

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

CHQ, New Delhi – 110001

No.: UF/CHQ/ED (CN)/2014-15

Dated: 04.12.2014

To,

Shri M.C. Chaubey,
ED (CN) & Chairman of the Committee,
BSNL Corporate Office,
New Delhi – 110001

Subject: Joint proposal of members of the committee from Executives Association side on the issues of introduction of CPSU cadre hierarchy vis-à-vis present setup in BSNL.

Reference: BSNL CO Letter number 4-5/2011-Restg Vol. II dated 01.12.2014

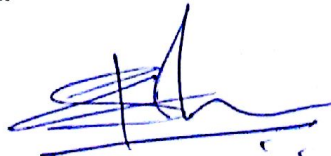
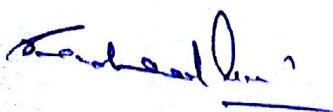
Sir,

Presently BSNL is following two tier promotion policies in Executive cadre. One is time bound financial upgradation and other one is post based functional promotion. Post based functional promotion is highly ambiguous and full of litigations on seniority list published by DoT/BSNL and hence it has never been operational as per the existing provisions of recruitment rules. Post based functional promotion in BSNL is nothing but the same policy which was adopted in DOT during monopoly era. This promotion policy is now not only become obsolete and not meeting the aspirations of Executives in CPSEs but also not meeting the requirement of performance delivery in competitive era.

One side BSNL has assured absorbed executives in their terms and condition for absorption to extend time bound upgradations up to SG-JAG level irrespective of post and post based promotions after SG-JAG and above levels. Other side BSNL recruited Executives joined this company with high hope of their career at par with other leading CPSEs of the country. Existing promotion policy of BSNL is neither fulfilling the terms and conditions of absorbed Executives nor the aspiration of BSNL recruited Executives.

Considering the above submission it is highly needed to re-formulate the Executives promotion policy in BSNL at par with leading CPSEs in such a way that it can fulfill the organization need, develop performance oriented work culture among Executives and at the same time fulfill the aspirations of Executives. It is also needed to keep existing financial benefits of executives intact so that it can be smoothly introduced without any litigation. After having detail study, United forum of Executives' Associations hereby submits the following proposal.

1. At present every Executive gets five assured financial upgradations from JTO/JAO to SG JAG in a time bound manner. Hence new policy must be framed in such a way that existing benefit of 5 upgradations do not get disturbed, otherwise it will attract litigations and will create hurdle in smooth implementation.
2. Direct recruitment of professionally qualified executives must be done at JTO/JAO (E2) level and time bound functional promotion up to the level of SG-JAG level irrespective of availability of post with change of designation to the promoted grade. Change of designation should take place on each change of grade/scale. Designation change should be implemented immediately, in full uniformity with CPSE setup and designation should be uniformly followed throughout BSNL.



3. JTO/JAO to SDE/AO, SDE/AO to Sr SDE/Sr AO, Sr SDE/Sr AO to AGM/CAO, AGM/CAO to DGM and DGM to SG DGM time bound functional upgradation must be done in the span of 4 to 6 years as per the terms and conditions for absorption based on the bench marks irrespective of availability of post and further functional promotion may be post based as per the BSNLMS RR. If Management feels that implementation of time bound functional promotion in one go is not feasible due to administrative and operational issues, it can be further discussed in the Committee without affecting the promotional avenues upto SG JAG. In order to motivate outstanding performers, upgradations must be considered from each grade after 3 years of service in a particular grade for limited numbers based on performance and evaluation of suitability. Further functional promotion must be as per the BSNLMSRR.
4. Bench mark for functional promotion must be decided comprising of Grade of Service and performance in such a way that 10% executives may get their promotion after completion of 3 years, 80% executives may get their functional promotion in 4 to 5 years and remaining 10% in 6 years.
5. Criteria of bench marks must be decided prospectively and till then existing criteria of functional promotion may be followed. Existing Executives must be absorbed in the grade they are drawing the pay scale.
6. Levels from JTO to DGM can be clubbed together as an operational band without disturbing their existing financial and administrative powers.
7. Reporting structure must remain level wise. However, in case employees in a particular division/unit are at same level, then senior most executives in that level is defined as supervisor.


Further, suggestions/views in addition to the above may be discussed during Joint Meeting. Hence, it is submitted for your kind consideration and necessary action please.

With kind regards

Yours faithfully


(Prahlad Rai)
General Secretary
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(K. Sebastin)
General Secretary
9868266200


for (R.P. Shahu)
General Secretary
9424051555

Copy to:

1. The CMD, BSNL New Delhi.
2. The Director (CFA)/Director (CM), BSNL Board New Delhi.
3. All the committee members i.e. Sr. GM (SR)/ GM (Pers.)/GM (Restg)/GM(Estt)/GMFP)/GM(EF) BSNL Corporate office for kind information and necessary action please.