

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**

**CHQ, New Delhi.**

**No: CHQ/UF/2016-17/02**

**Dated 30.08.2016.**

To

**Shri Deb Kumar Chakrabarty,  
General Manager (Pers),  
BSNLCO, New Delhi.**

**Ref: Initial response to the draft proposal of CPSU Cadre Hierarchy-reg:**

**In reference to the draft proposal for CPSU Hierarchy prepared by Personnel cell, it is submitted that United Forum of BSNL Executives Associations out rightly rejects the draft and suggests the following:**

**I.** Since the proposal of CPSU Cadre Hierarchy is based on the recommendations of the Joint Committee, the proposal should be limited to Joint Committee recommendations and promotions upto AGM /Jt DGM. At the beginning itself the remaining proposals should be delinked from CPSU Cadre Hierarchy upto AGM/Jt-DGM grade as it is not part of the Joint Committee recommendations. Clubbing all the promotions from JTO upto CGM level gives an impression that management is not sincere on implementing the Joint Committee recommendations in true spirit. Further it will derail the whole proposal as issues related to the promotions to higher levels and the interest of other sections representing the higher officers will come in picture as stumbling block to the CPSU Cadre Hierarchy upto AGM/Jt-DGM Grade. Management should understand that the promotions upto AGM grade in all the streams are stayed by various courts, the Executives are demoralised at all the levels and there is no alternative other than CPSU Cadre Hierarchy.

**II.** Joint Committee recommended implementation of CPSU Cadre Hierarchy upto AGM grade without linking with the availability posts and existing seniority. However, in the draft proposal, promotion to AGM grade is linked with number of posts, giving scope for continuation of existing litigations.

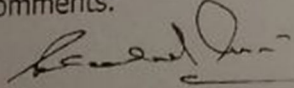
As recommended by the Joint Committee, the promotions to AGM grade should be time bound basis, not linking with the availability of posts. As per the recommendation, a JTO will become SDE on 5 years of service and SDE will become Sr. SDE in five years of service and AGM after 10 years of service in SDE grade. Accordingly all the existing SDEs on completion of 10 years service should be promoted as AGMs, with one year relaxation for the SDEs promoted for the same vacancy year.

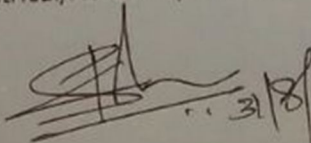
**III.** Total sanctioned strength for JTO/SDE/AGM is shown as 43,000. Deolitte reached this figure without any norms and not considering the requirement and the Executives working in the new service areas like transmission maintenance and installation, Broadband, FTTH, leased circuits, MPLs ccts, Wi MAX, QA, T&D, Training Centres etc

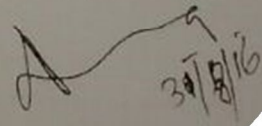
In fact the existing sanctioned strength for these cadres is 70072 as per the norms. Any change in the sanctioned strength has to be made after making the new norms.

If the ratio is meant for the purpose of transfer and posting, it can be taken as 4:1 instead of 6:1.

**IV.** Total strength in Civil/Electrical/Accounts/CSS etc not mentioned to give any comments.



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V. Promotion shall be based on recruitment year/vacancy year. Normally, one year relaxation is given for the Executives recruited /promoted for the same rect year/vacancy year as their date of joining after completion of training/rect etc varies. It may be added for the first promotion.

VI. Residency period for upgradations to E5 and E6 scales increased from 5 to 7 years. This is against the terms and condition for absorption where promotions are assured in 5 years up to SGJAG grade as well as the present EPP provisions.

Hence the residency period for upgradations to E5 and E6 scales should be retained as 5 years.

VII. There are no ITS officers to occupy the GM posts. So instead of GM posts, more DGM posts are to be created for smooth functioning. The number of DGM(T) posts may be increased to 2500 from 1481 (1331+150 DR DGM). This can be easily done on matching savings by surrendering JTO and SDE posts.

VIII. There is no need to define the seniority for the Executives reached in SDE and Sr SDE equivalent grades. Seniority list in JTO equivalent grades and AGM equivalent grades (for DGM promotion) is sufficient to avoid confusion.

IX. Relaxation of qualifying service in category II and III is not clear.

X. There should not be any lateral entry above JTO/JAO Level.

XI. Designation for Chief Manager, Sr Chief Manger and Jt DGM not defined properly.

XII. New designation for SDE may be considered as **Manager** instead of **Dy Manager**.

XIII. The weightage for service for promotion by selection in the grade should be given to number of years served in the grade instead of scales.

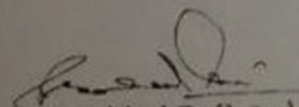
XIV: Benchmark should be as per KHAN COMMITTEE Recommendations strictly. No deviations will be acceptable.

XV: For promotions from DGM grade onwards, BSNLMS RR is sufficient to take care and necessary modifications if any can be discussed and finalized later on.

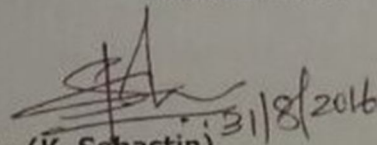
We sincerely hope that management will seriously consider the suggestions and restrict the proposal to CPSU Cadre Hierarchy upto AGM/Jt DGM level based on the recommendations of the Joint Committee (KHAN COMMITTEE). The proposal may be revised accordingly based on the inputs and circulated further.

**With Regards**

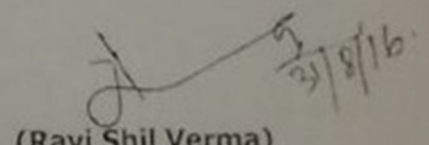
Yours sincerely

  
(Prahlad Rai) 31/8/16

GS, AIBSNLEA

  
(K. Sebastin) 31/8/2016

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(Ravi Shil Verma) 31/8/16

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Copy to: Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a pl.