



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

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No. AIBSNLEA/CHQ/DIR(F)/2008

Dated 28.03.08

To

Shri S D Saxena,
Director (Finance), BSNL,
New Delhi-110001

Sub: - Request for grant of meeting- regarding

Sir,


We are constrained to bring to your kind notice that despite our repeated requests in the informal meetings, the grievances of the executives of Finance & Accounts wing remains unsettled. The non-settlement of the genuine issues has caused serious frustration among the members of this association. The following are the grievances which need immediate settlement:-

- (1) **AAOs pay fixation case:-** The DOT has endorsed the decision of Ministry of Finance treating AAO as Organised Accounts Cadre and granting the upgraded pay scale Rs. 7450-225-11500- w.e.f 01.01.1996 to them. The decision was endorsed to BSNL management 3 months back but till date AAOs pay fixation in IDA Scale is not decided. It is understood that BSNL Board is yet to take the decision to grant IDA pay scale of Rs. 11875-300-17275 to AAOs w.e.f. 01.10.2000 and after DOT approval, the same will be implemented. In this connection it is requested kindly to use your good office to get the AAOs pay scale approved from BSNL Board at the earliest so that long awaited pay fixation of AAOs is notified after approval from DOT.
- (2) **Holding of DPC of 1999 JAO batch:-** About 300 officials were promoted as JAO in the year 1999 in DOT/DTS/DTO. After formation of BSNL on 01.10.2000, these JAOS were absorbed in BSNL and became eligible for promotion to AAO in year 2004 as per Recruitment Rules of AAOs. The BSNL Management could not complete DPC for promotion to the grade of AAO in time due to reasons best known to them. Thereafter BSNL declared AAO wasting cadre to have similar promotional stream for all the cadres in BSNL . BSNL issued executive promotion policy on 18.01.2007 and implemented w.e.f 01.10.2000. The first financial up-gradation is granted between 4 to 6 years of service. Since Management could not complete AAO DPC for 1999 batch JAOS, they could not be promoted to the grade of AAO and they are deprived of their due promotion. It is, therefore, requested that as a one time measure, the DPC should be conducted for promotion of 1999 batch JAOS for promotion to the grade of AAO without further delay and all the benefits should be given to such officials from 2004 onwards.
- (3) **Holding of DPC to fill up AOs/CAOs vacant posts:-** We are thankful for issuing the promotion order from Sr. AOs to CAOs on adhoc basis to fill up about 363 vacant posts. In this connection, we would like to bring to your kind notice that still about 400 CAOs and 1500 AOs posts are lying vacant in BSNL. To fill up the vacant AOs / CAOs posts, immediate DPCs are required to be completed, which will avoid overloading of the officers and remove stagnation.

- (4) **Filling up of vacant JAG posts on regular basis:-** As you are aware, a good number of posts of JAG in Finance and Accounts wing are lying vacant since long. About 60 regularly promoted officers from Group 'B' cadre in JTS/STS are eligible to be promoted as JAG but no DPC is being conducted to fill up the vacant JAG posts. These regularly promoted officers in JTS/STS have not been granted the benefit of executive promotion policy, hence they are drawing less pay than their juniors who got financial upgradation in accordance with Executives Promotion Policy. It is requested that DPC may be held at the earliest for promotion from JTS/STS to JAG grade.
- (5) **Local officiating promotion in JAG from Adhoc CAOs:-** The CAOs are working on Adhoc basis since last 6-7 years but are not being given local officiating promotion against vacant JAG posts whereas, in telecom engineering wing the vacant JAG posts are being filled up on local officiating basis from Adhoc DEs. Immediate instruction is needed from BSNL Corporate office to field units in this regard.
- (6) **Grant of First financial up gradation after completion of 4 years of service instead of 5 years to Sr. AO in the grade of CAO:-** As per the executive promotion policy the AOs who got Sr. AO pay scale prior to 01.10.2004 should be granted first financial up gradation after completion of 4 years of service instead of 5 years of service. Necessary clarification may be issued in this regard.

We shall, therefore, request you to kindly grant the meeting at the earliest to discuss the issues mentioned above.

With kind regards

Yours sincerely,

(Prahlad Rai)
General Secretary

Copy to:-

(i) Shri Gopal Das, Director(HRD) BSNL, New Delhi-110001