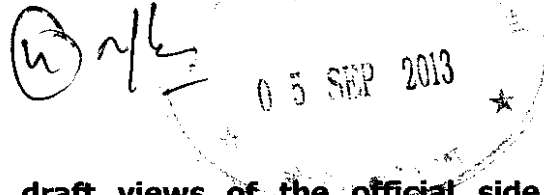


To

**Dated 05.09.2013**

Sri M. C. Chaube,  
PGM (NWP-CFA), BSNLCO,  
Chairman, Joint Committee.



**Sub:- Brief response to the draft views of the official side on the issue of introduction of Time Bound Functional Promotion/CPSU cadre hierarchy in BSNL.**

**Ref: BSNL Letter No: 4-5/2-11-Restg dated 01.07.2013**

The Joint Committee comprising members from official side as well as from Association side has been constituted by the competent authority on 28.02.2012 with the following terms of reference:

- i) To examine the introduction of CPSU cadre hierarchy viz-a-viz present set up.**
- ii) Due to non approval of E1A and E2A by government, to examine the introduction of E2 and E3 pay scales for JTOs and SDEs.**

When the committee members from the official side insisted to give the proposal on implementation of CPSU cadre hierarchy from the Association side, all the three Associations jointly submitted its proposal on 12.10.2012. The main focus of the suggestions from the Association side was based on the following facts:

- a) The terms and conditions of absorption in BSNL provided non post based Time Bound functional promotion from JTO/JAO and equivalent cadres upto SG JAG between 4 to 6 years of service. This is not implemented in BSNL so far.
- b) This will end two tier promotion system, Time Bound Financial upgradation and post based functional promotion in BSNL.
- c) The promotion will be delinked from existing seniority and more emphasis will be given on performance. That will automatically bring performance oriented career progression.
- d) The entire seniority list in DOT/BSNL is challenged in different courts. BSNL is not in a position to give promotion to any cadre due to litigations.
- e) By introduction of Time Bound functional promotion, career growth of the Executives will be taken care, which will definitely motivate the executives and automatically result in much more output. Further, a performance oriented promotion scheme will be introduced in BSNL through which performers will be identified and rewarded in time. That will contribute towards the further growth of BSNL.
- f) There are no additional financial implications on BSNL, rather there will be savings on implementations of Time Bound Functional promotion in terms of "double fixation". The Executives are benefitted by timely promotions also.
- g) The middle management positions can be easily filled which will fill the vacuum in the middle management as on today.

**Serious deliberations yet to take place in the Joint Committee on the proposal given by the Associations.** On 19.02.2013, the official side made presentations regarding the promotion policies implemented in other CPSUs like NTPC, BHEL etc. It can be observed that in those CPSUs, much weightage is given for performance and experience. When official side has come out with some additional data, naturally it was expected further deliberations in the Jt committee. The UF repeatedly demanded for the same.

With regard to the observations of the official side, brief comment is submitted as follows which requires further detailed discussions in the Joint Committee:

i) Time bound financial upgradation implemented in BSNL w.e.f 01.10.2000. In terms of excellence in individuals performance, it is worth mention that **no mechanism is introduced in BSNL to measure the individual performance even after 12 years eventhough the associations are repeatedly demanding for the same. Without introducing a mechanism and measuring it objectively, it is unfair to jump into the conclusion that "the individual performance is not improved".**

ii) While demanding the implementation of Time Bound functional promotion as per the terms and conditions of the absorption, **Associations strongly proposed the implementation of performance driven promotion policy. Being that the fact, the observation of the official side that the Assns are "remaining silent on the all important aspect of performance" is unwarranted.**

iii) **The demand of Time Bound Functional promotion or CPSU cadre hierarchy is not a new demand, it is part of the terms and conditions for absorption in BSNL.** Only the implementation is pending and the Jt Committee is supposed to deliberate on that aspect.

iv) The educational qualification of the executives for promotion from one grade to the next grade is already defined by TBP policy and BSNLMS RR. Further, it is also defined by the terms and conditions of absorption for the promotions upto SG JAG.

v) The bench mark for functional promotion is already stringent than that of Time Bound financial upgradations. The United Forum in its proposal suggested higher bench marks for Time Bound functional promotions considering the bench marks for the cadres like DE, DGM, GM, CGM etc in the BSNLMS R/R. When the bench mark for GM and CGM is "very good", naturally the bench mark for lower cadre cannot be higher than that. The bench mark has to be lower for lower cadres.

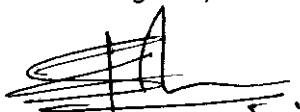
vi) As per the terms and conditions of absorption, the promotion varies from 4 to 6 years. **This provision of Time Bound Functional promotion has been incorporated in the terms and condition of absorption after careful study of the performance oriented promotion policies available in different CPSUs by the BSNL Management at that time. The Management took a conscious decision at the time of absorption to switch over to a performance oriented Time Bound Functional Promotion policy and decision became part of the terms and conditions of absorption.** So the present committee has to deliberate the mechanism for its smooth implementation.

vii) BSNL Management sought the opinion of the Associations regarding change of designations. All the associations given its view and suggestions during 2010 itself. The same has been circulated to the field units by the BSNL management on 14.01.2011. However the suggestion made by the Associations are not at all reflected in this letter. Further it has to be deliberated in the Joint Committee. On implementation of Time Bound Functional promotions, so many designations as suggested are not at all required in BSNL.

**More importantly, the comments from the official side on the other important issue of implementation of the standard pay scale of E2 and E3 for JTO/JAOs and SDE/AOs are not at all reflected. So far, this issue has been deliberated in none of the meetings.**

With the above submissions, it is requested to convene the Joint Committee meetings at the earliest to have fruitful deliberations on both the issues, which are terms and reference of the joint committee. **It would be appropriate to mention here that the "Joint Kapoor Committee" referred in this letter constituted to frame BSNLMS RR convened 20 to 30 meetings before coming to a conclusion.** This shows that Implementation of Time Bound Functional promotions or CPSU cadre hierarchy against existing promotion policies in BSNL requires detailed deliberations in the Joint Committee.

With regards,

  
**(K. Sebastin)**  
**GS/SNEA(India)**

  
**(Prahlad Rai)**  
**GS/AIBSNLEA**

  
**(R. P. Shahu)**  
**GS/AIGETOA**

Copy to: for information and n/a pl.

- a) Sri. A. N. Rai, DIR(HR), BSNL Board for information and n/a pl.
- b) Ms Madhu Arora, GM(Restg), BSNLCO for information and n/a pl.
- c) Sri R. K. Goyal, GM(Estt), BSNLCO for information and n/a pl.