

JA 12/11/2012

Switchover from two tier promotion system to Time Bound Functional Promotion or CPSU Cadre Hierarchy.

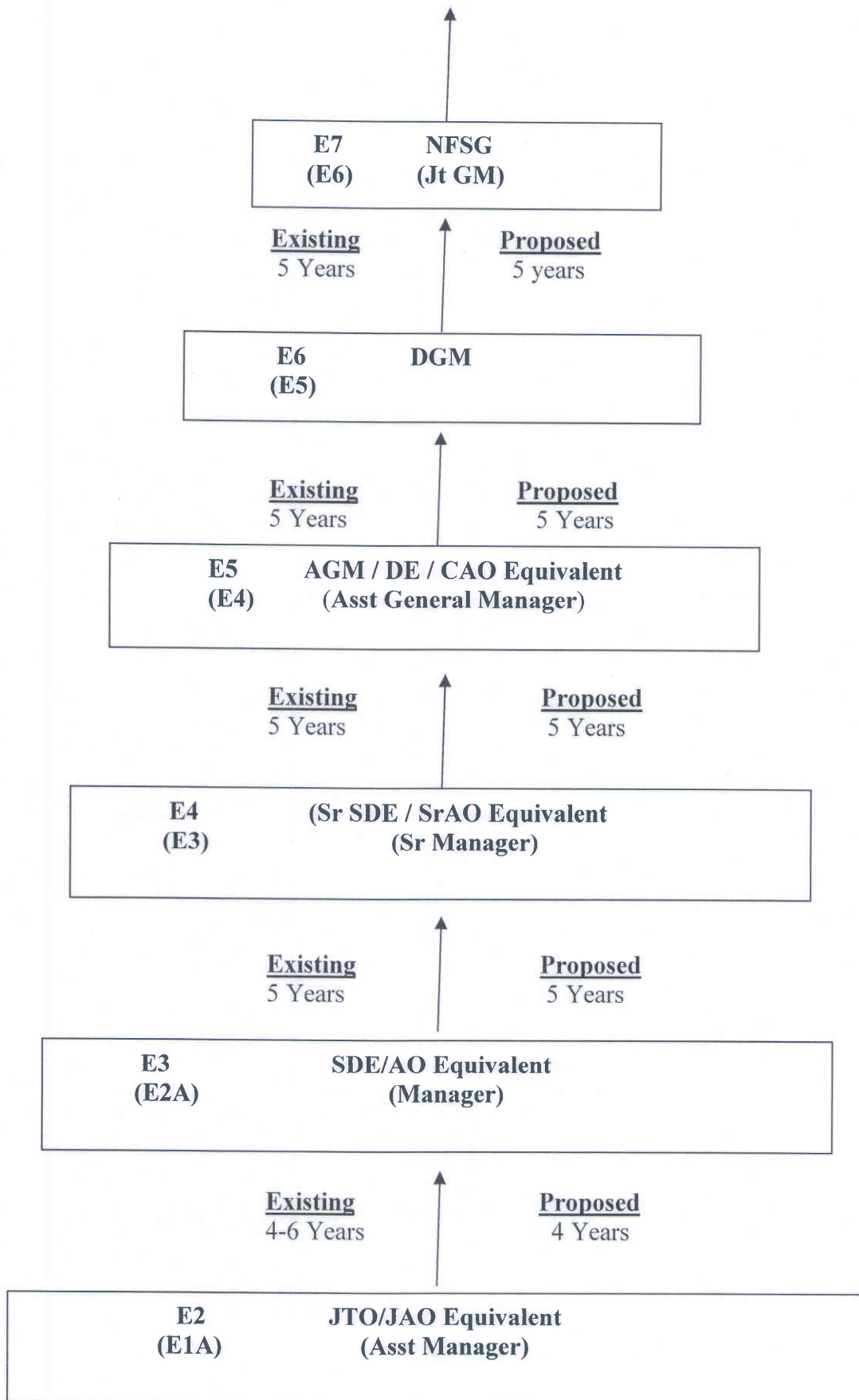
New Proposal:

Time Bound Functional Promotion from JTO or equivalent Grades to SGJAG Grade on Time Bound basis between 4 to 5 years of service.

