

No: SNEA/CHQ/CMD/2015-18/82

Dated 23rd October, 2017.

To

**Shri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Request to fully utilise the delegated powers of the Management Committee of BSNL Board by the BSNL Board on settling the long pending HR issues. Sending proposal well within the powers of MC of BSNL Board to the full Board unnecessarily delaying the proposals:

Ref: BSNL CO letter No 7-01/EF/2009 dated 18-01-2010.

Respected Sir,

The Management Committee of BSNL Board consisting of the functional Directors of BSNL Board was started functioning in BSNL since 2010. Till that time, all policy decisions, approvals for RRs, amendments etc were done by the full BSNL Board. All the RRs, EPP etc were approved by the BSNL Board upto 2009.

On the constitution of Management Committee of BSNL Board in 2009, BSNL Board delegated its power to the Management Committee for deciding various policy matters, HR issues etc. In the delegation of power to the Management Committee of BSNL Board, it is mentioned that "***Management committee of Board and is hereby authorized to exercise all or any of the power vested in the Board of Directors of the company for the Management and administration of Company, except in the matters as set out herein below, in respect of which prior approval of the Board of Directors/Government will be necessary***".

On personnel matter, it is mentioned that:

a) Formulation of any changes in Wage structure and scale of Pay of employees.

b) Creation of Post of the level of Executive Director.

c) Policy matter related to allowance of employees.

From the delegation of power, it is clear that Management committee of BSNL Board has full power to take any decision on posts below the rank of Executive Director like:

1. Promulgation of new RRs.
2. Modification/Amendments to the existing RRs.
3. Amendments to EPP.
4. Amendments to Transfer policy.

On different meetings with senior officers of DoT, especially with the Directors of BSNL Board from DoT, they repeatedly made it clear that HR issues which don't have financial implications and pension liability to DoT can be decided by the Management Committee of BSNL Board. There is no need for sending them for the approval of BSNL Board.

It will be pertinent to mention that in the past, various decisions on issues pertaining to RR amendment /creation of posts etc has been taken on approval of Management Committee of BSNL Board without taking it to the full Board. Few examples to be quoted are as below:

- i) Approval of revision of pay scales from E1A to E2 and E2A to E3.
- ii) Creation by upgradation of PPS posts to Sr.PPS posts and PS posts to PPS posts by approval of MC of BSNL Board.
- iii) Notification of Amendment in column 13 of the Recruitment Rule 2003 of Assistant Manager (Erstwhile Assistant of CSS) by approval of MC of BSNL Board.
- iv) Amendment of JAO Recruitment Rule by approval of MC of BSNL Board.
- v) Amendment to BSNL transfer policy.
- vi) Amendment to BSNL REA Rules, 2014.
- vii) Recent decision to withdraw SDE RR amendment from BSNL Board.

From above decisions of BSNL, it is clear that Management Committee of BSNL Board has the full powers to approve new RRs, amendments to RRs, amendments to EPP, amendments to Transfer policy etc etc.

Considering the above facts, I humbly request your goodself to intervene and ensure that all the HR issues which require approval from the Management Committee of BSNL Board is settled within the powers of MC immediately. Sending proposal well within the powers of MC of BSNL Board to the full Board unnecessarily delaying the proposals. The HR issues placed for the approval of the BSNL Board is pending for years together without the approval and the Executives are suffering because of that.

With regards,

(Sebastin. K)

Copy to:

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri H. C. Pant, CGM(Legal), BSNL CO for information and n/a please.
3. Shri Deb Kumar Chakrabarty, PGM (Pers), BSNL CO for information and n/a please.
4. Shri Sunil Kumar, GM(FP), BSNL CO for information and n/a please.
5. Smt Anima Roy, GM(Estt), BSNL CO for information and n/a please.
6. Shri A. M. Gupta, GM (SR), BSNL CO for information and n/a please.