

**No: SNEA/CHQ/CMD/2015-18/84**

**Dated 06<sup>th</sup> November, 2017.**

**To**

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

**Sub: Immediate implementation of Uniform Time Bound Functional Promotion policy (CPSU Cadre Hierarchy) approved by the Management Committee of BSNL Board on 02.11.2017. BSNL Board delegated the powers to the MC of BSNL Board for amendment of RRs etc. Sending proposal to the full Board will unnecessarily delay the much delayed promotions.**

**Ref: 1. Memo no. BSNL/SECTT/6-2/2007 dated 16.03.2009.  
2. BSNL CO letter No 7-01/EF/2009 dated 18-01-2010.**

**Respected Sir,**

BSNL Board in its 118<sup>th</sup> meeting has delegated powers to the Management Committee for the administration and management of the business of the company. As per the delegation of powers contained in the said memo under ref 1 & 2 above, on personnel matters, the full Board has to be consulted only in case of:

- a) Formulation of any changes in Wage structure and scale of Pay of employees.***
- b) Creation of Post of the level of Executive Director.***
- c) Policy matter related to allowance of employees.***

From the delegation of powers, it is clear that Management Committee of BSNL Board has full power to take any decision on posts below the rank of Executive Director like:

- 1. Promulgation of new RRs.**
- 2. Modification/Amendments to the existing RRs.**
- 3. Amendments to EPP.**
- 4. Amendments to Transfer policy.**

On different meetings with the Directors of BSNL Board from DoT, they repeatedly made it clear that HR issues which don't have financial implications and pension liability for DoT can be decided by the Management Committee of BSNL Board and there is no need for sending them for the approval of BSNL Board. Large number of such proposals are unnecessarily send to the full Board and pending for its approval for more than two years.

The promotion policy approved by the MC on 02.11.2017 is simply an amendment to the EPP and BSNLMS RR 2009, based on the terms and conditions for absorption and as per Deolittee recommendations. Basic features of the EPP & MS RR like pay fixation, residency period etc, not altered to have financial implications to the company. These amendments are made on the rules which are already approved by the BSNL Board and DoT like:

- A) Terms and condition for absorption approved by BSNL Board and DoT in which time bound functional promotion envisaged upto SG DGM grade.**
- B) EPP 2007 approved by BSNL Board and DoT. Financial upgradation and post based promotion are two parts of EPP. CPSU Hierarchy is simply the merger of Time Bound financial upgradation and functional promotion upto AGM grade.**

**C) BSNLMS RR 2009 approved by BSNL Board.**

**D) CPSU Hierarchy is simply an amendment to EPP and existing RRs.**

**Further it can be observed that there is no additional financial implication on implementation of the new rules either to BSNL or to DoT.**

<b>Existing EPP/RR provisions</b>	<b>Provisions in CPSU Hierarchy Policy</b>
In SDE/AO equivalent RRs, qualifying service is 3 years.	In CPSU Hierarchy Policy, qualifying service increased to 5 years.
In BSNLMS RR, qualifying service for SDE/AO to AGM/CAO promotion is 7 years.	In CPSU Hierarchy Policy, the qualifying service increased to 10(5+5) years.
In EPP, pay scale upgradation from JTO to SDE scale/grade is between 4-6 years.	In CPSU Hierarchy Policy, it is 5 years.
In EPP, pay scale upgradation from SDE to Sr SDE scale/grade is 5 years.	In CPSU Hierarchy Policy, it is same (5 years).
In EPP, pay scale upgradation from Sr SDE to AGM scale/grade is 5 years.	In CPSU Hierarchy Policy, it is same (5 years).
In EPP, fitment under FR22(1)(a)(1) provided on promotion from lower scale to a higher scale.	In CPSU Hierarchy Policy also, fitment under FR22(1)(a)(1) provided.

It will be pertinent to mention that in the past, various decisions on issues pertaining to RR amendment /creation of posts, amendments to Recognition Rules, amendments to Transfer policy etc has been made on approval of the Management Committee of BSNL Board without taking it to the full Board.

**JTO(T) with 18 years, JTO(C/E) with 23 years, JTO(TF) with 25 years are waiting for the implementation of CPSU Hierarchy for their first promotion. Similarly SDE(T) with 17 years and SDE(C/E) with 23 years are waiting for DE/EE promotion. Hundreds of Executives are retiring every month without promotion.**

**Considering the above facts, it is humbly requested that the new amendment to the EPP 2007 and RRs may be implemented immediately as it requires approval from the Management Committee of BSNL Board only. Sending proposal well within the powers of MC to the full Board will unnecessarily delay the proposals in the name of HR plan, pending approval of pay scales etc etc. Kindly note that various HR issues before the full BSNL Board is pending for years together.**

**With kind regards,**

**(Sebastin. K)**

- Copy to:** 1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.  
2. Shri H. C. Pant, CGM(Legal), BSNL CO for information and n/a please.  
3. Shri Deb Kumar Chakrabarty, PGM (Pers), BSNL CO for information and n/a please.  
4. Shri A. M. Gupta, GM (SR), BSNL CO for information and n/a please.