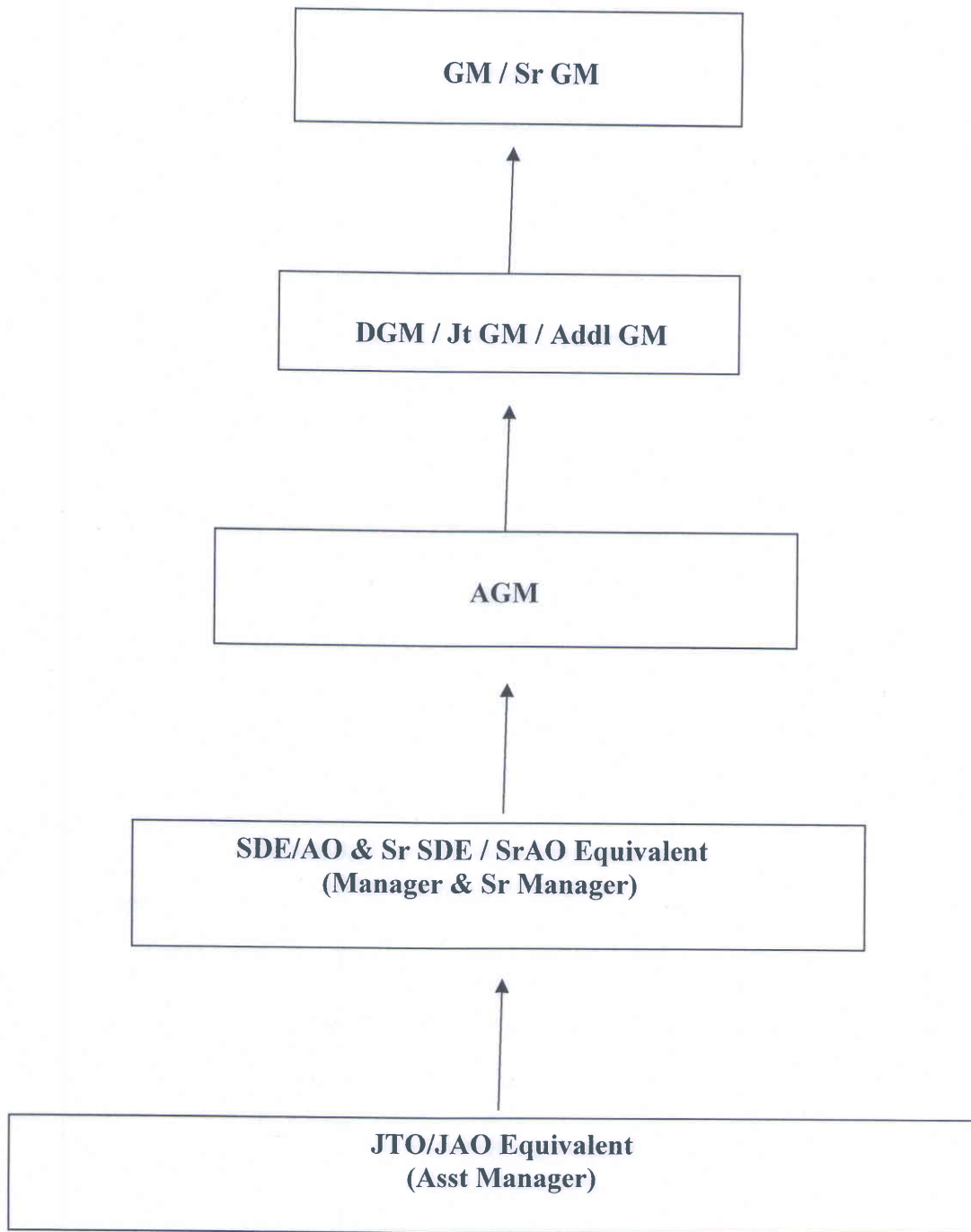
1. Advantages:

