

Annexure-I

Submissions of AIGETOA with respect to the proposed policy.

1. Stipulation of minimum Educational qualification prescribed in MSRR for the promotion to AGM and above grades:

In the existing MS RR -2009, on which the proposed CPSU policy needs to be aligned with as mentioned in the proposal- **There is clear mention that the educational qualification for executives to be promoted to DE/AGM/CAO shall be Engineering degree in Telecommunication / Electronics /Computer /IT / Electrical in telecom operations and Graduate or Equivalent in respect of Finance unit.** Various guidelines have also been issued by GoI on prescribing educational qualifications in respect of various posts/ equivalent for framing / amendment of recruitment rules. The relaxation to existing incumbents already extended at the time of framing MSRR-2009 due to the shortage of qualified executives with requisite experience which has been challenged by AIGETOA and Hon'ble Court has also given a direction on it. **The educational qualification bar should be introduced in the new policy at par with MS RR. It is pertinent to mention that relaxation of qualification clause (foot note-2) has been challenged by AIGETOA and already BSNL has been asked to clear the ambiguity and deprivation met to the engineering graduates.** A committee was formed in this regard as per the directions of the Hon'ble court which called us for presenting our submissions and apprehensions. **However we are yet to know anything on this account and we are yet to hear anything with regard to the resolution of the dispute as per Directions of the Hon'ble Madras High Court. Instead of complying with the directions, it can be seen that going down one step further, BSNL is in the process of completely removing the qualification bar. We are very sure that this aspect including the direction of the Hon'ble Court must have been thought about before arriving on to any decision by BSNL board.** This issue needs to be taken into account before implementation of any new policy/ promotions to DE/ AGM promotions, **lest the same even may be termed as contempt of the Hon'ble Madras High Court.** This submission is without any prejudice to our rights and submissions in various courts.

2. Introduction of Internal Fast Track Promotional Methodology for meritorious and outperforming executives:

*During discussions on the proposed policy, it was envisaged that a performance oriented Internal Fast track Mechanism without violating the hierarchy shall be incorporated in the policy so that **the deserving meritorious candidates may be able to reach the high echelons in a fast manner, as prevailing in other CPSEs and Banks.*** This is very much relevant in view of the fact that:

- (a) BSNL is recruiting professionally qualified executives in telecom & accounts wing and have a vast pool of internal talent.
- (b) The competitive methods, which earlier policies had (like LDCE) won't be applicable in the time bound functional promotion – which will put the existing eligible candidates at a loss who haven't got any chance.
- (c) This will make a good blend at middle management level at a later stage where experience with quality performers will be there to manage the operations and finance side.

However, no action has been taken by management on this account leading to a sense of demotivation and unjust into the minds of young and performing executives **as the proposed policy does not stipulates any weightage to the outperformers and instead considers all as equally placed which is going to hamper the prospects of the company in this competitive scenario where individual performance of the executive holds the key.**

3. Scrapping of MT Recruitment:

To our surprise, even though Hon'ble CMD BSNL has personally assured us during the meetings that MT RRs will be scrapped and that MTRRs and DGM RRs shall be holistically reviewed keeping in view the complex market dynamics, sufficiency of internal talent and changed scenario (**Copy of the Minutes enclosed as Annexure-II**). It was also told that opinion of the association which emerges as Majority Association after the referendum shall also be taken. However, the MT RR has yet not been scrapped and the same has found a mention in the proposed policy also. It will be pertinent to mention that **this association along with majority association under the banner of Joint Forum has clearly stated its position and opposition on the MT RR as well as DGM RRs and have categorically demanded scrapping of these rules** which stipulated lateral induction of the executives above JTO/JAO/Equivalent level (Various letters from Joint Forum of Executive Associations May be referred to). The same has been demanded by the support association also. It implies that majority of the executives in BSNL are not in favor of MT recruitment and moving ahead on the same may create unrest in organization. **We sincerely feel that any move for MT Recruitment despite clear cut assurance from the apex of this company will be a breach of trust between employee and employer relationship and will be in fact as good as dishonoring the words of apex of BSNL i.e. Hon'ble CMD BSNL.**

Any lateral recruitment mentioned above professionally qualified feeder level executives (JTO/JAO/Equivalent) is not acceptable to AIGETOA on various grounds:

- (a) BSNL has been recruiting professionally qualified executives since 2001. As on date, BSNL is having 20,000 (+) professional candidate with qualification of B.Tech, M.Tech, CA, CMA (erstwhile ICWA), CS, MBA, etc. They are well equipped to take this responsibility. There is no need to bring any talent from outside at the level above JTO/JAO as there is no dearth of talent in BSNL.
- (b) The lateral introduction of MT as separate cadre will directly hamper the existing executive's promotion avenues, which was not available in earlier promotion policies. This may again create even litigations on pay scale Vs different cadre doing same type of jobs.
- (c) Introduction of Internal Fast Track Mechanism with suitable changes in policy with proper weightage to performance and qualification is more than enough to meet whatever requirement especially in telecom and finance wing, which is supposed to be taken by MT.
- (d) Shortage of middle management level officers is being projected as the reason for MT recruitment. **However, as per the current RR, induction of Management Trainee and its subsequent readiness to occupy the DGM Post will take at least 7 years in totality** (Recruitment + Training + Residency in AGM level) which basically will defeat the basic purpose of the recruitment. This shortage can be very easily met by giving a fast track internal promotion policy to the vastly experienced internal executives of BSNL.

