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To,
Smt Sujata Ray
Director (HR)
Bharat Sanchar Nigam Limited
BSNL Corporate Office, Janpath
New Delhi

Sub. Functional promotions to executives of Finance stream (AO to CAO) before introduction of CPSU Cadre Hierarchy in BSNL.

Ref: GS/AIGETOA/2018/ 22 dated 22.06.2018.

Respected Madam,

We extend our heartfelt gratitude and congratulations to BSNL management on promotion of 2226 JAO to AO and further appreciate the sincere efforts taken by management after resolving all litigations paving the way for promotions. Now the First Direct Recruited batch in Finance Cadre earnestly expects a similar action from management for considering their justified demand for promotion from AO to CAO.

Kind attention is invited to our earlier letter dated 22.06.2018 cited under reference, which is reproduced below for ready reference:

“. . . The DR-JAOs of 2004 who are presently working as AO, have already completed 14 years of service and thus all of them are placed in E-4 (CAO) pay scale as per provisions of existing time bound upgradation policy. They can be assigned functional responsibilities that commensurate with their pay scale. Hence as a onetime measure, qualifying service of 14 years put together in JAO and AO cadre can be considered for promotion to the CAO instead of 7 years service in AO cadre, so that the legitimate concerns of all the stake holders can be addressed in compliance with law and in an amicable manner. It is pertinent to mention that the existing policy requires 10 years of qualifying service i.e. 3 years for JAO to AO and 7 years for AO to CAO, whereas this proposal is for considering 4 years more than the qualifying service under existing policy for CAO promotion from JAO and for those executives only who touch the E-4 scale under existing policy. This will be a win-win situation for all, more importantly for BSNL management, since it will be a morale booster for all executives. Further there will be no extra financial burden on the company by such an arrangement.”

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As far as the issue of these affected candidates falling short of qualifying service in AO cadre is concerned, following points can be kept in view for relaxing the criterion of qualifying service.

1. That the said executives got their 1st functional promotion in BSNL (JAO to AO) in 2015, after working for more than eleven (11) long years in feeder cadre i.e. JAO, whereas qualifying service for AO promotion was three years only. Therefore, the said AOs were already lagging 07 years behind their batch mates who got accelerated promotion in 2008 itself.
2. DPC model calendar for promotions as per DoPT guidelines also could not be followed for annual AO promotions, thereby causing irreparable loss of time to the said executives.
3. It is amply clear that these executives had to wait for 11 long years for their 1st functional promotion in BSNL, for one reason or another, but no apparent fault on their part.
4. The ongoing disputes with regards to follow reservation policy, catch-up seniority are further going to complex the scenario if these issues are not arrested and settled once for all by acceding to lawful and justified demands of the executives, which they have been so long deprived off.

In this regard, it is reiterated that the request for upgrading the existing JAOs vacancies to the Post of CAO under "matching saving scheme" to accommodate all existing AOs promoted up to 2015 who have served for more than 14 years against 10 years of qualifying service from JAO (3 years) and AO (7 years) may be considered favourably. It is also pertinent to mention that these 2003 BR AOs are already positioned in E-4 level by virtue of existing executive promotion policy (EPP) of BSNL. Hence, promotion to CAO level can be made on the similar lines, as being planned in the case of SDE to DE promotion as well as JAO to AO promotion. This exercise can be undertaken easily, since after promotion of 2226 JAOs to AO has created equal number of vacancies in JAO level for up gradation to CAO level. With the implementation of CPSU cadre hierarchy these vacant JAO post are to be abolished and all posts from JAO to CAO/AGM level will be in the same cluster and all promotions will be made in time bound manner. JAO eligibility list which is entry-level, will be carried till AGM level.

In view of above, it is once again requested to consider this matter for sake of all Accounts and Finance executives' career progression and overall efficiency of the Finance stream, which is the backbone of any organization. It goes without saying that a desirable action by the management will go a long way in doing away with court cases as well as do away with the present stalemate situation in the cadre, thus saving valuable time, energy and money in unnecessary litigation.

We are hopeful that BSNL management will consider the grievance of the affected executives of JAO-DR 2003 batch and promote them to the post of Chief Accounts Officer (CAO) so that these highly meritorious, educated, talented and professionally qualified finance executives occupy the next higher strata of their career with sufficient age profile on their side.

With Regards

Yours truly

(Ravi Shil Verma)
General Secretary

Copy to: Sr.GM (FP), BSNL CO, New Delhi.