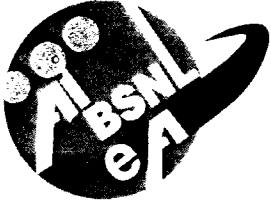


**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

**Central Headquarters
New Delhi-110001**



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No. AIBSNLEA/CHQ/CMD/2017

DATED: 11.09.2017

To,

**Shri Anupam Srivastava,
CMD BSNL
New Delhi -110 001**

Subject: Deviation from Khan Committee report on CPSU cadre hierarchy is not accepted – reg.

Reference: AIBSNLEA letter of even number dated 24.04.2017.

Respected Sir,

We would like to convey our sincere thanks to your good-self and Director (HR), BSNL Board for kind intervention in the CPSU cadre hierarchy matter and for providing the direction to Pers. cell to not deviate from the Khan Committee recommendations which being demanded by AIBSNLEA since beginning. AIBSNLEA stand was always to implement CPSU Cadre hierarchy as per the Khan Committee recommendation only. As per the Khan Committee report the non-post based promotions have been recommended up to STS level with change of designations and the post based promotions for JAG level posts. The executives reached to E-5 Scale will be designated at Jt. DGM.

It was really unfortunate that the Khan Committee recommendations on CPSU Cadre hierarchy were being diluted by the Pers. Cell and a new CPSU policy was being drafted by making distortions to the Khan Committee recommendations. The Pers. Cell was proposing non-post based Time Bound Promotion up to the level of SDE and equivalent cadres only and STS and above posts would be filled-up on the availability of the posts in a particular cadre. This effort of the Pers. Cell had totally ignored the recommendations of Khan Committee.

As per the absorption condition of executives every executives must get minimum 5 promotions in time bound manner and any changes in promotion policy must not snatch this assured benefits for smooth implementation. We strongly demands that in CPSU Cadre Hierarchy, every time bound promotion should be functional with the change of designation to that grade and to provide further fast track promotions to fill up higher SAG/JAG level posts some mechanism can be decided to reduce time bound promotions.. However, Khan Committee report has already contains the clear recommendations with the common consents of all the stake holders.

Continued

: Page – 2 :

Sir, it is worthwhile to mention that BSNL has sufficient number of Executives' having the degree of MBA, M.Tech, CA, CS, ICWA etc and there is a sufficient talent and career length span is available with these Executives. Our Association has firm belief that there is a great need to utilise this internal talent and we oppose any attempt to induct the outside MT/DR DGM by ignoring the career prospects of the existing Executives. BSNL Management Should Utilize this talent by properly using it in a well framed promotional policy.

The fact remains that one JTO recruited in the year of 1995 and having completed more than 21 years of service could not get a single promotion during this period. Similarly, one SDE promoted in the year of 2000 even after completion of 17 years of service in SDE cadre could not get their 2nd functional promotion as DE where as these SDEs are drawing E-5 Scale under EPP. This kind of situation is now prevailing all streams of executives in BSNL.

The main reason of stagnation in the promotion avenues of BSNL executives is due to the various pending court cases and stay orders on the promotions. To overcome this problem, the implementation of the CPSU cadre hierarchy as recommended by the Khan Committee is the only solution. In BSNL the situation is worst wherein one DR JTO equivalent executive cannot aspire even two functional promotion in their whole service career which is most frustrating and demoralizing situation.

In view of the above, we would, therefore, request you to kindly keep a keen watch in the matter and direct the concern authorities for early implementation of the Khan Committee recommendation in true sense and spirit at the earliest to avoid unrest and demotivation.

With Kind Regards,

Yours Sincerely


(PRAHLAD RAI)
General Secretary

Copy to-

1. The Director (HR), BSNL Board, New Delhi-110001
2. The PGM (Pers.) BSNL CO New Delhi-11001
3. The GM (SR), BSNL CO New Delhi-110001