



- ☞ ***SNEA assures promotion to all the eligible Executives in 3 months***
- ☞ ***SDE/AO promotion in 4-5 years***
- ☞ ***DE/CAO/EE promotion in 8-10 years***

SNEA got Non-post based Time Bound Functional Promotion Policy or CPSU Cadre Hierarchy approved by the BSNL Board

For finding an everlasting solution to the core issue of Promotions, SNEA meticulously worked out a Non-post based Uniform Time Bound Functional Promotion Policy Or CPSU Cadre Hierarchy (CPSU CH) which will ensure Time Bound Functional Promotion after every 5 years, upto AGM Grade, in 15 years (in 5 years: SDE, another 5 years: Sr SDE and in another 5 years: AGM/DE/CAO/EE). It will be implemented from 01.07.2018, ensuring smooth career progression for youngsters, with PARITY in promotions.

Thousands of Promotions in June, 2018 is the first phase of CPSU CH implementation.

SNEA and AIGETOA together completed all the negotiations/ discussions with the management on CPSU Cadre Hierarchy. Surprisingly, after finalization of the proposal and approval by the MC of the Board, AIGETOA changed the stand and started opposing it after Board approval.

Surprisingly AIGETOA formed with the demand for CPSU CH implementation!

AIBSNLEA understood the importance of promotion, the difficulties for limited post based promotion due to reservation, threat of restructuring and started demanding the implementation of CPSU Cadre Hierarchy and reduction in the residency period as we are doing.

The reason for AIGETOA opposition for CPSU CH promotion is very simple --- coming Membership Verification. The MV was due in November, 19 itself. If CPSU CH promotion is taken place, they will not have any space. Cunningly, they stopped JTO to SDE DPC also by filing contempt petition against CMD and not agreed to BSNL proposal for SDE promotion.

- 1) CPSU CH is for the smooth career progression for all, Juniors as well as Seniors.
- 2) In CPSU CH, 0% dropping in all Grades (In other PSUs, compulsory dropping from 15% to 60%).

- 3) Promotion will be w.e.f. 01.07.2018. The 2 years service from 01.07.2018 will start counted for future promotions.
- 4) PARITY in promotions among various Grades.
- 5) The designation getting changed from JTO/JAO, SDE/AO, Sr SDE/AO, DE/CAO/EE to Deputy Manager, Manager, Sr Manager, Asst General Manager.
- 6) In CPSU CH, Residency period for 1st TB promotion reduced from 6 years (E2 to E3 scale) to 4-5 years. JTO/JAO to SDE/AO promotion assured after 4-5 years. (SDE/AO promotion reduced from present 20 years to 5 years).
- 7) One year relaxation for the same rect/vacancy year rects. By this, large number of JTO/JAOs will get SDE/AO promotion in 4 years.
- 8) Further promotion as Sr SDE/AO in next 5 years and AGM/DE/CAO/EE in next 5 years: (Today SDE/AOs getting promotion after 15 to 20 years)
- 9) Relaxation in qualifying service from 5 years to 3/4 years for Sr SDE/AO Grade promotion for the SDE/AOs in E4/E3 scale.
- 10) Future promotions will be on Rect year/ Vacancy year basis which will address the seniority issue of LDCE passed SDEs.
- 11) Promotions to AGM Grade assured after 8 to 10 years of SDE/AO service. SDE/AOs in E4/E3 scale, they will get AGM promotion in 8/9 years after implementation. (Today SDE/AOs get promotion after 15 to 20 years)
- 12) After VRS, there is a golden opportunity to get assured AGM promotion after 8 to 10 years of SDE/AO service by reducing the residency period for the seniors from 12 to 8 years.
- 13) Since promotion is time bound and linked with pay scales, Executives will get promotion from the due date as in the EPP, irrespective of DPC date.
- 14) No fresh DPC is required for those working in higher scale. Only taking VC, promotion order can be issued.
- 15) EPP for E5 & E6 scales will continue.

JTO batches of 1999, 2000, 2001, 2002, 2005, 2007, 2008, 2010, 2012 will get SDE promotion on 01.07.2018 itself and service weightage for future promotions. Similarly in all other streams also.

The JTOs recruited for 2013, 2014, 2015, 2016, GATE JTOs, 2017 & 2018 and the JAOs of 2015, 2016 & 2017 and future rects will have a smooth career promotion and an assured 3 functional promotions after every 5 years of service upto AGM Grade, in 15 years of service. Similarly in all other streams also.

As far as promotion to AGM/CAO/EE Grade is concerned, all those got SDE/AO promotion till 2008 will get AGM/CAO/EE promotion w.e.f. 2018 or 2019 itself. By relaxing the residency period, SDE/AO promoted upto 2013 can get immediate AGM/CAO/EE promotion. The VRS had thrown a golden opportunity to reduce to residency period from 12 to 8 years.

The court orders on implementation of Reservation in promotion from Hon Supreme Court and lower courts virtually stopped all the promotions. DoP&T is not ready to give any guidance to BSNL how to regulate reservation in promotion after the Hon SC judgments. The recent CAT/Chandigarh judgment on AO, CAO and DE promotions put new hurdles on promotion. In addition to this the contempt case and seniority issue not resolved for JTO to SDE promotion.

Restructuring and drastic post reduction is on the cards. Minimum 50% of posts will come down. Still any Association insisting for post based promotion, you are intelligent enough to understand how you are going to get promotion.

Is there any option other than CPSU Cadre Hierarchy?

In the past SNEA, AIBSNLEA and AIGETOA together gone for various agitations for CPSU CH implementation, part of the Joint Committee formed in 2012 and 2015 and signed the Khan Committee recommendations in 2015.

