



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Only Recognized Executives' Association in BSNL)

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All Communications to
the General Secretary

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SNEA/CHQ/CMD/2018-21/42

Dated 14th October, 2019.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Notice for Trade Union actions demanding immediate implementation of the BSNL Board decision, "BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017" approved by the BSNL Board in its meeting held on 28.05.2018 w.e.f. 01.07.2018 having no financial implications -- decision of Bangalore CWC meeting reg:-

Respected Sir,

BSNL Board in its meeting held on 28.05.2018 decided to bring Parity and Uniformity in Promotions among different streams as per the terms and condition for absorption in BSNL and approved "**BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 (BEPPARR 2017)**", amending EPP-2007, BSNLMS RR-2009 and scrapping SDE equivalent RRs. In the Terms and Condition for Absorption in BSNL, Promotional Avenues on absorption in BSNL is defined as follows in Annexure IV: "**-----, Executives in BSNL will be allowed upgradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, beyond which it will be depend upon availability of post and their suitability and selection for promotion, which will be uniformly evaluated in the various streams of discipline**". In accordance to that BSNL Board approved the new promotion policy w.e.f. 28.05.2018, providing non-post based time bound functional promotion up to AGM Grade in E4 scale and it is to be implemented atleast from the immediate review date of 01.07.2018. This matter was pursued by SNEA for years together, especially from 2015 onwards till its approval by the Board on 28.05.2018.

For the last 16 months, our Association in several meetings and through various letters dated 21.06.2018, 03.07.2018, 25.07.2018, 27.08.2018, 07.09.2018, 04.01.2019, 29.01.2019, 18.03.2019, 27.06.2019 and 14.08.2019 repeatedly requested the management to implement the new promotion policy w.e.f. 01.07.2018 for providing promotions to thousands of Executives waiting for promotions for years together and for bringing parity with the juniors who got promotion on 29.06.2018. Thousands of young Executives having long career ahead are waiting for their promotion for the last 16 months and in the intervening period hundreds of senior Executives retired without their due promotion. The All India Conference of SNEA held at Ludhiana from 28.11.2018 to 01.12.2018 demanded the immediate implementation of the new promotion policy and the resolution passed in the AIC was submitted to the management on 10.12.2018. Again the Bangalore CWC resolution demanding the immediate implementation of the new promotion policy was submitted to the management on

02.09.2019. Inspite of all these efforts, management did not taken any action to implement the new promotion policy and issue promotion orders. Further Association requested for a formal agenda meeting with the management by our letter dated 09.08.2019 exclusively for discussing this issue with reminders on 06.09.2019 and 25.09.2019 but management simply ignored those requests also.

In fact there is no additional financial implication for the company or DoT on implementation of the new promotion policy, rather savings are there for both. Instead of taking concrete action to implement the new promotion policy and giving promotion to thousands of demoralized Executives, just a designation change, management unilaterally going ahead with the proposal for massive reduction in posts through restructuring and forcing the Executives to retire from BSNL without getting their overdue promotion, in the name of VRS. It is very clear that management is deliberately delaying it and waiting for the massive reduction of posts. On the other hand management is not having any reluctance in extending benefits like designation change to the unabsorbed ITS officers working in BSNL on deployment basis. For the absorbed Executives in BSNL, management is not even ready for a designation change.

Under these compelling circumstances, as directed by the Bangalore CWC, notice is hereby issued for Trade Union actions as mentioned below:

Demands:

- 1. Implement "BSNL Executive Promotion Policy Amendment & Recruitment Rules-2017" approved by the BSNL Board on 28.05.2018, w.e.f. 01.07.2018 for bringing Parity and Uniformity in Promotions among different streams, strictly as per the Terms and Condition for absorption in BSNL.**
- 2. No reduction of posts by restructuring of BSNL till the implementation of the new Promotion Policy, BEPPARR 2017. Issue promotion orders to all the eligible Executives w.e.f. 01.07.2018 onwards, before the implementation of VRS and restructuring of BSNL.**

Programs:

04.11.2019 to 08.11.2019 : RELAY HUNGER FAST at BSNLCO by CHQ Office Bearers and Circle Secretaries.

11.11.2019 onwards : INDEFINITE HUNGER FAST at BSNLCO.

With kind regards,


(Sebastin. K)

14/10/19

- Copy to:** 1. Shri. Anshu Prakash, Secretary, DoT for information and kind intervention pl.
2. Shri. Arvind Vadnerkar, OSD (HR) to CMD for information and n/a pl.
3-6. DIR(CFA)/ DIR(Fin)/ DIR(CM)/ DIR(EB), BSNL Board for information and n/a pl.
7. Shri. A. M. Gupta, GM(SR) for information and n/a pl.

