



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/TC/2007-08

Dated 10-10-2007

To,

**Shri D.S. Mathur
Chairman, Telecom Commission
& Secretary, Department of Telecommunications,
Govt. of India, New Delhi-110001**

Subject: - Non settlement of the grievances of BSNL Executives -Reg

Sir,

Kindly recall our discussion with your good-self on 02-08-2007 on improvement in the executive Promotion Policy i.e. Service weightage for past services rendered in DoT/DTS/DTO for promotion, no recruitment of Management Trainees at STS level, grant of designations and duties/responsibilities associated with the respective grade and change in attendant condition for promotion etc. relaxation in residency period from 12 years to 5 years to SDEs (T) in granting Sr. SDE grade on 1-10-2000, Absorption of Group "A" Officers in BSNL, Regularization of Ad-hoc Group A officers in BSNL, filling up of the vacant STS Posts of Group "A" [DE (Telecom Engineering), CAO (Finance), EE(Civil/Elect) etc.] on ad-hoc promotion basis, Payment of Pension to BSNL employees, Non-integration of HR functions in BSNL, Regular promotion from JTO to SDE/ AAO to AO/Assistant to SO, Creation of posts of PPS with all HAG officers, Fixation of AAOs pay scale (under FR-22), Viability of BSNL-Grant of Navratna status to BSNL, no unbundling of BSNL last line copper, stoppage of AMC and outsourcing etc, your good-self mentioned that you have called for this meeting to hear the problems of the Associations in detail. You will separately discuss all the issues with the management of BSNL. Accordingly a meeting was held on 19-09-2007 with Management of BSNL under the chairmanship of your good-self to discuss the issues raised by two executive Associations of BSNL i.e. AIBSNLEA and SNEA held on 2nd August, 2007.

It is reliably learnt that all the above mentioned issues were further discussed in detail as follows:-

(1) Promotion Policy of BSNL Executives

- (a) Service weightage
- (b) Recruitment of Management Trainee at Senior Time scale level
- (c) Promotion with status
- (d) Direct recruit JTOS

In the above issues, CMD BSNL mentioned that all these issues were discussed in detail before finalization of Executive Promotion Policy. It was agreed not to re-open these issues. However, demand of the Associations for change of designation with each financial up-gradation is being examined in BSNL and a decision will be taken shortly. This statement is not fair because in the formal meeting we had on 10-01-2007 with your good-self in the presence of CMD BSNL, Director (HRD) BSNL and other senior officers of DoT/ BSNL wherein, we strongly demanded settlement of all the above issues before implementation of the executive promotion

policy in BSNL. But your good-self assured that let the promotion Policy be implemented and whatever the deficiencies raised by the Associations will be discussed and resolved by the BSNL Management shortly. Hence, it was never agreed by this Association not to re-open these issues. It is evident from the above statement of the BSNL management that Group 'B' level officers absorbed in BSNL should not get any benefit which was assured to them before their absorption in BSNL. This Association has been raising all these issues since the absorption of Group 'B' level officers in BSNL. But BSNL Management in a calculated manner has been denying to provide the assured benefits. The issues regarding improvement in the Executive Promotion Policy raised by the Association are given below:-

Promotion policy for BSNL Executives- no deviation acceptable from the policy that was offered in the terms and conditions of service for absorption of the Group B officers: -

(a) No parallel post based promotion:-The promotion policy has to be based entirely on the concept of non-post based promotion up to JAG Selection Grade as envisaged in the Policy that was offered in the Terms and condition of services while calling of option from Group 'B' officers for their absorption in BSNL.

(b) No recruitment of Management Trainees at STS Level: - There should not be any recruitment of management trainees at STS level. Since the promotion policy that was offered did not provide for the same. However the recruitment of management trainees may be done at the level of JTOs/JAOs as being done in MTNL.

(c) Weightage for past services rendered in DOT/DTS/DTO for promotion:- Full weightage for past services rendered in DOT/ DTS/DTO has to be given to the absorbed executives for promotion in BSNL. Otherwise, seniors with long years of service will be equated with the late entrants giving rise to serious and genuine heartburn.

(d) First upgradation to the next higher scale: - The first upgradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4to6years of service.

(e) Grant of designations and duties/ responsibilities associated with the respective grade: - On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed.

(f) Attendant condition for promotion: - Whatever may be the marks in the Confidential Reports decided to be cut off marks for promotion. The droppings must be below 4 % since during several discussions on this issue the concerned senior officers in the BSNL had stressed that even with 50% marks applied with the grading the last DPO held for promotion from JTOs to SDEs, the droppings have been found to be far below 4 %.

