

**No: SNEA/CHQ/DIR(HR)/2015-18/67**

**Dated 03.04.2017.**

**To**

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

**Sub: First Time Bound promotion uniformly after 4 years instead of 4 to 6 years as per EPP order dated 18.01.2007.**

**Respected Madam,**

The provision in the EPP to give first TB promotion after 4 to 6 years is creating anomalous situation in BSNL especially after the implementation of 2<sup>nd</sup> PRC. At the time of absorption, there was a demand for weightage of DoT service for the TB promotion and by giving the first TB promotion after 4 years, the seniors having more years of service and earned more increments by virtue of their service got the first promotion in 2004. By that time, most of the JTO/SDE and equivalent cadres completed 8 to 10 years of service in the respective cadres. This condition has not created much heart burn till 2<sup>nd</sup> PRC implementation. All those joined prior to 1996 got the first TB in 2004 and remaining Executives after 2004, ie. in 2005 or 2006. Thousands of Executives, especially JTOs from 1993 rect year onwards got the first TB promotion after 6 years, on 01.10.2006.

However, after 2<sup>nd</sup> PRC implementation, all the Executives started getting the first TB promotion after 4 years or a maximum of 5 years, effectively from 01.01.2007 onwards. By the same provisions of the EPP, all are getting the first TB promotions in 4 years after 01.01.2007. This has created a big anomaly and we are impressing upon the management to address this anomaly. This matter has been referred to the Khan Committee to make suitable recommendations.

This anomaly is creating resentment among the JTOs and other equivalent cadres joined between 1996 and 2002. It is once again requested to address the issue and render justice to the Executives who are seniors and suffering for the last 10 years.

**With regards,**

**(K. Sebastin)**

**Copy to:** Shri Deb Kumar Chakrabarty, PGM(Pers), BSNLCO for information please.