



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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No: SNEA/CHQ/CMD/2018-21/168

Dated 10.02.2022.

To

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

Sub: Proposal for Revision of Sub Divisional Engineer(Telecom) RR and equivalent Rect Rules reg:

Ref: 1. No: BSNLCO-PERS/15(12)/1/2021-PERSI

Dated 01.02.2022.

2. Terms and Condition for absorption and Hon PCAT order in OA 282/2002.

Respected Sir,

First of all, Time Bound Functional Promotion Policy and Recruitment Rules, BEPPARR 2017 is approved by BSNL Board on 28.05.2018 and all the promotions upto AGM equivalent Grade is to be regulated by this. The new Promotion Policy and Recruitment Rules, BEPPARR 2017 has been finalized as per the Terms and Condition for absorption which was framed based on the order of Hon PCAT in OA 282/2002 dated 06.08.2002. Further while approving the BEPPARR 2017, BSNL Board scrapped all the Rect Rules upto AGM equivalent Grades. **So, there is no need for any Revision of SDE equivalent Rect Rules now.**

The following points are submitted to substantiate the points.

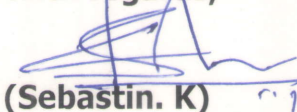
1. Framing of any Rect Rule contrary to the Terms and Condition for absorption and the Hon PCAT order dated 06.08.2002 and the BEPPARR 2017 approved by the BSNL Board on 28.05.2018 will lead to disputes and litigations.

2. Pay Scales for SDE equivalent Grades shall be E3 Scale: BSNL recommended E3 Pay Scale for SDE equivalent cadres as replacement scale for E2A. The Pay scale cannot be reduced to E2. There is no E2 scale w.e.f. 01.01.2007 for SDE equivalent Grades as mentioned in the draft RR. As per BSNL order dated 05.03.2009, E2 pay scale is the provisional Pay Scale till revised Pay scale for E2A scale is notified.

So the Pay scale for SDE equivalent Grade should be the BSNL recommended E3 scale instead of E2 scale.

3. Stagnation Period shall be 5 years instead of 12 years: The proposed stagnation period of 12 years is against the Terms and Condition for absorption and the BSNL Board approved Promotion Policy and Recruitment Rules, BEPPARR 2017. As per the Terms and Condition for absorption, it is 4 to 6 years and as per the BSNL Board approved BEPPARR 2017, the residency period is 5 years. **So, the stagnation period should be 5 years,** (which is almost 2 time of the qualifying service of 3 years in the scrapped SDE RR) instead of proposed 12 years. The proposed stagnation period of 12 years is 4 times higher than that of the qualifying service of 3 years in the scrapped SDE RR.

With regards,



(Sebastin. K) 10/02/2022

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.

2. Shri. R. K. Goyal, PGM(Pers), SNLCO for info and n/a pl.