- This will be as per the terms and conditions of absorption in BSNL, ie. Promotion from JTO or equivalent grades to SG JAG will be on Time Bound basis between 4 to 6 years of service and further promotions will be based on the availability of posts.
- This will end two tier promotion system, Time Bound Financial upgradation and post based functional promotion.
- Financial implications on promotions will reduce considerably. Now double fixation is getting on promotions viz one on financial upgradation and the second one on post based functional promotion. Even though it will be a loss for the employees, they will get their promotions in time.
- BSNL will be able to man all the positions without any additional expenditure.
- Promotion will be delinked from Seniority.
- All the litigations related to seniority will be settled.
- In order to motivate the young and new recruits, first upgradation is proposed on completion of 4 years of service. Now also practically most of the JTOs getting first upgradation after 4 years except JTOs belonging to some rect years which has created anomaly. Now functional promotion from JTO to SDE is after 3 years of service, relaxable by one year. Subsequent promotions proposed after 5 years as in TBP policy.
- Now qualifying service for SDE to DE promotion is 7 years, in the new proposal it will be in 10 years in normal channel. Similarly qualifying service for DE to DGM promotion is 4 years, in the new proposal it will be 5 years in normal channel.
- Reservation / relaxation for Executives belong to SC/ST category

E8 (E7) and above (Post based as per BSNLMS R/R)



2. Reporting Mechanism:



3. Bench Mark for promotion from one grade to next higher grade.

It is proposed to follow the Bench Mark for functional promotions (except DGM Grade) which is stringent than the bench mark for financial up gradations (Now ACRs of the year 2006-07 onwards are considering for the promotions and APAR introduced from the year 2008-09 only).


Since marks are introduced in APAR grading criteria is proposed as sum of marks for the last 5 years APAR. APAR Grading is as follows:


| | Average | Good | Very Good | Excellent |
|----------------|---------|----------|-----------|-----------|
| Marks | Below 4 | 4 to < 6 | 6 to < 8 | 8 to 10 |
| Marks proposed | 3 | 5 | 7 | 9 |


| No | Grade | Existing Grading criteria | | | Min mark proposed for 5 yrs |
|----|-----------------|---------------------------|-------------------------------------|---|-----------------------------|
| | | Cat | TBP | Post based | |
| 1 | JTO To SDE | OC | No adverse, Not more than 4 Average | No adverse, Not more than 3 Average | 19 |
| | | SC/ST | No adverse | No adverse, Not more than 4 Average | 17 |
| 2 | SDE to Sr SDE | OC | No adverse, Not more than 2 Average | | 21 |
| | | SC/ST | No adverse, Not more than 3 Average | | 19 |
| 3 | Sr SDE to DE | OC | No adverse, Not more than 2 Average | B/M- Good, No adverse, Not more than 1 Average | 23 |
| | | SC/ST | No adverse, Not more than 3 Average | B/M- Good, No adverse, Not more than 2 Average | 21 |
| 4 | DE to DGM | OC | No adverse, Not more than 1 Average | B/M- Very Good, No adverse, Not more than 1 Good (TBP- 1 Average) | 29 |
| | | SC/ST | No adverse, Not more than 2 Average | B/M- Very Good, No adverse, Not more than 2 Good (TBP- 2 Average) | 27 |
| 5 | DGM to NFSG | OC | No adverse, Not more than 1 Average | | 29 |
| | | SC/ST | No adverse, Not more than 1 Average | | 27 |
| 6 | To JT GM (E7) | | B/M- Very Good, No Adverse | | |
| 7 | To Addl GM (E8) | | B/M- Very Good, No Adverse | | |
| 8 | To GM (E9) | | | B/M- Very Good, No Adverse | |
| 9 | To Sr GM | | B/M- Very Good, No Adverse | | |
| 10 | To PGM/CGM | | | B/M- Very Good, No Adverse | |
| 11 | To ED | | | B/M- Very Good, | |

4. Promotion to the higher Managerial positions.

To cater the requirement at higher Managerial positions, a Fast Track promotion mechanism on Time Bound and yearly basis, based on performance can be introduced as per the requirement of Management in place of Management Trainee recruitment. In CPSU cadre hierarchy, recruitment will be at entry level (JTO/JAO level) only and there will be no lateral recruitment. This will meet the requirement of Management, the aspirations of all the talented Executives and of course reward/motivate the performers.


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