

No: SNEA/CHQ/CMD/2015-18/29

Dated 21<sup>st</sup> July, 2016.

To

Shri Anupam Shrivastava,  
CMD, BSNL, New Delhi.

**Sub: Any more delay in implementation of CPSU Cadre Hierarchy will demoralize the Executives waiting for promotions for years together. Uniformity in promotion is required in an organization, giving equal opportunity and career growth to all the Executives -- our suggestions for smooth implementation of CPSU Cadre Hierarchy reg:**

**Respected Sir,**

Implementation of CPSU cadre Hierarchy in BSNL is unavoidable due to the following reasons:

**A.** Promotions to all the cadres, JTO to SDE, JAO to AO, SDE to DE, AO to CAO, SDE to EE etc are stayed by the courts due to various reasons, mainly due to seniority related issues. Such court cases are going on for so many years. As a result, JTOs with 20 to 23 years of service are not getting promotion as SDEs, SDEs with 16 to 22 years are not getting promotion as DE/EE etc. **Considering the huge volume of litigations, there is little hope for any relief in the near future so that promotions can be streamlined.**

**B.** In all other CPSUs, uniform promotion policy is followed for all the cadres irrespective of wings. **BSNL is the only CPSU where the promotions vary from wing to wing, cadre to cadre. Uniformity in promotion is required in an organization, giving equal opportunity and career growth to all the Executives.**

The chart gives glaring example of disparity in promotions in various cadres in different wings. Management should address this disparity in CPSU Cadre Hierarchy.

Wing	No of years of service completed and recruitment batch	
	JTO to SDE, JAO to AO	SDE to DE/EE, AO to CAO
Civil/Elect	23 years, 1992 Rect JTO	22 years, 1994 batch SDE
Telecom Engg	20 years, 1995 Rect JTO	16 years, 2000 batch SDE
Finance /Accounts	5 years, 2010 Rect JAO	8 years, 2007 batch AO

**To address the above mentioned issues, implementation of CPSU cadre Hierarchy for all the cadres, atleast upto AGM grade is the only viable solution.** Our suggestions on implementation of CPSU Cadre Hierarchy are submitted herewith.

**1. Onetime relaxation:** In order to give immediate relief to the Executives working in a cadre for so many years, in higher pay scales, as a onetime measure, they may be directly absorbed in the higher grades with vigilance clearance. Further relaxation of two years may be given for promotion to the next higher grade also for such Executives provided that the Executives already working on functional basis in that grade also reaches the higher grade.

**2. Structure of the company:** When JTO, SDE, Sr SDE etc equivalent cadres become interchangeable, **instead of a pyramid structure, flat structure is more suitable for BSNL.**

**3. Delinking promotion from seniority:** Promotions should be delinked from seniority. On implementation of CPSU Hierarchy, present RRs, except JTO/JAO RRs (and part of BSNLMS RR) can be scrapped.

**4. Relaxation** of qualifying service may be given for the Executives recruited/promoted for the same vacancy year against different quotas as in different RRs.

**5. Uniform date of promotion** may be implemented. The qualifying service and date of effect of promotion may be decided as 1st January or 1st July or 1st October of every year. All the Executives completing the qualifying service as on due date may be promoted w.e. from the due date. Promotion may be given w.e.f the due date, irrespective of the date of DPC.

**6. Subsequent promotions:** In case, the Executive is in the higher scale than that of the grade, as per terms and conditions for absorption, financial upgradation may be continued from the existing scale to the scale of the next higher grade after every 5 years as per the new bench mark. Such Executives promoted to the higher scales on the revised bench mark may be granted grades on completion of the qualifying service after obtaining VC. In case the Executive is unfit for the higher scale due to the revised bench mark, suitability of promotion to the grade may be considered by conducting DPC for that grade.

**7. Conduction of DPCs:** For avoiding delay, all the DPCs for promotion to SDE, Sr SDE and AGM equivalent grades may be conducted at Circle level. In case of promotion to AGM grade, the minutes of the DPC may be forwarded to BSNLCO for the approval of competent authority and issuance of promotion order. The DPC for DGM grade and above may be conducted by BSNLCO.

**8. Change of designations:** There is a need to change the designations aligning with other CPSUs. For that purpose the designations followed in the BSNL CO can be followed throughout the field units.

**9. Number of DGM posts to be increased to minimum 2000:** Since the number of unabsorbed ITS officers are depleting day by day and it may take few more years to build a parallel management belongs to the company at higher level, especially at GM level, it is absolutely required to increase the number of DGM posts in Telecom Engineering wing from the present 1481 to atleast 2000. Deloitte also recommended increasing the number of DGM posts. This will neutralise the shortage in GM cadre and can be done on matching savings.

**With regards,**

**(K. Sebastin)**

**Copy to:**

1. Smt Sujata T Ray, DIR(HR), BSNL for information and n/a please.
2. Shri Deb Kumar Chakrabarty, GM(Pers), BSNL CO for information and n/a please.
3. Shri A. M. Gupta, GM(Restg & SR), BSNL CO for information and n/a please.