

No: SNEA/CHQ/CMD/2015-18/90

Dated 02nd May, 2018.

To

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

Sub: Board approval for BSNL Executives promotion policy Amendment & Recruitment Rules, 2017 (CPSU Cadre Hierarchy) with effective date as 01.01.2017, may be expedited by circulation among the Board members as per the last Board decision. More than 100 Executives due for promotion are retiring every month:

Respected Sir,

The implementation of Uniform Time Bound Functional promotion for all the Executives in BSNL, by amending EPP-2007, without discrimination is under the active consideration of the BSNL management for over a period of two years. The huge disparity in promotions among various cadres in different wings created heartburning among the Executives. It will be worth full to mention here that BSNL is the only CPSU in the country following the concept of post based promotions, based on seniority as done in Govt Departments.

The BSNL proposal come under the consideration of BSNL Board on 21.12.2017 and 09.02.2018 eventhough BSNL Board approval is not necessary as the management Committee of BSNL Board is competent to approve it (as per the delegation of powers). After the discussion in the BSNL Board on 21.12.2017 and 09.02.2018 on the agenda point, one of the Board Director from DoT sought some clarifications and the same was given by BSNL on 21.03.2018.

The date of effect as 01.01.2017 was a settlement after prolonged negotiations as 1) the Executives lost 3 to 6 years of serve due to the abnormal delay in promotions on various grounds and subsequent promotions, 2) it took more than 1 ½ years to finalise the policy after the Joint Committee recommendations and 3) it is not creating any financial implications for BSNL & DoT or any seniority issue. Implementation of this proposal only will give relief to all sets of Executives who are waiting for promotion for years together.

During interaction with all the four Extl Board of Directors, it has come to know that they are in favour of the proposal and it is clear from their side.

The inordinate delay in approval of the amendment to EPP-2007 and its implementation results growing resentment among the Executives day by day. More than 100 Executives due for promotion are retiring every month, without getting their eligible promotion. Intervention from your goodself and DIR(HR) is urgently required to get the proposal approved by the Board through circulation among the Board members as per the Board decision dated 09.02.2018.

With kind regards,

(Sebastin. K)

Copy to: 1. Smt Sujata T Ray, DIR(HR & Fin), BSNL Board for information and n/a please.
2. All BSNL Board of Directors.