



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Only Recognized Executives' Association in BSNL)

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the General Secretary

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No: SNEA/CHQ /Assns/2018-21/05

Dated 10th July, 2020.

To

**Shri. N D Ram,
General Secretary,
SEWA BSNL.**

Ref: SEWA BSNL CHQ/2018-21

Dated 08.07.2020

Dear Comrade,

We are extremely grateful to you for giving us your valuable time on 08.07.2020 to have discussions on the matter. We wish all the success for all your efforts in safeguarding the rights of the SC/ST employees working in BSNL. During the discussion, we sought the valuable support of SEWA and your goodself in the coming Membership Verification among the Executives. Further we are extremely happy to give an opportunity to explain the stand on various points.

The view of SNEA on the specific points mentioned in your letter is furnished below.

Points 1 & 2: On Reservation issue, SNEA always committed to protect the Constitutional Rights of Executives belongs to SC/ST category and we assure that we will continue our best efforts for protecting the Constitutional Rights of Executives belongs to SC/ST category.

Point 3: As mentioned above. Relaxed standards and lesser standards of evaluation are constitutional provisions and protections extended to SC/ST category and followed in BSNL. SNEA will be protecting the Constitutional Rights of Executives belongs to SC/ST category.

Point 4. Your concern on reservation in CPSU Cadre Hierarchy promotion will be automatically addressed. The BSNL Board approved the CPSU Cadre Hierarchy promotion policy, following the Reservation policies of the Govt. Automatically the Govt policies on Reservation from time to time will be applicable on CPSU Cadre Hierarchy promotion policy also. Provision for Relaxation in the qualifying standard is already incorporated in the CPSU Cadre Hierarchy, as mentioned in your letter at point 3.

SNEA demand is also to implement CPSU Cadre Hierarchy promotion policy, following the Reservation policies of the Govt.

BSNL sought the guidance of DoT on reservation in the CPSU Cadre Hierarchy promotion policy. As and when the guidance is received from DoT or DoPT, it will be automatically applicable for the promotions from the effective date, i.e. 01.07.2018.

As we discussed on 08.07.2020, the reservation as per Govt policies, protecting the constitutional rights of the Executives belongs to SC/ST category will be ensured while implementation of CPSU Cadre Hierarchy promotion also. There need not be any apprehension over that. As we discussed, we can go together to the management and demand to incorporate the reservation as per Govt policies in the CPSU Cadre Hierarchy as approved by the Board. Any outstanding issues arising during implementation can be jointly addressed also.

CPSU Cadre Hierarchy is for the smooth career progression of the Executives. It is just an amendment to the existing EPP. In CPSU Cadre Hierarchy, promotion is on Time Bound basis. As we know, the number of posts in various cadres will come down drastically, about 50%, on Restructuring and review of sanctioned posts based on assets. The post based promotional avenues for all cadres will shrink considerably. Today SC category JTOs of 2001 rect is waiting for promotion as SDE even after 19 years of service. Similarly ST category JTOs of 2002 rect is waiting for promotion as SDE even after 18 years of service. Similar situation is prevailing in all other cadres. In CPSU Cadre Hierarchy, all the JTO equivalent cadres, completed 5 years of service is assured to get SDE promotion, a big relief to the Executives. None of us want to stop the promotion of Executives.

We assure you that the constitutional rights of SC/ST officers will be protected in the forthcoming CPSU Cadre Hierarchy also and we will jointly go to any extend in protecting their Constitutional Rights.

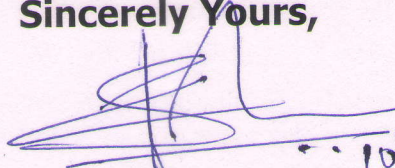
Point 5. Yes, it is already followed as per BSNL transfer policy and we support that.

Point 6. We are open for any discussion on the issues related to the welfare of the members and jointly trying to remove any type of barriers.

We have explained our stand on various points and our strong resolve in protecting the interest and Constitutional Rights of Executives belongs to SC/ST category. We are keen to work with you and SEWA in the future also for the welfare of the Executives and SNEA will continue to raise the issues regarding service matters of Executives belongs to SC/ST category.

We once again seek the valued support of SEWA and your goodself in the 2nd Membership verification among the Executives. We once again reiterate our strong resolve in protecting the interest and Constitutional Rights of Executives belongs to SC/ST category and working with you for their welfare.

Sincerely Yours,



10/07/2020

(Sebastin. K)