considered for promotion to JAG level on adhoc basis as one time exception which shall not be treated as routine subsequently.”	The combined service rendered in the grade as regular/adhoc should be counted for promotion from STS to JAG. The relaxation in promotion to JAG should be a permanent feature, not as one time exception.
6	Refer to the note at the bottom of the page.	The words SDE/AO in the note at the bottom of the page should be replaced by JTO/JAO.
7	Initial Constituents says that all regular Gr. A officers absorbed in BSNL will rank en block senior to any executive recruited or promoted by BSNL.	Any body recruited after 1.10.2000 as JTS should not be a part of initial constituents and can't rank en-block senior to Departmental Promotee in the cadre of STS.
8	RRs of SAG, HAG etc.	Not provided
9	Regularization of STS Gr. A officers working on adhoc basis	The officers working on adhoc basis should be immediately regularized against 50% of STS posts based on vigilance clearance.
10	Inter-se seniority between STS Executives promoted from MTs and SDE/ AO equivalent cadres will be prepared/fixed for promotion to JAG level in the following manner :	<ul style="list-style-type: none"> <li>i. STS Exe. from SDE/AO Eqva.</li> <li>ii. STS Exe. from MT gradation list</li> <li>iii. STS Exe. From SDE/AO Eqva.</li> <li>iv. STS Exe. from MT gradation list</li> <li>v. STS Exe. From SDE/AO Eqva.</li> <li>vi. STS Exe. From MT gradation list</li> <li>vii STS Exe. From SDE/AO Eqva.</li> <li>viii. STS Exe. From MT gradation list</li> </ul> and so on, while MT gradation list as per RRs of M T shall be as below: <ul style="list-style-type: none"> <li>i. STS Exe. From MT (Internal)</li> <li>ii. STS Exe. From MT (External)</li> <li>iii. STS Exe. From MT (Internal)</li> </ul>


		iv. STS Exe. From MT (External) and so on. As per DOP&T standard rules on fixation of inter-se-seniority of departmental and outsider.
--	--	---

We are confident that our suggestions would be given due consideration and weightage, given the fact that they are based on our mutual agreement in the Committee, orders of BSNL on executive promotion policy and orders of DOP & Trg. We also look forward to promulgation of Gr A RRs as early as possible. For this, a discussion to finalize other issues relating to Gr A RRs may be initiated.

With kind regards,

Sincerely Yours,

  
( Prahlad Rai )  
GS/AI BSNLEA

  
(G.L. Jogi)  
GS/SNEA(I).