



SANCHAR NIGAM EXECUTIVES' ASSOCIATION, Central Head Quarters, New Delhi.

Brief Note on resolution of dispute of Educational Qualifications in Civil/Elect wing by granting Parity with Telecom wing

- The EE Promotions in Civil and Electrical wing are trapped in litigation and even LICE eligibility also was challenged in court and many applicants executives were permitted to appear for LICE for EE Civil/Electrical by different courts even one day before conduction of LICEs.
- This happens as Pers Policy section has modified the eligibility condition for EE Civil/Electrical promotions by restoring the eligibility conditions to Year 1993 when for Telecom wing same is restored to years 2009, when MSRRs 2009 were published.
- For any other wing, there is no such restrictions for CAO/DGM Promotions on name of educational qualification and for Civil/Electrical wing also same was resolved, but again re-opened /created while introducing MSRR 2023.
- While framing MSRRs for Telecom wing , SNEA was conveyed in writing that the Telecom wing RRs are draft and the Electrical and Civil wing RRs will be framed in same line as that of Telecom , but even after such firm and written assurance, this already settled dispute was opened calling for many court cases.
- Since then, SNEA has requested BSNL Management for restoration of the educational qualification for EE Promotions in Civil and Electrical wing by giving parity with Telecom wing and Executives who have joined BSNL by 2009 are made eligible for EE/AGM promotions in Civil/Electrical wing.
- Though this has been agreed during discussions, but same has not been implemented and the litigations is continued and the promotions are also on hold and this has created mass unrest and executives in Civil/Electrical wing are frustrated and demotivated. Further there is no single rupee expenditure on part of BSNL to resolve this issue.
- It is important that CPWD, Railways and many other departments also holds Diploma Holder eligible for EE promotions.

- Till implementation of MSRR 2023, BSNL also promoted Diploma Holders as EEs and some juniors are promoted as EE in 2022 Promotions and their seniors are denied EE promotions by modifying clause in 2023 to Year 1993.
- We have discussed this issue with all and everybody agrees to our concern but final call was not taken till recent past, but we are happy that committee has been constituted to study the dispute and has submitted its report to Director HR BSNL Board. It is understood that the committee has recommended for resolution of this issue by giving parity to Civil and Electrical wings at par with Telecom wing.
- The committee report needs to be approved by BSNL Management and mainly respected CMD BSNL. In the meeting we have submitted details and as directed by Respected CMD BSNL, we are submitting the brief note with humble request to settle this dispute by approval of Report submitted by the committee resolution of this issue by modification in MSRR 2023 by granting parity at with Telecom wing and allowing eligible SDEs for EE Promotions.

Enclosures:

1. Letter No. by AGM Pers Policy confirmation that MS RRs of Civil/Electrical wing will be at par Telecom wing
2. Letter No. SNEA CHQ letter No. SNEA CHQ/CMD/2022-25 Dated 03/2024 with request for giving justice to deprived SDEs in Civil /Electrical wing by restoration Educational Qualification at par with Telecom wing.