Immediately after the 1st MV, management invited SNEA for formal discussions on the CPSU Cadre Hierarchy proposal. SNEA sincerely worked for CPSU Hierarchy since beginning as it is aware that drastic cut in posts is going to happen on restructuring and post based promotion will become a serious issue. About 20 to 30 formal and informal discussions with PGM(Pers), DIR(HR) and CMD held to finalize the proposal. Draft policy finalised by September, 2017.

Management Committee (MC) of the BSNL Board approved it on 02.11.2017. The approved policy is available in the website dated 07.11.2017. Management sought the suggestions from all other Associations on the promotion policy approved by the MC and after considering the opinion of the Associations, final policy gone for the BSNL Board approval.

When CPSU CH was about to be approved in the BSNL Board meeting on 02.12.2017, AIGETOA activists filed case in CAT Ernakulam against CPSU CH and got an injunction on 01.12.2017 restraining the Board from approving the proposal on 02.12.2017, a big blow to the aspirations of thousands of Executives waiting for promotion. Otherwise the policy would have approved w.e.f. 01.01.2017 itself. SNEA impleaded in the case and got the stay vacated which paved the way for BSNL Board approval for CPSU CH.

BSNL Board approved CPSU Hierarchy OR Time Bound Functional Promotion upto AGM/CAO Grade (E4 scale), in the meeting held at Hyderabad on 28.05.2018. This is by amending the existing EPP 2007. Before the Board meeting, SNEA met all the Board members from BSNL, DoT and External Board members and explained the policy to them. Board approved it w.e.f.

28.05.2018 even though BSNL proposal was from 01.01.2017. It is due from 01.07.2018 and all the Executives would have got 2 years service by this time.

In fact, this promotion policy is part of the Terms and conditions for absorption in BSNL, i.e. Time Bound promotion between 4 to 6 years up to SG JAG (E6 scale) and beyond that, promotion will be post based. SNEA obtained it through the historic struggle in Oct-Nov 2002 after the direction from PCAT/New Delhi to finalise the Terms and conditions for absorption in BSNL, before calling options. After the first MV, when SNEA got recognition as Majority Association, we immediately took up the matter for implementation which resulted in the approval up to AGM level. But again some vested interest is opposing its implementation just because their juniors also will be getting the benefits which is not tolerable for them.

After approval of CPSU Hierarchy on 28.05.2018, SNEA was always pleading for its early implementation. This was for maintaining uniformity

and parity in promotions among all the equivalent grades. Finally after detailed discussion, management agreed for notification and implementation of the CPSU Cadre Hierarchy on 01.07.2018 and assured to complete as much DPCs possible before that, by 30.06.2018 itself which was agreed by SNEA. SNEA always support any positive development on promotion to the Executives. Remaining is history. We could promote about 13500 Executives during May, June 2018 against all the vacancies in different cadres in record time, creating history. It is the immediate result of CPSU CH approved by the BSNL Board on 28.05.2018 and the 1st part of promotion.

Implementation of the Promotion Policy as approved by the Board, complying with the Reservation Policy Requirements of the Govt of India and Court orders will protect the interest and career aspirations of all sections of BSNL Executives. CPSU Hierarchy policy sent to DoT for their guidance on implementation of Reservation policy, NOT for scrutiny or approval or concurrence of the policy by DoT. As and when guidance is received regarding the Govt polices of Reservation from DoT/DPE/DoPT, it will be followed in the promotions from the date of implementation, i.e. 01.07.2018 as decided by the BSNL Board.

Post based promotion never gives promotion to all the eligible Executives. At the same time, all the Executives getting post based promotion from a prospective date will get promotion through CPSU Hierarchy also, from 01.07.2018 itself. So CPSU CH is beneficial for all.

Top management is not keen on promotions before Restructuring. Some section is working with the management to sabotage this policy by demanding post based promotions instead of Time Bound Functional Promotion to all. Shortage of posts is already proved to be the main road block for promotions and Executives are to wait for 15 to 20 years. When Restg and drastic post reduction is on the card, demand for post based promotion is equivalent to stalling all the present and future promotions. We are vigilant on their activities and as a

precaution, filed a petition in the Tribunal also to get the policy implemented from 01.07.2018.

Promotion from 01.07.2018 will benefit all the Executives. Now Management itself understood the difficulty in giving post based promotion and seriously considering the implementation due to the court orders on reservation and seniority issues.

SNEA is insisting for promotion retrospectively w.e.f. 1st July 2018 for all the JTOs completed 4-5 years of service as SDE/AOs, all the SDE/AOs completed 3 years of service as Sr SDE/AO and all the SDE/AOs completed 8-12 years of service as DE/CAO/EE.

You Could Identify

- Management always want a JTO should retire as an AGM or maximum DGM(Adhoc) so that ITS can continue the deputation. Who is supporting them?
- Who is confusing you, working with management and stopping your promotion from 01.07.2018?
- All JTO/JAOs recruited upto 2015 would have become SDE/AO. Identify who is working with management and stopping it?
- All list 8 SDEs would have become AGM in 2018/2019. Identify who is working with management and stopping your promotion from 01.07.2018?
- All the 2008 & 2009 AOs could have become CAOs. Identify who is stopping it?
- All SDEs in Civil/Elect/Arch/TF would have become AGM in 2018/2019 with parity. Identify who is working with management and stopping your promotion from 01.07.2018?

Give us 51% vote, SNEA assure TB promotion to all.

Vote for SNEA, Vote for Unity, Vote for No: 9

