



# All India Graduate Engineer Telecom Officers Association

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**No. GS/AIGETOA/2017/26**

**Dated 13.11.2017**

To,

**Director (HR)**  
**BSNL Board,**  
**Bharat Sanchar Nigam Limited**  
**Janpath, New Delhi**

**Subject: -CPSU Hierarchy- view and concerns of AIGETOA on the proposed promotion policy.**

Respected Madam,

It is learnt that Uniform Time Bound Functional Promotion Policy (CPSU Cadre Hierarchy) up to AGM Grade has been approved by the Management Committee of BSNL Board on 02.11.2017 and views of various Executive Associations have been sought for before submission to BSNL Board/DOT for further approval.

2. We would like to make following submissions for improving the proposal with regard to the career progression of the BSNL recruited executives, which have already been put forth by AIGETOA earlier but they could not find it to the merit of the policy makers:

i) **Recruitment of MT** has been included in the proposed policy. It has always been the considerate view of AIGETOA that there is no need to bring any talent from outside at the level above JTO/JAO/Equivalent as there is no dearth of talent in BSNL. BSNL has been recruiting professionally qualified executives since 2001. As on date, BSNL is having approx 20,000 professional candidates with qualification of B.Tech, M.Tech, CA, CMA(erstwhile CWA), CS, MBA, etc. They are well equipped to take this responsibility with suitable changes in policy with proper weightage to Performance and qualification. Hence, **there should not be any lateral recruitment above the feeder cadre of JTO/ JAO and AIGETOA Firmly opposes it.**

ii) **12 Year service condition in SDE/AO/Equivalent cadre for promotion in AGM cadre:** Proposed CPSU policy prescribes 12 year regular service in SDE/Sr. SDE or AO/Sr. AO or equivalent cadre or 5 Year service in Sr.SDE/Sr. AO/ Equivalent cadre for further promotion to AGM grade. The proposed residency period of 12 years is too high as compared to the existing RRs of AGM which prescribes only 7 years. Even in the normal channel of the proposed policy, the residency period is 10 years (5 in SDE/AO/Equivalent Cadre +5 in Sr.SDE/Sr. AO/Equivalent cadre).Therefore, we request your good self to lower the Residency Period.

iii) **Ignorance of proposed E2 & E3 scales for JTO/JAO/Equivalent cadre and SDE/AO/Equivalent cadre:** The pay scale of JTO and SDE has been kept at E1 and E2 in the policy. It will be pertinent to mention that BSNL has proposed E2 in place of E1A and E3 in place of E2A. Either the proposed scales for JTO/JAO/Equivalent cadre and SDE/AO/Equivalent should have been highlighted in the policy or it should have been mentioned that scales are provisional and are subject to upgradation to E2 and E3 respectively.

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iv) **Publication of Seniority list of SDEs who are due for promotion and issuing their promotion orders before implementation of CPSU hierarchy policy:** The provision which grants status of deemed SDE to the DPC / LDCE qualified is ambiguous, as no specific date of their promotion (deemed) has been mentioned in their case. The clause 'before 1.1.2017' needs to be changed to a clear-cut date and it should be the date of publication of result of LDCE. To have a fair understanding for all, the Seniority list of SDE(T) cadre upto vacancy year 2010-11 should be published so that inter-se seniority among the SDE (deemed) promoted is clarified and remains absolute without any ambiguity.

AIGETOA is of firm belief that before switching to a new policy, it is necessary to complete the ongoing promotions particularly JTO to SDE(T) under LDCE quota as well as DPC quota, as this is likely to attract litigation. **Henceforth, ongoing promotions (LDCE/DPC) should be completed first before introduction of any new policy.** It is further felt that the pending actions to be taken for the issuance of promotion orders should be completed by way of :

- a. Expediting the IA filed in the Hon'ble Supreme court **either through "mention" or through urgent IA petition.**
- b. Notification of SDE RR amendment as cleared by BSNL Board on 24.10.2017.

v) **Cluster Reporting System:** The cluster reporting system which makes JTO, SDE and Sr. SDE to be used interchangeably. It is nothing but degradation of SDE and Sr. SDE post. The reporting mechanism may be modified as JTO/SDE --->Sr.SDE ----> AGM as per the operational requirements. Further interchangeability of the job responsibilities clause should be done away. In the field units, putting non supervisory mechanism below the level of AGMs will lead to many practical difficulties.

vi) **Dilution of minimum Educational qualification prescribed in MSRR for the promotion to AGM and above grades.** Educational Qualification finds no mention in the proposed policy. The Educational qualification bar should be introduced at par with MS RR. It is pertinent to mention that relaxation of qualification clause has been challenged by AIGETOA and the same is subjudice. This submission is without any prejudice to our rights and submissions in various courts.

vii) **Relaxation in the residency period for promotion to Sr. SDE :** Aigetoa is of the view that since existing executives did not get their promotion on time during past service,

- three years relaxation should be given for (a) SDEs /AOs/ equivalent cadre at E3 & above level including JTOs due for promotion as SDE through LDCE/DPC quota as on 01.01.2017 and (b) JTOs/JAOs/ equivalent cadre at E4 & above level,
- two years relaxation for JTOs/JAOs at E3 level as on 01.01.2017 and
- one year relaxation for JTOs/JAOs at E2\* (E2A) level as on 01.01.2017

vii) **Grading of APAR:** Instead of year wise grading in APAR, average grading in APAR in previous Five years should be considered at the time of promotion to next grade.

In view of above, it is requested to give us an opportunity, to present the concerns of the BSNL recruited executives before finalizing the proposed CPSU hierarchy policy.

With Warm Regards

(Ravi Shil Verma)  
General Secretary

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