



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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the General Secretary

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APPEAL

No: SNEA/CHQ /Assns/2018-21/06

Dated 01st February, 2021.

To

**Com Wasi Ahmad ,
General Secretary,
AIGETOA.**

Sub: Indefinite Hunger Fast from 15.02.2021 demanding implementation of Non-post based Time Bound Functional Promotion Policy approved by the BSNL Board on 28.05.2018 for the smooth Career Promotion to BSNL Executives. All the Executives will be benefitted by this. Request to support and join the agitations w.e.f. 15.02.2021 and not to give an opportunity to Management to divide the Executives.

Dear Com,

As you know, SNEA started various agitation programs from December, 2020 onwards demanding the implementation of non-post based Time Bound Functional promotion policy (CPSU Cadre Hierarchy) namely, BSNL Executives Promotion Policy Amendment and Recruitment Rules, 2017 (BEPPARR 2017) w.e.f. 01.07.2018. BSNL Board approved the new promotion policy, BEPPARR 2017 for the promotion upto AGM/CAO equivalent Grade in E4 scale on 28.05.2018, as a first step. This is to replace the existing post based promotions followed in BSNL which was followed in Govt Dept and DoT, proved as a big failure. All other CPSUs are following non-post based Time Bound Functional promotions.


Instead of implementing the non-post based time bound functional promotion upto JAG Selection Grade as assured earlier, BSNL deliberately continued with post based promotion followed by DoT. By this BSNL management denied the opportunity to the highly qualified, talented and experienced BSNL Executives for their timely promotion and reach to higher positions like DGM/GM/CGM etc. It was a conspiracy to keep the Executives below DGM level. Against this high handedness, several agitations took place. With the collective efforts of the United Forum comprising of SNEA, AIBSNLEA and AIGETOA, Joint Committee was constituted in 2012 to work out implementation of CPSU Cadre Hierarchy in BSNL. In a major breakthrough, BSNL Board approved the new policy, BEPPARR 2017 on 28.05.2018. As per this policy, the promotion for all the eligible Executives is due from 01.07.2018 onwards. The Executives would have got 2 and 1/2 years of service by this time.

Majority of the post based Promotion made in June, 2018 become provisional (AO, CAO and DE) due to court orders. In the continuing deadlock situation, when Restg and drastic post reduction (about 65%) is on the cards, it is high time to delink our promotions from availability of vacancy. Knowing the adverse effect of Restg on post based promotions, we are insisting for Non-post based Time Bound functional promotion in all the streams. The main advantage of CPSU Cadre Hierarchy is the uninterrupted promotion, de-linking the promotion from availability of vacancies and smooth career progression in the future, especially for the young Executives.

Our collective responsibility is to mount pressure on the BSNL Management to implement it from 01.07.2018 and to ensure smooth career progression. It is very clear that BSNL management is not keen on promotions before Restructuring. Management tactfully dividing the Executives in the name of Association. We sincerely hope that you will appreciate the need for Non-post based Time Bound functional promotion and will join hands with us for the better career prospects of the Executives.

Ultimately all Associations are working for the welfare of the Executives. If all Assns could work unitedly to achieve this goal, management cannot divide us as seen today and issues will be resolved much earlier and all the Executives will be benefitted. We seek the support of your Association with a request to join the Indefinite Hunger Fast from 15.02.2021 onwards.

Comradely Yours,


(Sebastin. K)

01/02/2021