



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CMD/2017-18

Dated-10.10.2017

To

**Shri Anupam Shrivastava,**  
CMD BSNL,  
New Delhi-110001

**Subject: Implementation of Khan Committee report in draft CPSU Cadre Hierarchy-reg.**

**Respected Sir**

We are thankful to your good self that after your and Director(HR), BSNL Board kind intervention the PGM(Pers.) has asked to submit the view / suggestions of our Association on CPSU Cadre Hierarchy. The following is submitted for kind consideration please:-

In the earlier proposal of Pers. Cell the attempt is being made to ignore/dilute the Khan Committee recommendations i.e. the residency period is being increased from 7 to 12 years from SDE/AO to DE/CAO against the existing provision of five years under EPP. 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 is being drafted by making dilutions to the Khan Committee recommendations. This effort of the Pers. Cell had totally ignored the recommendations of Khan Committee. Efforts are also being done to induct Management Trainees.

AIBSNLEA is firm on its stand to implement CPSU Cadre hierarchy as per the Khan Committee recommendation only. CPSU hierarchy recommendations are based on motivating the executive officers of BSNL which will result in higher productivity. 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.

As per the absorption condition, every Executive 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. But now the Pers. Cell is not taking the common consents of all the stake holders in making the draft of CPSU Cadre Hierarchy.

In Khan committee report it is interalia clearly mentioned that *"by giving them designation also through conducting CPC with higher benchmarks, BSNL will bear no extra financial burden, rather it will be saving money by removing double fixation on account of time bound and functional promotion. Further, various Court cases will be closed, thus, saving of BSNL on advocate fees. By keeping 'Very Good/Good' in ACR as benchmark, good performers will be promoted"*.

Along with this is also our humble submission that instead of hasty implementation of half cooked policy, effort should be made for all the promotion through CPCs/ LDCE held up for long time before implementation of CPSU cadre hierarchy to avoid any future conflicts among the Executives. The fact remains that one JTO recruited in the year of 1995 and having completed more than 22 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 promotions 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 implementation of the Khan Committee recommendation in true sense and spirit at the earliest to avoid unrest and demotivation.

With Kind Regards,

**Encls.: Annexure-‘A’**

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