(g) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000:- Date of effect of Implementation of revised IDA Pay Scales for JTOs/SDEs of Civil/Electrical/Architecture/TFs and Assistants, SOs of CSS and JAOs etc. of finance wing of BSNL, including the proposed revised IDA pay scale of the Official Language officers shall be 01.10.2000 with actual benefit.

(h) One time placement of the SDEs in the Sr. SDEs grade:- As per DOT agreement and commitment of BSNL at the time of absorption of Group 'B' officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. Approximately, 6000 SDEs Telecom are to be given one time placement in the grade of Sr. SDEs in BSNL (i.e. 300 against 1990 DPC, 600 from 1993 DPC and about 5100 from 1994 DPCs were promoted). Since the above SDEs had already completed 6 to 10 years of services as on 01.10.2000 and they have crossed the initial pay scale of Sr. SDE i.e. Rs.13000/ on that day. Keeping this in view, the BSNL may provide the benefit of one time placement in the Sr. SDEs grade. Negligible financial implication will cause to BSNL at the time of implementation of the Promotion policy. In this regard we have already provided the data / information to the members of the committee & BSNL Management.

2. Filling up of the vacant posts: - in this connection CMD BSNL read out and excerpt from letter issued by Director (Staff) DOT regarding promotion of Group "B" Officers absorbed in BSNL. Director (staff) while explaining the case mentioned that he doesn't anticipate any problem if all the officers of list No. III (including those whose seniority is disputed) are promoted on adhoc basis. In view of this, your good-self ordered that any letter to which creates confusion may be treated as withdrawn and action may be taken immediately for promoting group 'B' officers absorbed in BSNL.

In this context it is to inform you that if the TES group 'B' officers of seniority list no. III are only promoted then about 988 vacant DEs posts will only be filled up. Whereas, there will not be any problem, if the officers of list No IV and V are also promoted on adhoc basis to fill up about 3500 vacant DEs posts in BSNL.

3. Framing of Group 'A' RRs in BSNL:- In this regards your good-self desired that recruitment rules for executives should be finalized immediately. CMD BSNL informed that Unions/Associations have been called for and as soon as their comments are received, the recruitment rules will be notified.

In this connection it is to inform you that BSNL management has issued unilaterally the Recruitment Rules of management Trainees in BSNL, just one day before asking the views /suggestions from Executives Associations on framing of RRs of Group 'A' officers in BSNL. Now seeking the views/suggestions for framing the RRs of Group 'A' grades is mere formality and eye wash. As per the above RRs of Management Trainees will be appointed in JTS grade and will be recruited against 50 % of equivalent posts as decided for filling up by BSNL management for each year, whereas in all CPSUs, it is available at JTO/JAO level. In view of this, the United Forum of BSNL Executives' Associations has requested that the Management Trainees Recruitment Rules notified should immediately be withdrawn thereafter the only exercise of framing of recruitment rules of Group 'A' officers should be started having discussion with Executives' Associations.

4. Absorption of Group 'A' Officers:- Your good-self mentioned that though the case is sub-judice, the process of negotiation with the concerned Association has been re-started . BSNL was also asked to take appropriate action in settlement of the absorption issue and motivate the officers to opt for absorption in BSNL. But the fact remains that for last two years no action has been initiated by BSNL management for the settlement of absorption issue. Though the case is sub-judice, DoT administration should decide the cut of date of absorption of Group 'A' officers in BSNL and the same should be informed to Hon'ble Court. The Group 'A' officers whosoever opted for absorption in accordance with the DoT letter No. A-11013/1/2005-Admin-II/Absorption Cell dated 4th Oct.2005 may be absorbed in BSNL on that cut of date, non-optee officers should immediately be repatriated to DoT, otherwise all the Group 'B' officers absorbed in BSNL should also be allowed on deemed deputation to BSNL.

In view of above we would, further request you to kindly intervene effectively and immediately in this matter, so that our member officers who are in the state of tremendous frustration today may consider the proposal of not resorting to the path of venting out their frustration and instead to continue there efforts to serve the available customers. A formal meeting may also be granted at the earliest possible opportunity.

With kind regards,

Yours' sincerely



(Prahlad Rai)
General Secretary

Copy to;- Shri Kuldeep Goyal, CMD BSNL, New Delhi-110001