

No: SNEA/CHQ/DIR(HR)/2015-18/60

Dated 01st March, 2017.

To

**Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.**

Sub: Expeditious actions to implement CPSU Cadre Hierarchy as all the functional promotions in all the streams, Telecom Engg, Finance, Civil, Electrical, TF etc are stalled due to litigations on Reservation issue:

Respected Madam,

The functional promotions in Telecom Engg side and Finance wing were stalled due to litigations on reservations for the last two years. Above all, the promotion from JTO to SDE is stalled for the last 5 years due to litigations on seniority. Last week, the promotion in Civil, Electrical and TF wing also stalled on the same issue.

In the given situation, only viable alternative is to switch over to CPSU Cadre Hierarchy upto AGM equivalent grade as per Khan Committee recommendations. It was assured that it will be finalized by 31.01.2017 but unfortunately management could not finalise the targeted date.

Further, finalization of Staffing Norms and HR plan is also very important to regulate the recruitment and promotions. However there is no need to link the CPSU Cadre Hierarchy implementation with HR plan finalization.

Since all the promotions in all the streams are stalled by the litigations, expeditious actions are to be taken by the Pers Section to finalise the CPSU Cadre Hierarchy. Sufficient discussions are already made and still any contentious issue remain to be resolved, it has to be discussed with us on a daily basis and the proposal is to be finalised on war footing.

As the recognized Association, SNEA is of the opinion that this should be the only agenda for the Pers Section till the proposal is approved by the BSNL Management Committee. All other activities in Pers section, other than addressing the most important cadre issue of promotion to- all the Executives will be a futile exercise.

With regards,

(K. Sebastin)

Copy to:

- 1. Shri Deb Kumar Chakrabarty, PGM(Pers), BSNLCO for information please.**
- 2. Shri Ashutosh Gupta, GM(Restg), BSNLCO for information please.**
- 3. Shri A M Gupta, GM(SR), BSNLCO for information please.**