

No: SNEA/CHQ/CMD/2015-18/103
To

Dated 25th July, 2018.

**Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi-110001.**

Sub: Request to take immediate steps for implementation of Uniform First Time Bound Promotions through EPP-2007 for all the BSNL Executives reg:

Respected Sir,

The Time Bound scale upgradation was implemented w.e.f 01.10.2004 as per EPP-2007. As per the provisions of EPP-2007, the first Time Bound promotion is provided after 4 years of service in the current scale subject to the condition that the Executives' basic pay in the current IDA scale has crossed/touched the lowest of the higher IDA scale for which his upgradation is to be considered or he has completed 6 years of service in the current IDA scale, whichever is earlier. As per this provision, first Time Bound Promotions were given between 4 to 6 years from 01.10.2004 to 31.12.2006. The JTOs recruited upto 1992 year got the first Time Bound Promotion on 01.10.2004 and those who recruited between 1993 to 1999 and joined prior to 01.10.2000 got the first Time Bound Promotion in 5 or 6 years as the case may be. Similarly for 2001 rect JTOs also.

This has not created much anomaly till the implementation of 2nd Pay Revision in BSNL. However, after the implementation of 2nd PRC, almost all the JTOs, on completion of 4 years of service, on or after 01.01.2007, started getting the first Time Bound promotions. At the same time all the JTOs of 1993 to 2001 batch got their first TBP after 5 to 6 years of service. All their juniors are getting the first Time Bound promotion in 4 years.

In the formal meeting held with DIR(HR) on 17.05.2018, it was informed that this issue will be taken up immediately after CPSU Cadre Hierarchy approval. The CPSU Cadre Hierarchy is already approved by the BSNL Board on 28.05.2018 and the notification is due w.e.f 01.07.18.

As per the decision in the meeting held on 17.05.2018, this issue may be settled at the earliest. This issue has been referred to the Khan Committee and Khan Committee also made some positive recommendations. This issue can be settled without any anomaly only by extending the first Time Bound Promotion in 4 years for all. It is requested to process the case at the earliest and render justice to thousands of JTOs recruited between 1993 to 2001.

With kind regards,

(Sebastin. K)

Copy to: 1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri. Keshav Rao, GM(Pers), BSNLCO for information and n/a please.
3. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.