

**SALIENT FEATURES OF THE DRAFT CPSU CADRE HIERARCHY SCHEME TO BE INTRODUCED IN BSNL FOR THE EXECUTIVES SUGGESTIONSS/COMMENTS INVITED**

- 1) This Scheme will replace the existing EPP (Time bound financial and post based vertical promotions). Further Promotions will be as per this new scheme.
- 2) This scheme will be termed as "Promotion policy and rules for BSNL executives" and will be applied for promotions from E1A to E5 grades, Beyond E5 the promotion will be as per MSRR.
- 3) E3 pay scale (presently Sr SDE/Sr AO etc) will be made functional and will be designated as Manager in Corporate office and JT. DE/JT. CAO/ JT. EE or equivalents in fields.
- 4) Outside parallel recruitment will continue to the extent required for the company
- 5) Eligibility for promotion to next higher grade is 5 years for the executives on E1A to E4 grades but the period for which transferred executives have not joined the new post after release will be excluded.
- 6) Eligibility period as decided is for consideration of promotion to next higher grade but mere fulfilment of eligibility criteria will not confer any right to promotion.
- 7) Promotions will be considered once in a year by Corporate Promotion Committee (CPC). Eligibility of 5 years will be calculated as on a fixed date (to be decided) for all the cadres. CPC will be constituted on 1<sup>st</sup> April every year.
- 8) Promotion will be on the basis of Merit, Efficiency, suitability and length of service in the present grade. Merit, Efficiency & suitability will be decided as per APAR.
- 9) For promotions APAR of last 5 years will be considered. APAR will carry 70 marks and length of service will carry 30 marks. Panel will be drawn based on aggregate marks. For APAR numerical score <4 marks will be taken as 0, similarly for APAR score 4 to 6, 6 to 8, and 8 to 10 marks will be 4,6 and 8 respectively. For 4 to 6 grade will be good, 6 to 8 -- very good and 8 to 10 – outstanding.
- 10) For length of service 3 marks will be awarded for each completed year.

**11) Number of posts for promotion will be worked out every year based on following table and conditions noted below:**

| Designation | Sanctioned Strength* | Combined cadres | Combine d cadre strength of adjacent cadres | Proposed % up to which higher level posts can be filled of the combined cadre strength** | No of posts in each cadre upto which promotions can be made |
|-------------|----------------------|-----------------|---|--|---|
| DGM (E5)    | A                    | DGM + DE        | A+B   | X%   | (A+B) * X%  |
| AGM/DE (E4) | B                    | DE + Jt DE      | B+C   | Y%   | (B+C) * Y %   |
| Jt. DE (E3) | C                    | Jt. DE +SDE     | C+D   | Z%   | (C+D) * Z%  |
| SDE (E2A)   | D                    | SDE + JTO       | D+E   | S%   | (D+E) *S%   |
| JTO (E1A)   | E                    |                 |   |  |   |

**Note :** \*BSNL has engaged services of a consultant recently to prepare revival plan & HR Plan for BSNL. The sanctioned strength shall be as per decision of the competent authority on consultant's recommendations.

\*\* These percentages can be considered at higher level than those arrived at as per sanctioned posts. The figures will be worked out keeping in mind organizational hierarchy requirements. Further, SDE and JTO can be considered as equivalent cadres in terms of skill set and thus interchangeable. Both JTO/SDE may report to next higher level depending upon availability of officers.

**All the CHQ Office bearers/ CWC members/ Circle/Branch Secretaries are requested to study the scheme thoroughly and offer their comments by sending email to GS at the earliest for further n/a pl.**