

Minutes of the Committee on introduction of PSU Cadre Hierarchy and two other issues- Meeting held on 16-03-2012

In pursuance to BSNL CO's letter no.400-33/2012-Pers.I(pt), dt.28.02.12, the first meeting of the Committee started as scheduled on 16.02.12 with the representative officers of the Management side and the Executive Associations [AIBSNLEA, SNEA(I) and AIGETOA] side being present on the occasion.

Sh. Virender Prasad, Addl. GM(Pers.), the convenor of the meeting, welcomed both the sides and invited their views. As per the terms of the Committee, the agenda was discussed as detailed below:-

- I] At the outset, the members of the associations insisted on inclusion PGM(SR) as they felt that the issues required the feedback as well as experiences of the SR Cell on related issues. The Management side appreciated their concern and agreed on the inclusion of suitable officer from the SR Cell.
- II] The Association side insisted on inclusion of the word "equivalent grades" to be attached to JTO/SDE in the second agenda. The management side agreed.
- III] Under the 3<sup>rd</sup> point in the agenda, the Associations side remarked that the E-6 scale be mentioned alongwith the functional post of Sr. DGM. Also, they insisted that the diversion of 600 posts of DGM (E-5 scale) to the new functional grade of Sr. DGM (E-6 scale) be also made part of the agenda. However, the management side stressed that the agenda of the meeting were as per the letter of SR cell.
- IV] Agenda-I : Examine the introduction of CPSU cadre hierarchy vis-a-vis the present set up -  
The management side wanted to be made aware of the issues involved. The Association side clarified that since BSNL has come to function as a full fledged PSU, it is time to implement the PSU cadre hierarchy as prevalent in other PSUs/Autonomous bodies and also as promised in the terms of absorption of Group 'B' officers in BSNL. They further elaborated that the present time bound financial upgradations under EPP being granted to executives should be concretised with the functional posts of equivalent level upto the SG-JAG level. This was according to what was promised in the Annexure-IV of the terms of absorption of Group 'B' officers in BSNL. To this extent, the present two tier system of "Time bound financial upgradation (NF)" and "post based functional promotion" should be merged and replaced with non-post based time bound functional promotion. The promotions upto the SG-JAG equivalent grade should be time bound without any linkage to number of posts and should be on functional basis. During deliberations, it further came out that this may help the finances of the company by doing away the double benefit of extra increments being given to the executives successively on time bound pay upgradation and post based promotion to the same scale. Further, the process will also do away with the necessity of repeated DPCs required for the same executive. The scheme, if implemented, will also remove the several court cases relating to promotions as well as other anomalies pertaining to each cadre.

The Management side wanted to know as to why these issues did not form part of EPP as well as MS RR if they had been promised in the terms of absorption. The Association side revealed that these issues had been part of the discussions leading to the MSRR, but remained to be taken up subsequently. And now that the management has taken decisions for lateral recruitment at higher levels (Sr.DGM/GM/PGM/CGM), the issue required attention.

The management side appreciated the points presented by the Associations side. However, before considering the issue, they found it is desirable to have a wider perspective covering the HR practices of other major PSUs like NTPC, ONGC, SBI etc. It was also stated that the implementation of such a scheme will have wide ranging repercussions on the processes/ schemes being presently followed in the Company. The assessment / evaluation of the performance of the executives, as well as the prevailing system of command/control will require revamping on the whole. It was agreed that both the Associations sides and GM(restructuring) would make efforts to obtain information about HR policies being followed in other PSUs. The Associations side agreed to present the case from their side in the next meeting.

- V) Agenda-2: To examine the introduction of E-2 and E-3 pay scales for JTOs and SDEs equivalent due to non-approval of E-1A and E-2A by Government - The Association side made a point that since the pension contribution in respect of executives has been linked to their actual basic pay drawn, hence there was no point in maintaining the revised E-1 and E-2 scale which have put the executives to dis-advantage. Also, in other PSUs which had intermediary scale in the pre-revised pay scale, they have switched over to the next higher scale in the revised Standard IDA pay. As such, BSNL should meet the demand of executives and adopt the revised standard E-2 and E-3 IDA scales in place of pre-revised E-1 and E-2 scales.

The Management side, though receptive to the idea, proposed to defer the issue for next meeting when representatives from Establishment and Staff Relations branch would be available.

- VI) Agenda-3: Safeguard in promotion against diversion of 600 posts of DGM to functional level of Sr.DGM(E-6) - The Associations side raised serious concern regarding the diversion of 600 posts of DGM (E-5 level) to the newly created functional post of Sr.DGM (E-6 level) whereby the promotional prospects of the executives is going to shrink.

The Management side remarked that since the agenda -1 relates to de-linking promotions from the number of posts available up to SG-JAG grade, the promotions may not be affected in that scenario. However, issue will be considered in detail subsequently.

The next date of meeting remained to be decided. The meeting for the day ended on a cordial note with the vote of thanks.

  
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