

312, भारत संचार भवन, हरीश चन्द्र माथुर लेन,  
जनपथ, नई दिल्ली - 110001  
312, Bharat Sanchar Bhawan, H.C. Mathur Lane,  
Janpath, New Delhi-110 001  
दूरभाष कार्यालय/Ph.: +91-11-2373 4070  
फैक्स/Fax : +91-11-2373 4072  
ई-मेल/E-mail : dirhrd@bsnl.co.in



भारत संचार निगम लिमिटेड  
( भारत सरकार का उद्यम )  
**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprises)

सुजाता तपन रे

निदेशक (एच.आर.)

**Sujata T. Ray**

Director (HR)

**Message**

Dear Friends,

25.07.2018

It is a fact that career satisfaction to the employees results in better performance and thereby enhances the effectiveness of the whole organisation. In my last message dated 26.06.2018, I explained that to open up career progression which was blocked due to prolonged litigation, the Management came out with the new policy of CPSU Cadre hierarchy reassuring thereby smooth ascent in career ladder to all its executives.

However, in the meantime relief came with the interim order of Supreme Court order and resultant O.M. dated 15.06.2018 thereon issued by DOPT, making it possible to promote the executives as per the existing Recruitment Rules.

Accordingly, BSNL conducted DPC/CPC in the fastest manner for promotion to various posts. This entire process involved day and night efforts of Personnel Wing and their relentless efforts culminated into the mega promotions in different cadres and streams creating history in BSNL. Promotion of more than 12000 (twelve thousand) executives with the existing RRs in a shortest possible time successfully, says it all and hopefully should be sufficient to dispel all confusions and curiosity. Staff Relation Unit will give a more clear account of the promotions cadre/stream wise. Management further intends to continue with this exercise of promotion till the scheme of CPSE hierarchy is finalized keeping in view BSNL Board directions given on 28.06.18. A Committee has already been convened to find ways and means to implement the decision.

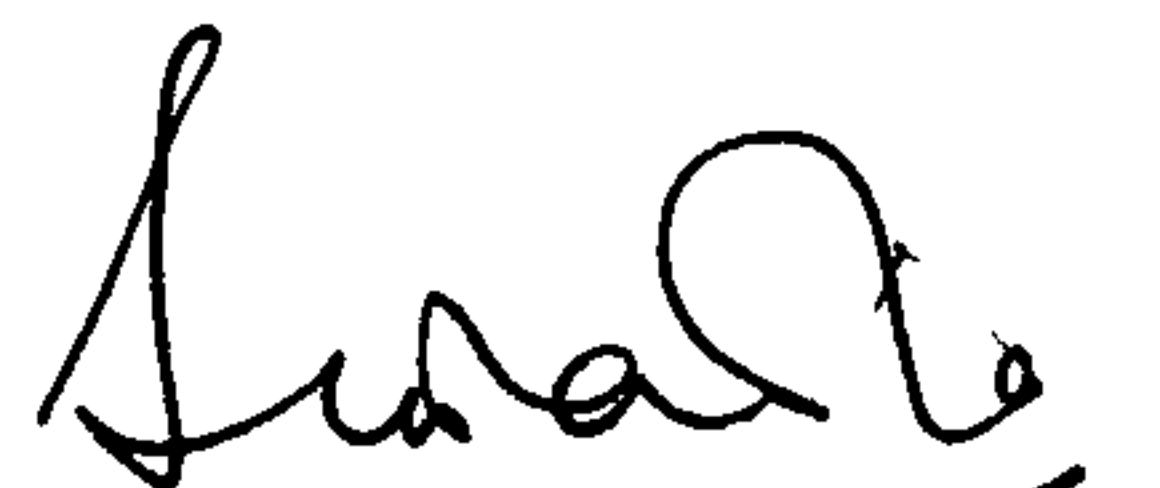
The aspect of parity in promotions amongst various cadres/streams with due regard to the sanctioned strength in the cadre / grade of various streams of services is also under active consideration of the Management. This would certainly settle most significant issue of all executives.

Additional opportunities in promotions will be explored in all the cadres and streams, wherever possible, to boost motivation among employees so that they can willingly take up higher responsibilities. I am sure that the newly opened up career trajectory of the employees will make them more focussed and fuel the growth of the Company.

The elevation of large number of the executives has made the organization flatter. I hope people will soon adopt to working in a lesser number of layers in a more flexible manner to improve the coordination and communication leading to improved services to our customers and enhanced productivity.

Therefore, solidarity from all Associations, representing executives across the cadres, is anticipated to bring the Company in forefront of telecom industry.

With best wishes,

  
Sujata Ray