

RECOMMENDATION:

CPSU hierarchy recommendations are based on motivating the executive officers of BSNL which will result in higher productivity.

At present, time-bound promotions are given from JTO to SDE Grade and equivalent in 4 to 6 years. SDE to Sr. SDE grade (E3) and equivalent in 5 years, E3 to E4 (DE grade and equivalent) in 5 years, E4 to E5 Grade (DGM and equivalent) in 5 years and E5 to E6 (JAG – SG and equivalent) in 5 years. They are given higher pay but higher designations are not given to them. The staff nos. in JTO grade and equivalent as mentioned by Sr. GM(Estt.) are at present 7900, SDE grade and equivalent 7900 and Sr. SDE grade and equivalent (E3) 16500 and DE grade and equivalent (E4) 8673 and DGM grade and equivalent (E5) 4263. By giving them designation also through conducting CPC with higher benchmarks, BSNL will bear no extra financial burden, rather it will be saving money by removing double fixation on account of time bound and functional promotion. Further, various Court cases will be closed, thus, saving of BSNL on advocate fees. By keeping 'Very Good/Good' in ACR as benchmark, good performers will be promoted.

As per Deloitte's Report, JTO to DE and equivalent will have to work interchangeably and therefore availability of posts from JTO to DE will not matter. Only at DGM level, sanctioned posts are around 2000 and DGM recruitment posts were 200 which totals to 2200 posts of DGM, whereby promotions of about 4263 nos. may be required. This may be compensated by fast retirement of DGMs every month and justified by BSNL's expansion in the areas of IT, Infra Sharing, New Services etc. and induction of new tower company which will need extra DGMs. However, DE to DGM and equivalent promotion may be restricted to availability of posts. If posts are less, remaining may be promoted and designated as Jt. DGM (Parking Lot).

ACR based promotion with higher benchmark of 'Very Good/Good' is considered instead of earlier benchmark of 'Good/Average' etc. in post based promotions. It will also fulfill the commitment given to executives at time of absorption vide letter No. BSNL/11/SR/2003 dated 02/09/2003. 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'.
- f) The benchmarks in above (c)&(d) are same as in Schedule-II of existing CPC as per Group "A" RRs.
- g) There are some UPSC recruited DEs or equivalent of 1995 batch etc., as on today. All UPSC recruits of all batches may be promoted en-bloc to DGM if they meet the benchmark. The executives already promoted to higher post on post based promotion will stand senior en-bloc.

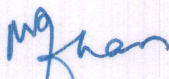
Agenda No. 3:

To examine the implementation of first time bound promotion uniformly after four years w.e.f. 01.10.2000.

Committee is of the view that after the recommendation given above for CPSU hierarchy, this issue gets resolved partially. As per recommendation already given for Agenda 1 in the third meeting of committee on 09.07.2015, the minimum service required for upgradation from E2 to E3 as proposed in (a) above is 5 years.

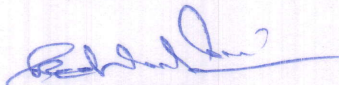
To address the anomaly, the Committee recommends that first pay scale upgradation will be given in maximum of five years instead of six years, notionally w.e.f. 01.10.2000. However, existing provision of first time bound promotion after reaching minimum of next higher scales in four year shall remain unaffected.

Shri Manish Kumar, DGM(Pers.) thanked all the members for their valuable suggestions and declared the completion of meeting.


ED(NB)


 Sr.GM (Estt.)


 GM (EF)


GS AIBSNLEA


GS SNEA (I)


GS AGETOA

 comments of Sr.GM (Estt.) are enclosed.

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