



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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To,

Mrs Roshni Sohni,
DDG (Estt), Department of Telecommunications,
Government of India, Sanchar Bhavan 20,
Ashoka Road, New Delhi 110001

No. SNEA CHQ/Corr/DoT/2022-23

Dated 29th September 2022.

Sub: Issues related Proposal for revision of SDE RRs by BSNL and request for its review to settle unrest among executives in BSNL before final approval by DoT.

Respected Madam,

We, the Sanchar Nigam Executives Association (SNEA BSNL), is the Association representing more than 12000 executives out of total 28000 executives consisting Managers, Officers and Engineers who are holding very important Portfolios in BSNL all over India with existence in each and every District.

We would like to put our concern related to interest of Executives in BSNL with respect to the proposal by BSNL for revision of SDE RRs on which BSNL has requested for approval of DoT and proposal is under active consideration of DoT.

Madam, you are quite aware that there is much unrest among Executives in BSNL about over delayed promotions and proposal sent by BSNL for revision of SDE RRs by BSNL to settle the unrest and motivate Executives. But we find that this proposal will not settle the issues but rather more issues are created with this proposal. We have listed out the issues which will be created if the proposal is approved as it is.

1. There are no much changes in Revised RRs except addition of Personal Upgradation after 12 years. Rather this is only new proposal in new SDE RR as compared to old SDE RRs.
2. Personal upgradation is normally granted to individual for taking care of Financial Stagnation and in BSNL this being taken care through Executive Promotion Policy 2007 and there is no need of revision of RRs for same.

Annexure-A.

3. BSNL was granting Financial Upgradation on 12/24 years and it was stopped on implementation of EPP 2007 and with this revision of RRs, BSNL has only proposed the reintroduction of already scrapped ACP Scheme. **Annexure-B.**
4. As on today many JTOs in BSNL are financially upgraded up to AGM Scales and few to DGM Scales also under NPP 2007 and no such stagnation issues are faced by JTOs/SDEs in BSNL to give them personal upgradation, but there is need of giving the promotion and same has been clearly mentioned in BSNL TBP Policy 2017. **Annexure C.**

5. In BSNL issue is not stagnation or need of personal upgradation thereof but it is matter of removal of disparity among equivalent cadres in different wings and issues were addressed by Time Bound Promotion policy 2017, but same is not implemented as DoT, has asked certain clarification vide letter dated 30/8/2019 for conveying Approval for BSNL TBP 2017. **Annexure D**
6. In an immediate action, BSNL has replied all the queries and only asked for guidelines to deal with reservation related issues, but same is not issued till today directly. **Annexure E.**
7. But indirectly DoT, has cleared this reservation issue by endorsing clarification issued by DoPT and same has been agreed in writing by all Stake Holder associations with signature of all including responsible officer in BSNL Management. **Annexure F.**
8. Only required is direct and specific reply from DoT on clarification as called by BSNL on the issue of reservations, but instead of giving reply on this matter recently DoT has just replied that file is under process in DoT and BSNL will be directed to review the proposal in After VRS scenario. **Annexure G.**
9. If its assumed that the issues of implementation of reservation reported in the Time Bound Promotion Policy even after approved by BSNL management still exist in the proposed method of revision of RRs in BSNL, **then it needs to be clarified how this unsettled issues of reservation in this proposal through Revision of RRs is being taken care needs to be cleared.**
10. It is wrongly projected that BSNL is giving and will be issuing Regular promotions before 12 years and personal upgradation will be given to few only, but it is fact that promotions except few posts before 12 years are next to impossible and Personal Upgradation without any benefits will become regular arrangement of Promotion. Same has been projected by BSNL Management in the recommendation Time Bound Promotion Policy 2017. **Annexure H.**
11. After VRS, the average age of executives in BSNL has reduced to 43 to 44 years and the average age of JTOs for whom this proposal of Revision of SDE RRs is proposed will be further less.
12. In letter No. 4-02/2021-Restg dated 23/11/2021, BSNL has sanctioned SDE posts in Telecom wing, but revision of RRs is proposed for 10687 posts when 12489SDEs are working in Telecom wing. **Annexure I.**
13. As such, there will be excess SDEs and no vacancy will be created in near immediate future if no SDE opt for Voluntary retirement, get promoted to higher grade or leaves the earth.
14. As on today 12069 JTOs have become eligible for SDE Promotions as they have completed service of three years as JTO which is eligibility criteria in existing RRs and also in revised RRs. More number of JTOs will become eligible in days to come, but chances of creating vacancy is as good as Nil and all these JTOs will be compelled to wait for next Nine Years for Personal Upgradation. Year wise JTO promoted is details attached as **Annexure J**
15. BSNL has issued letter stating that JTO and SDE are equivalent. Further while showing vacancy position of Executives after restructuring is shown combined i.e. JTO and SDEs are counted together. It means the work responsibility of JTO/SDE is declared to be same. When JTOs are assigned in, when pay Scales are granted, there should not be any issue in changing designation of JTOs as SDE. **Annexure K.**
16. As on today, SDEs are working in E3 or E2A scales but in this RR as such pay scales of SDEs are shown reduced form E2A/ E3 to E2.

