

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**CHQ, NEW DELHI**

No. UF/CHQ/CMD/2009

Dated: 04.08.2009

To,

**Shri Kuldeep Goyal**  
**CMD BSNL**  
New Delhi - 110001

**Sub: BSNL Management Services' Recruitment Rules, 2009 - reg.**

Respected Sir,

We express our sincere gratitude and thanks to you and the Management of BSNL for notifying BSNL Management Services' Recruitment Rules, 2009. The new rules will enable regular promotions to BSNL Executives against vacant posts of STS / JAG / SAG / HAG and ED in BSNL. It is a vital break through in the career prospects of BSNL Executives. But in BSNLMS RRs certain deficiencies have been noticed by which needs your immediate kind intervention for necessary amendments so as to avoid discrimination amongst the BSNL Executives by having a place a promotion policy that is completely uniform in its application to all segments of executives.

The notified rules should have been made effective from 1st October 2000, as is in the case of Executive Promotion Policy, instead of 11<sup>th</sup> June, 2009. This will create an anomalous situation in that the service of Executives promoted to adhoc Group 'A' posts before or after 01.10.2000 will not be counted as regular service for the purpose of future promotions. The Group 'A' Executives absorbed in BSNL in the IDA Pay Scale of 13000-350-18700 & 14500-350-18700 will be upgraded to the next IDA Pay Scale of 14500-350-18700, 16000-400-20800 & 17500-400-22300 within a period of 4 to 6 years in accordance to the provisions contained in the time bound promotion policy notified vide letter No. 400-61/2004-Pers-I dated 18.01.2007. These absorbed Gr. A officers will get Time Bound Promotions w.e.f. 11.06.2009 instead of 01.10.2000.

The existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification will not be eligible to be promoted to functional grade of Assistant General Manager in their respective streams since their existing RRs stipulate that they must be Engineering graduates for their functional promotions to the STS scale. Not only this, even the Executives working as Executive Engineers in these disciplines on adhoc basis will be deprived of their regular STS promotion because the existing RRs in these disciplines have not been amended. This kind of discrimination will result in serious injustice to the executives working in these streams. Such a gross injustice to the absorbed Executives of Civil/Electrical/Arch Engineering wings who have treated at par with JTO/SDE (T) in BSNL after absorption. Moreover, such provisions are in contravention to the DoP&T guidelines

and CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). There should be common BSNLMS RRs for all the disciplines and, like other disciplines, the existing Executives of C/E/Arch Engineering, regardless of their qualifications, should also be eligible to be promoted to STS on regular basis to avoid discrimination on BSNL MS RRs.

In BSNLMS RRs it has not been mentioned that Dy. GM posts earmarked for SDE/AO equivalent Executives (Seniority-cum-fitness quota) getting vacant due to retirement/resignation should be filled up by SDE/AO equivalent Executives through seniority-cum-fitness quota only. The DGMs vacancies earmarked for departmental candidates will continue to be filled up through seniority cum fitness without waiting for the outside recruitment of MTs should be clearly mentioned in the said RRs.

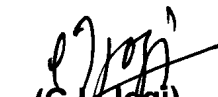
The attendant conditions for promotion in BSNLMS RRs should be similar to the attendant conditions contained in the BSNL Executives Promotion Policy for post based promotions.

We are confident that above mentioned discrepancies in RRs would be given a serious consideration by BSNL Management and immediate necessary actions to correct these anomalies would soon be initiated by the management.

With kind regards,

Yours Sincerely,

  
(Prahlad Rai)  
GS, AIBSNLEA

  
(G. J. Jogi)  
GS, SNEA (I)

Copy to :

- Shri Gopal Das, Director (HR/Fin), BSNL, New Delhi - 110001