

**No: SNEA/CHQ/CMD/2015-18/91**

**Dated 16<sup>th</sup> May, 2018.**

**To**

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

**Sub: Promotion orders issued prior to the implementation of BSNL Executives promotion policy Amendment & Recruitment Rules, 2017 (CPSU Cadre Hierarchy) should be with effective date as 01.01.2017. Promotion with prospective date will create anomaly as promotion order for the seniors will be on a prospective date and that of the Junior will be w.e.f. 01.01.2017, through CPSU Cadre Hierarchy. This will lead to anomaly and fresh litigations in the future.**

**Respected Sir,**

Kindly recall the discussions held on 14.05.2018 in this regard. In the BSNL Executives promotion policy Amendment & Recruitment Rules, 2017 (CPSU Cadre Hierarchy) proposal, the Executives, eligible for promotion in the Seniority quota and corresponding LDCE quota (if one quota is filled up) are eligible for promotion prior to 01.01.2017, the date of implementation of CPSU Cadre Hierarchy. Promotions if any given during the intervening period should be w.e.f 01.01.2017, in line with CPSU proposal in order to avoid future anomalies and litigations.

**The Executives covering in the promotion, if happens, will be seniors and if their promotion is given prospectively and juniors getting promotion w.e.f 01.01.2017 through CPSU Hierarchy will create anomalies. These limited promotions should not create hurdles for the smooth implementation of CPSU Hierarchy as thousands of Executives are waiting for promotion through CPSU Hierarchy. This is the only ray of hope for thousands of BSNL Executives waiting for promotion, in the near future.**

**Sir, short term measures should not create hurdles for the smooth implementation of CPSU Hierarchy and hence it is once again requested to issue the Promotion orders, if any, with date of effect as 01.01.2017, before the implementation of CPSU Hierarchy.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:**

1. Smt Sujata T Ray, DIR(HR & Fin), BSNL Board for information and n/a please.
2. Shri Keshav Rao, GM(Pers), BSNLCO for information and n/a please.