

No: SNEA/CHQ/CMD/2015-18/83

Dated 03rd November, 2017.

To

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

Sub: Our sincere gratitude to the BSNL Management for the bold initiative to bring Uniform Time Bound Functional Promotion policy upto AGM grade for all the Executives in BSNL, irrespective of wing/stream. This bold decision of Management to convert BSNL from a Govt Dept into a CPSU in terms of promotions, after 17 years of its formation is really commendable.

Respected Sir,

On behalf of entire 47,000 BSNL Executives, I would like to convey my sincere gratitude to the BSNL Management for approving the Uniform Time Bound Functional Promotion policy (CPSU Cadre Hierarchy) upto AGM grade by the Management Committee of BSNL Board in its meeting held yesterday. We are extremely delighted to see that the commitments given to us and the entire Executives by your goodself and DIR(HR) is being fulfilled. PGM(Pers), Jt GM(Pers) and the their team had done an excellent job in making this policy possible which otherwise unimaginable. They had shattered the myth in the organization that reforms are not at all possible in BSNL, being a legacy organization.

It is observed that the encouragement and guidance given by your goodself and DIR(HR) really given stimulus to PGM(Pers), Jt GM(Pers) to work out a comprehensive policy providing equal promotional avenues to all the Executives, irrespective of wing/stream. This promotion policy will definitely open promotional avenues to the seniors languishing for years together. It will be really a big morale boost to the younger generation who will get AGM promotion in 15 years of service where as today, a JTO with 20 years of service could not become an SDE and an SDE with 22 years of service could not become a DE.

The Executives in BSNL is really going to get the benefits of membership verification by this as management could complete the formal discussion with the Recognised Association and finalise the proposal with the inputs if any from other Associations as well as individuals.

With regards,

(Sebastin. K)

- Copy to:** 1. Smt Sujata T Ray, DIR(HR), BSNL Board for information please.
2. Shri Deb Kumar Chakrabarty, PGM (Pers), BSNL CO for information please.
3. Shri A. M. Gupta, GM (SR), BSNL CO for information please.
4. Shri Manish Kumar, Jt GM (Pers), BSNL CO for information please.