

No: SNEA/CHQ/CMD/2015-18/48

Dated 14th December, 2016.

To

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

**Sub: Long pending HR issues --- urgent need to resolve the issues on priority basis through serious and continuous dialogue with the Recognised Assn reg:
Respected Sir,**

Due to membership verification among the Executives Associations, resolution of all HR issues were pending for the last few months as no dialogue was possible with the Associations, even with the largest Assn, SNEA. Now the membership verification in BSNL is over on 07.12.2016 and SNEA got elected as the Majority Representative Association of the Executives in BSNL. **As per the Recognition Rules, all the policy matters can be settled only through mutual discussion between the Majority Representative Association and the management. No other Assn having any role in this regard.**

Since verification is already over, discussion on the important HR issues should be started immediately with the Majority Representative Association, SNEA. We request your goodself to initiate continuous dialogue on all the pending HR issues urgently. The important issues which require urgent settlements are listed below:

1. Replacement of intermediary pay scales E1A and E2A by standard pay scales of E2 and E3 w.e.f. 01-01-2007 as per DPE guidelines. DoT may be asked to process E2, E3 alone separately. Upgradation of the remaining scales upto E7 during 3rd PRC.
2. Offtg pay fixation and pay protection ---withdrawal/modify clarifications.
3. Implementation of CPSU Cadre Hierarchy upto AGM equivalent Grade as recommended by Khan Committee w.e.f 01.01.2017.
4. Implementation of 30% superannuation benefits, formation of Trust, nominee from the Majority Representative Association to the Trust etc.
5. First TB promotion from 4 to 5 years instead of 4 to 6 years as recommended by Khan Committee.
6. E1A and E2A scales from 01.10.2000 for C/E/Arch/TF and PA/PS cadres.
7. Pay parity of Rs 22820 for post 2007 rectx and TTAs recruited as Dept outsider JTOs.
8. E1+5 for SRD JTO and subsequent JTO/JAO batches.
9. Amendment of SDE RR and BSNL MS RR for the Accounts wing to increase the regular promotion quota from 50% to 75% as done in Engg side.
10. JTO to SDE promotion under LDCE and Seniority quota, JAO to AO promotion.
11. SDE to DE, AO to CAO, SDE(C) to EE(C) promotion and DE to DGM(T) promotions.
12. Increasing the number of DGM(T) posts to 2500 by matching savings to meet the huge stagnation and operational requirements.
13. Suitable fast track promotion mechanisms from among Intl candidates to replace the present LDCE, MT and DGM rectx.
14. Settlement of all Rule 8 cases by the LICE JTOs and relieving them.

With regards,

(K. Sebastin)

Copy to:

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Smt Madhu Arora, GM(Estt) for information and n/a please.
3. Sri Dev Kumar Chatrabarty, GM(Pers) for information and n/a please.
4. Sri Sunil Kumar, GM(FP) for information and n/a please.
5. Sri A M Gupta, GM(SR) for information and n/a please.
6. Sri Ashuthosh Gupta, GM(Restg) for information and n/a please.