17. GS SNEA and General Secretaries of many other associations in BSNL have raised certain issues related to this Modification of SDE RRs and but same are not given consideration. **Annexure-L (I to III).**
18. As the average age of executives in BSNL has reduced after VRS, the chances of creation of vacancies has further reduced and vacancies created in days to come will be very few rather Nil for years together. The present vacancies in BSNL are created due to VRS and this much vacancy cannot be generated in coming days.
19. Same is the case in Civil/Elect wing where JTOs with total length of 20 to 25 years of service are still working as JTOs and as on today also there is no vacancy available.
20. There is disparity in promotions of different wing i.e. JAO in account wing is getting promotions after completion of services ranging from 5 to 10 years, JTO in Telecom wing is getting promotion on completion of service ranging from 10 to 20 years and Executives in Civil/Elect/Arch/PA/PS are not getting further promotions even after 20 to 25 years.
21. The percentage of executives in different wings of BSNL as compared to total strength. The details attached as **Annexure M.** It may be seen the percentage wise executives are highest in Telecom wing and policy needs to be framed to cover problems of majority of executives.
22. Normally, anomaly is granted by upgrading the promotions to average stage or to the stage where benefit is passed to majority. Civil/Elect and all other wing executives will get some relaxation with Personal Upgradation after 12 years as they are not given even single promotion till today even after 30 to 25 year service length.
23. But similarly placed Account wing Executive has reached to Grade of DGM and in Telecom wing it has reached to AGM grade and will not be benefitted or their grievances cannot be settled with revision of RRs, but their grievances will be further intensified. Similarly, the executives in Account and Telecom wing will not at all be benefitted with this revision of RRs as chances of creating vacancy at any later stage is as good as Nil. Important point is that Telecom and Account wing covers more than 80% of total executives in BSNL and other wings merely covers 20% of executives
24. Before VRS the average age was more than 52 to 55 years, then also desired vacancies were not created on retirement and hence BSNL has proposed for Time Bound Promotion Policy so that the executives are given higher responsibilities along with the financial upgradation under EPP 2007.
25. Further BSNL is giving higher responsibility to some of the Executives under Looking After Arrangements to one or two higher posts as many posts are vacant but BSNL is not in position to give promotions due to litigation in promotions. Copies of recent court cases and stay orders are attached. **Annexure-N (I to IV).**
26. Though the Looking After arrangement is stop gap and Temporary arrangement it has become regular arrangement as it is operative for years together in the BSNL as management is not in position to issue any promotions. **Annexure-O.**
27. We have also analysed what is the difference between the earlier policy approved by BSNL Management and the method of Revision of SDE RRs with intention to subsequently modify the RRs for all Seven wings existing in BSNL. i.e. Telecom, Account, Civil, Electrical, CSS, PA/PS and Architecture wing and Four cadres in each wing viz. JTO, SDE, AGM and DGM. **Annexure-P.**

