



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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Dated 15<sup>th</sup> June, 2007

To,

**Shri A. K. Sinha,**  
**CMD, BSNL,**  
**New Delhi.**

**Subject: *Implementation of ACP scheme in the Electrical/Civil Wing.***

Sir,

We are constrained to bring to your kind notice that in the name of implementation of the Executives' Promotion Policy, the executives in electrical/civil wing are placed at a very disadvantageous position. Following two issues relating to grant of ACP to the executives of electrical/civil wing requires immediate attention and remedial action so that the frustration in the minds of these executives can be mitigated:

**1. Implementation of ACP scheme for JTO(E) who have completed more than 12 years of service:** With the recommendations of Vth CPC JE(E) in the pay scale of Rs. 5500-9000 were placed in the pay scale of Rs. 5000-8000 with the condition that such of these JEs who have completed 12 years of service would get ACP in the grade of SDE. As a result of the Government agreeing to the recommendations all JEs in the pay scale of Rs. 5500-9000 were placed in the pay scale of Rs. 5000-8000 and there further increments were stopped to be adjusted against the increments they already earned. When these JEs took absorption in BSNL, they were placed in the IDA pay scale of Rs. 7100-10100, which is equivalent to the CDA pay scale of Rs. 5000-8000. Though the first part of Vth CPC recommendations were implemented in the instant case, the second part of the recommendation i.e. to grant them ACP in the grade of SDE after completion of requisite 12 years in the grade of JE, is not being honoured by BSNL. The JEs who have completed 12 years of service in that grade should immediately be given ACP in the IDA pay scale of Rs. 11,875-17225 of SDEs.

**2. Extension of Second financial upgradation (ACP scheme) upto 01.10.2006:** The officers who retained Government service and are working in DoT/DoP/CPWD/AIR/MES and other organizations where norms of Ministry of Urban Development as laid down in the Vth CPC recommendations are being implemented, are getting their second financial upgradation under ACP scheme. This was also assured to the Central co-ordination Committee of DoT officers by the Communications Minister and DoT administration that in BSNL/MTNL one would get better promotional avenues, prospects and salary. Therefore, when the CDA was 28% as on 1.10.2000, a rise in salary was granted with a minimum of Rs. 1,000, Rs. 2,000 and Rs. 2,750 for Non-gazetted, Group

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B and Group A officers respectively in BSNL. Still higher incentives were granted to those who opted for MTNL.

As per the executives' promotion policy of BSNL, most of the JTO(E)/SDE(E) are eligible to get their first upgradation with effect from October, 2006 even if residency period in the upgraded pay scale is counted with effect from 1.10.2000. Most of these officers are eligible for second ACP (as per Government guidelines) in the year 2004, 2005 and 2006 i.e. between the period November, 2004 and September, 2006. The cut off date of 01.10.2004 for giving option of either of the first financial upgradation as per BSNL executives' promotion policy or the ACP as per Govt. scheme, does not hold good for senior persons who joined after 01.10.1980 as they will be deprived of getting 2<sup>nd</sup> financial upgradation. For example, a person who joined on or before 1.10.1980 will get ACP (2<sup>nd</sup> financial upgradation) to the IDA pay scale of Rs. 14500 in the year 2006 and next scale of Rs. 16,000 as per executives' promotion policy in the year 2011. On the other hand, the person who has joined after 01.10.1980 will get two IDA upgradations as per executives' promotion policy to the pay scale of Rs. 13,000 on 01.10.2006 and to the pay scale of Rs. 14500 on 01.10.2011. Such persons will never get upgradation to the IDA pay scale of Rs. 16,000 as they will retire by that time.

It is only just and fair that the executives may be given the option to choose between the financial upgradation as per the Executives' Promotion Policy or ACP as per Government rules for the period 01.10.2004 to 01.10.2006.

We, therefore, request to you kindly give personal attention to these facts which cause undue hardship and frustration to the executives of BSNL and instruct the concerned authorities to take remedial action at the earliest.

With kind regards,

Yours sincerely,

  
(Prahlad Rai)  
General Secretary

Copy to :

1. Shri D. S. Mathur, Chairman(TC) & Secretary, Department of Telecom, Govt. of India, New Delhi.
2. Shri Niranjan Singh, Director(HRD), BSNL Board, New Delhi.
3. Shri S. C. Misra, Sr. DDG(Estt), BSNL Corporate Office, New Delhi.