



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/2006-07/245

Dated 12th June, 2007

To,

✓ **Shri A. K. Sinha,**
Chairman-cum-Managing Director
BSNL, New Delhi – 110 001.

Subject: Delay in regularization of ADGs of erstwhile Central Secretariat Service in BSNL.

Sir,

We are constrained to bring to your kind notice the long pending matter of according regular status to a small group of AdG belonging to erstwhile Central Secretariat Service (CSS) who have taken permanent absorption in BSNL along with Group B personnel. These officers gave option for absorption after having received a clarification from DoT, in consultation with Department of Personnel & Training, that they would continue to enjoy Group A pay scale and some other benefits which are allowed in the case of regular promotions. In Government, Under Secretary (in-situ) enjoys an irreversible Group A status. We understand that the former CMD had directed that the protections given to AdG (in-situ) in terms of pay scale and status should be protected and accordingly, their pay was fixed on point-to-point basis in IDA pay scale of Rs. 14,500-350-18,700, which is the corresponding scale of CDA pay scale of Rs. 10,000-15,200 of Grade I of CSS i.e. a Group A scale. The Presidential Orders no. A - 11013/9/2003-Admn.II dated 22.03.2004 [para 4] granted them further protections in respect of their regular promotion as a sequel to the restructuring of the CSS and creation of additional posts in CSS cadre vide DoP&Trg order no. 21/32/03-CS-I dated 28.10.2003.

2. You may kindly recall that at the time of giving an option for permanent absorption in the BSNL, the CSS officers were given a written assurance that all the benefits which will accrue as result of cadre restructuring etc. of the CSS, will be passed on those CSS officers who took permanent absorption in the BSNL. In fact, in the recent past some benefits have been extended to these officers. It is also pertinent to mention that in the cadre of CSS year-wise panel for regularization in the grade of Under Secretary are prepared by the DoP & Trg and these officers are deemed to be regularly promoted from the year of empanelment which invariably is from a retrospective year. The last such panel was for the year 1998 which came in the year 2005-06 and one officer included in this panel is already working in BSNL on permanent absorption basis. Since these officers have already taken absorption in BSNL, preparation of Select List in their parent cadre in the Government has lost relevance as their names will now not be considered for empanelment.

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3. We would like to add that these officers have been put to a loss as their names not be considered by the DoP&Trg and in the BSNL they continue to work on ad-hoc basis despite the fact that regular posts of Under Secretaries/AsstG in CSS are available in BSNL. All these officers have put in more than two decades of regular Group B service out of which the last 8-9 years have been in Group A albeit on ad-hoc basis. Thus all these officers are eligible to be considered for regularization. We are unable to understand the reasons for holding up their regularization case. We also understand that representations were addressed to you in the past for their regularization and your goodself had called for comments on their grievances. But unfortunately, the facts have not been submitted before you so far.

4. The delay in regularization is causing enormous frustration in the minds of these senior officers of CSS. We would like to bring to your kind notice that their case of regularization should not be linked with the completion of Group A absorption process of other services as the same has no relevance to CSS posts. So far as Group A officers of CSS are concerned, no option for taking permanent absorption in BSNL is to be called from Group A officers of this service and the absorption process is already over in so far as CSS staff is concerned.

We are, therefore, forced to seek your kind intervention for redressing their genuine grievances and passing an order for their regularization immediately.

With regards,

Yours sincerely,


(Prahlad Rao)
General Secretary

Copy to:

1. Shri Niranjan Singh, Director(HRD), BSNL Board, New Delhi.