



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Only Recognized Executives' Association in BSNL)

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the General Secretary

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**No: SNEA/CHQ /Assns/2018-21/03**

**Dated 04<sup>th</sup> November, 2019**

**To**

**Com S. Sivakumar,  
General Secretary,  
AIBSNLEA.**

**Sub: Agitation programs demanding implementation of non-post based time bound functional promotion approved by the BSNL Board on 28.05.2018. Request to support and join the agitation w.e.f 04.11.2019 -- response to the letter reg:**

**Ref: No: AIBSNLEA/CHQ/Assn/2019**

**Dated 30.10.2019**

**Dear Com,**

Kindly refer your letter dated 30.10.2019 in response to SNEA letter dated 28.10.2019 seeking support for the agitations from 04.11.2019 onwards.

1. The demands seeking improvements over the policy has been made by each Associations including SNEA. Some of the demands accepted by the management and some are not accepted as usual. In the past also management never accepted all the demands of the Associations.
2. The statement that the new policy fully deviated from the Khan Committee recommendation is not correct. Residency period, Grades and relaxation for SC/ST remain untouched. The bench mark tightened by the management but the principle followed. For your information, Khan Committee recommendation is reproduced below and copy of the recommendation is enclosed:

***Thus, the following is recommended:***

***a) JTO to SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as 'Good' and not more than one 'Average'. For SC/ST candidates two 'Average' may be allowed.***

***b) SDE to Sr. SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as 'Good' and not more than one 'Average'. For SC/ST candidates two 'Average' may be allowed.***

***c) Sr.SDE to DE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as 'Good' and not more than one 'Average'. For SC/ST candidates two 'Average' may be allowed.***

***d) DE to DGM and equivalent promotion will be restricted to availability of posts. The balance DEs may be promoted as Jt. DGM (parking Lot). DE to DGM and equivalent eligibility shall be 5 years of regular service as DE and benchmark to be kept as 'Very Good' and not more than one 'Good'. For SC/ST candidates not more than two 'Good'.***

***e) DGM to JAG -SG and equivalent may be promoted in the grade of E6 in 5 years as per existing time bound promotion scheme with the benchmark of 'Very Good' and not more than one 'Good'.***



### 3. On the comparative views:

1	Sr SDE/Sr AO is the equivalent Grade of E3 scale. We cannot undo E3 scale and get promotion directly from E2A scale to E4 scale, skipping E3 scale. In all the CPSUs, Grade is linked with scale. In CPSUs, Grades corresponding to each scale is functional and automatically Sr SDE in E3 scale will become functional. E2A to E4 will not get in 5 years.
2	When standard pay scale replacing E1A and E2A is notified, this issue will get automatically resolved as per DPE guidelines. In the approved policy, E1 and E2 scales are shown as provisional scales subject to revision.
3	In DoT/BSNL, the minimum qualifying service for promotion from JTO/JAO to SDE/AO is 3 years but practically majority of the JTO/JAOs got promotion from 4 to 26 years. Now there are JTOs completed 30 years of service waiting for promotion for want of vacancies. <b>The new policy assures 100% promotion after every 5 years.</b> The minimum qualifying service for promotion from SDE/AO to DE/EE/CAO is 7 years but practically majority of the SDE/AOs got promotion after 15 years. Now there are SDE/AOs completed 20 years of service waiting for promotion for want of vacancies. <b>The new policy assures 100% promotion in 10 years (for those in higher scales, between 8 to 12 yrs).</b>

4. The due consideration given by Khan Committee for SC/ST Executives is fully incorporated in the new policy also by way of relaxation in bench marks (Pl refer the schedule of the new policy). Khan Committee also recommended relaxation in bench mark only for SC/ST Executives.

**However, to protect the interest of the SC/ST Executives, we further demanded to incorporate the provision that "BSNL will follow the Govt policies and guidelines on reservation issued from time to time" as decided by the BSNL Board.**

5. Normally in Rect Rules, pendency of court cases will not be mentioned. The outcome of the court cases will automatically decide the matter. The main reason for stagnation is not court cases. The shortage of posts and linking the promotion with availability of posts was the main reason for stagnation. Majority of the court cases are filed due to less number of vacancies, delay in promotion/rect resulting prospective date of promotion and consequent seniority disputes. **The new policy take care of it by promotion from the due date, even with retrospective effect/date.**

6. Almost all the vacancies in all the cadres except, SDE cadre filled as on 29.06.2018. So 01.07.2018 is the ideal date for implementation of the new policy. By that the service will be counted in the promoted Grade from 01.07.2018 onwards for future promotions.

Definitely we are in favour of any improvement in the approved policy. However even after 16 months, no improvement has happened based on the demands placed by the Associations and the Executives are losing their precious service. Even management is not interested in implementing the approved policy on the pretext that more number of Executives are getting promoted to higher grades like AGM. Majority of the improvements proposed are for the Executives who are not meeting the minimum qualifying service as per the approved policy. That costs very much to the Executives who had put 10 to 30 years of service and waiting for their promotion. Thousands of their Juniors in other wings already got promotion 16 months back, on 29.06.2018 itself and we are holding the policy implementation for further improvements. This will harm their interest beyond our imagination and not at all justified. For protecting their interest, we are demanding its implementation from 01.07.2018 to have parity with the Executives who got the promotion on 29.06.2018, for maintaining relative seniority. Thereafter we can work together for further improvement on the policy. This is the strategy adopted by us in the past, in the case of EPP-2007, BSNLMS RR etc. We are for that.

Comradely Yours,

(Sebastin. K)