28. If there is any hesitation in going for the already approved promotions Policy, BSNL management may go ahead with modification of the Time Bound Promotion Policy instead of taking total 'u' turn on approved policy which was granting Time Bound Regular Promotions in Five years against new proposal of Personal upgradation after 12 years that to be on personal Basis by creating supernumerary posts and without clearing issues raised about the reservations.
29. If still certain officers in BSNL have any issue in granting Time Bound Functional promotion along with Time Bound Financial Upgradation to the executives in BSNL for any reason, then BSNL may please be directed to implement the change of designation as per the Time Bound Financial Upgradation being granted under EPP 2007. This **simple change of designation on Financial Upgradation** will solve most of the problems and hardships being faced by BSNL management and executives working at Middle Management.
30. In BSNL such Change of designation is already approved by BSNL management for executives in Top Management level i.e. DGM and above and also for non-Executives which is Bottom level of working Hierarchy in BSNL. Only the Executives at Middle level Management i.e. from JTO to AGMs and equivalent cadres are deprived from change of designation. **Annexure Q.**
31. It is to further inform that in granting Time Bound Financial Upgradation, the entire process and steps of regular promotions are followed by holding DPC, calling VCs and only missing is change of designation on granting this Time Bound Financial Upgradation. This change of designation of Financial Upgradation can be easily implemented for executives in middle management as being implemented for Top level of Management and for bottom level Non-Executives in BSNL.
32. It is important that all PSUs have their inbuilt Time Bound promotions policy and PSUs are not going for routine promotion procedure as followed in purely Government Status. In private organisations and PSUs many executives will not be given higher pay scales and higher responsibilities, but they will be given higher designations like President, Vice President, and Manager etc. But may be as BSNL is converted PSU from DoT, it is giving Higher pay, Higher work Responsibilities **but not giving change of designation.**
33. Consultant M/s Deloitte hired for the purpose of revival plan of BSNL recommended flatter structure in BSNL by clubbing JTO, SDE and AGM equivalent cadres under one cluster and using them interchangeably and this is strong base for operating change of designation along with Time Bound Financial upgradation.
34. Implementation of Time Bound promotions or just change of designation on Time Bound Financial Upgradation will save hundreds of man hours of BSNL and crores of rupees of BSNL being spent on dealing the court cases related to promotions.
35. We have no issue if BSNL management continues to give fast Track promotions for exploring talent in BSNL by introduction of Competitive Quota at parallel with Time Bound Promotions but in the name of fast-track promotions, it may not be please permitted to go ahead against the five assured promotions for executives in Middle management as assure by DoT. **Annexure-R.**
36. The promotions under Time Bound Policy or with change of designation may be allowed to go ahead without any restriction on number of vacancy and the LDCE promotions may go on subject to availability of vacancy.

37. We put on record, that we are ready for the discussions on required changes in the Time Bound Promotion Policy with continuation of five assured promotions in life span of executive as assured by DoT to this association during terms and conditions of absorptions.

Madam, after in depth analysis of the issues, we are of the opinion that this proposed Modification of SDE RRs will not solve the present issues faced by BSNL in issuing promotions, but it is crystal clear that with revision of RRs the promotions in BSNL will be next to impossible as there is no change in existing promotion policy and only old RRs are being modified for addition of Personal Upgradation after 12 years period.

As such we request your good self for taking care of concern expressed by this association and give justice to Executives in BSNL by making suitable changes for granting five assured Time Bound Promotions to Executives working in BSNL with five years span between two Time Bound Promotions and we are ready for discussions on it.

Sincerely Yours,

Encl: AA

Sd/
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. The Member Services DoT for kind information and with request to look into the issues in larger interest of BSNL and its executives.
2. The CMD BSNL for kind information and with humble request to look into our request to review the proposal of SDE RR and formulate the uniform Policy for Time Bound Promotions for executives in BSNL.
3. The Director HR BSNL Board for kind information and with humble request for framing suitable policy or for suitable modification in the existing policies so that the directions and assurance by DoT for Five assured Time Bound Promotions in life time of executives are implemented in true spirit.
4. The DDG SR DoT, Sanchar Bhavan New Delhi for kind information please.