



SANCHAR NIGAM EXECUTIVES ASSOCIATION

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All communications addressed
to the General Secretary

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SNEA/CHQ/CMD/2018-21/114

Dated 05.11.2020.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Notice for Trade Union Actions demanding promotion upto AGM equivalent Grades in all the streams w.e.f. 01.07.2018 through the new promotion policy, BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 (BEPPARR 2017) approved by the BSNL Board on 28.05.2018, having ZERO financial implications:

Respected Sir,

The new Executives Promotion Policy, BEPPARR 2017 was approved by the BSNL Board on 28.05.2018. As per the new policy, promotion is due from the next immediate review date, i.e. from 01.07.2018. For the last two years, this Association was continuously requesting the authorities to give promotions through the new promotion policy but no result seen so far.

As per the decision of the Central Working Committee meeting of Sanchar Nigam Executives Association held on 31.10.2020 and 01.11.2020, notice is hereby issued to conduct the following Trade Union Programmes for the settlement of the demands:

Demands:

- 1. Promotions in all the streams upto AGM equivalent Grade w.e.f. 01.07.2018 based on the BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 (BEPPARR 2017) approved by the BSNL Board on 28.05.2018, maintaining Uniformity and Parity in promotions among equivalent Grades in different streams. Honour the Terms & Conditions for absorption in BSNL, Non-post based promotion upto E6 scale.**
- 2. All promotions upto DGM Grade on Regular basis. No Looking After promotion in any Grade upto DGM Grade.**

Trade Union Programmes:

- 1. Lunch Hour demonstration at BSNLCO, Circle and SSA HQs on 02.12.2020.**
- 2. Observing Protest Day on 10.12.2020 by wearing Black badges.**
- 3. Twitter Campaign on 17.12.2020 demanding promotion from 01.07.2018.**
- 4. Hunger Fast at BSNL CO and Circle HQs from 04.01.2021 to 08.01.2021 from 10 AM to 06 PM.**
- 5. Indefinite Hunger Fast at BSNLCO and Circle HQs from 15.02.2021 onwards.**

With kind regards,

(Sebastin. K)

Copy to: 1. Shri. Ravi Shankar Prasad, Hon MOC, New Delhi for kind intervention pl.

2. Shri. Anshu Prakash, Secretary/Telecom, Sanchar Bhavan, New Delhi for kind intervention pl.

3-6. DIR(HR)/DIR(CFA)/DIR(CM)/DIR(EB), BSNL Board for info and n/a pl.

7. Shri. A. M. Gupta, Sr GM(SR), BSNLCO for information and n/a pl.

Annexure to the Notice for Trade Union Actions dated 05.11.2020:

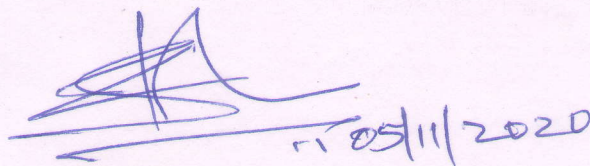
BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 (BEPPARR 2017) was approved by the BSNL Board on 28.05.2018. This new promotion policy is approved by amending the EPP 2007 and various RRs upto AGM equivalent Grades. This policy was framed as per the: i) Terms and Condition for absorption in BSNL notified on 02.09.2003 which was finalized as per the direction of Hon PCAT in OA 298/2002 dated 06.08.2002, ii) promotion policies followed in all other CPSUs and iii) recommendation of the Consultant M/s Deolitte. As per Annexure –IV of the Terms and Condition for absorption in BSNL notified on 02.09.2003, all promotions in BSNL upto SG JAG Grade in E6 scale is non-post based promotion, between 4 to 6 years of service and promotions beyond SG JAG Grade in E6 scale is post based and depends upon number of posts.

In fact, BSNL management proposed the implementation of the new policy from 01.01.2017 onwards considering the abnormal delay in promotions due to litigations related to Seniority and Reservation issues. (The BSNL MS Rect Rules regulating the promotion to AGM/CAO Grades and above was framed and notified only in July 2009, after 9 years of formation of BSNL and the Executives lost 9 years of service. JTO to SDE promotion delayed from 2011 to 2018 (07 years), AO to CAO promotion from 2013 to 2018 (05 years) and SDE to DE promotion from 2015 to 2018 (03 years) and so on and the Executives lost many years of service. Today, there are no eligible Executives for promotion to DGM Grade). However BSNL Board approved it from the day of the Board meeting, i.e. from 28.05.2018. As per the new promotion policy, promotion is due from the next due date of promotion, i.e. from 01.07.2018. During the promotions in June, 2018, it was assured by the management that the new promotion policy will be implemented w.e.f. 01.07.2018. Now hundreds of senior Executives are forced to work under their juniors. Again as per clause 1.3 of the approved policy, the EPP 2007 is modified by the new policy and entire Rect Rules upto AGM equivalent Grade is scrapped on the approval of the policy.

There is ZERO financial implications in giving promotions through this policy as Executives are already working in higher scales or reaching the scale equivalent to the Grade through the existing EPP 2007 itself. There will be savings for BSNL as the additional increment given on post based promotion in the earlier promotion policy EPP 2007 is not provided in the new promotion policy.

This Association through various letters dated 21.06.2018, 03.07.2018, 25.07.2018, 27.08.2018, 07.09.2018, 04.01.2019, 29.01.2019, 18.03.2019, 27.06.2019, 14.08.2019, 02.09.2019, 14.10.2019, 22.11.2019, 02.12.2019, 14.01.2020, 12.02.2020, 07.04.2020, 18.05.2020, 28.05.2020, 21.07.2020, 14.09.2020 and several meetings requested the management to implement the amended policy, BEPPARR-2017 from the next immediate review date of promotion, i.e. 01.07.2018 and give promotion to all the eligible Executives, due for promotion. BSNL management made many promises and assurances in many meetings for its implementation. However, the Executives did not get the eligible promotion even after 29 months.

This negative attitude of the BSNL management compelled this Association to go for Trade Union actions.



Handwritten signature and date: 05/11/2020