Hence, before moving onto new policy, MT RR and DGM RR scrapping should immediately be done as assured to the executives of BSNL through minutes and assurances from time to time.

4. Enhancement of E2 & E3 scales for JTO/JAO/Equivalent cadre and SDE/AO/Equivalent cadre:

The pay scale of JTO and SDE has been kept provisionally at E1 and E2 in the proposed policy. It will be pertinent to mention that BSNL has proposed E2 in place of E1A and E3 in place of E2A and eagerly awaits decision of legal course and DoT approval. **Further the clause 10, mentioning the pay scale of JTOs in JTO RR -2014 is already under stay at Hon CAT, Ernakulum for existing executives.**

So, it's high time that BSNL should upgrade the Pay Scale of JTO/JAO/Equivalent to E2 and SDE/AO/Equivalent to E3 through suitable adjustment of Scales in higher level by Merging the Nonfunctional grade of Sr. SDE with SDE scales which will avoid cascading and any financial implication on the part of DoT. **The up gradation of Entry Scale for JTO to E2 can be done within BSNL itself and management committee of BSNL board is empowered to suitably amend the RRs and may upgrade the scale of JTO to E2 as an amendment to JTO RR 2014.**

It will be pertinent to mention that executives recruited in Pre-revised 9850 JTO/JAO scale (i.e. JTOs of 2007 & 2008 batch) and JAOs of 2010 batch have been facing a pay loss of the tune of around 10000 per month compared to their salary in pre-revised scale and this anomaly needs to be addressed before incorporation of new policy as non-resolution of this issue may make this policy prone to litigation. **BSNL should consider giving these executives advance increments to compensate for the Pay Loss which they have been facing for almost 10 years now just on the account of Pay-Revision which is a huge injustice to them.**

5. 12 Year service condition in SDE/AO/Equivalent cadre for promotion in AGM cadre for existing executives:

Proposed CPSU policy prescribes 12 year combined service in SDE/Sr. SDE or AO/Sr. AO or equivalent cadre or 5 Year service in Sr.SDE/Sr. AO/ equivalent cadre for further promotion to AGM grade **for existing executives.**

The following facts / apprehensions may kindly be considered:

- (a) In the SDERR-2002, based on which the present SDEs were promoted was given with eligibility of 7 year service in SDE cadre for becoming AGM. **Now with a forceful introduction of Sr. SDE cadre, the same can't be as such denied to the existing SDEs.**
- (b) Even in the new proposed CPSU policy, only 10 year residency period is sufficient to become AGM in the normal channel. However, this 10 year residency period has not been extended to the existing SDEs/ AOs who already working in grade/ scale of AGM / E4 and **the same may again end up in litigations where residency period of seniors is higher than the residency period of juniors.**
- (c) The earlier proposal for CPSU cleared by management committee mentioned that the date of effect shall be calculated from 1-1-2017. However, it is learnt that BSNL board has cleared prospective implementation of the policy thereby taking a precious one and half years of service length from the executives. **These lost years may be compensated by means of relaxation to all the executives especially to those who were not granted any relaxation in the proposed policy i.e. JTOs working in E2 scale.**
- (d) ***Further, every CPSU gives weightage to technically/professionally qualified executives and the weightage of qualification in Residency Period for the next higher post must be given. The residency period for the technically/professionally qualified executives should be lowered further.***

6. Completion of existing vacancies of promotion with existing rules:

AIGETOA is of the firm belief that before switching to a new policy, it is necessary to complete the ongoing promotions as now the policy shall be implemented with prospective effect and hence all vacancies before its promulgation should necessarily be filled up else it will be challenged by those who are eligible for promotion against these vacancies. With active support of management & help extended by your good self, the pending promotions under LDCE quota was issued. Similarly the pending promotions under DPC quota as called up for different vacancy years also need to be completed immediately. **Now with issuance of promotions orders in LDCE quota and addition of more vacancies in SDE cadre, the eligibility particulars of next recruitment year JTOs i.e. JTOs of 2007-2008 batches should also be called for. Similarly, the pending CPCs of Account Cadre which have been pending for so long should also be issued.** *Those who have not got the chance of LDCE should also be given a chance even if they are poised to be promoted through Seniority-cum-Fitness quota to give them a chance for improving their seniority.*

7. Finalization and Publishing of Seniority list in JTO/JAO and AGM cadre:

Even though the proposed CPSU policy deals with time bound functional upgradation, the need for finalization / publishing of a seniority list also arises due to the following grounds:

- (a) Already the existing executives who are working in the cadre of JTO & AGM (where CPSU mentions to keep seniority) should know where they stand in order to avoid future litigations after notification of new policy.
- (b) As per GoI / DoPT OMs - A new recruitment roster needs to start when the new recruitment rules are notified in the gazette.
- (c) The statutory provisions/Court Directions on reservation also needs to be taken into account while preparing the seniority list in line with various directions & guidelines in this regard.

8. Introduction of a rugged performance evaluation mechanism where the parameters with respect to the performance should be quantified and measurable so that the appraisal can be made based on the output and not on interpersonal relationship. Thereafter, promotion beyond AGM level i.e. DGM and above should be made though selection based on the output of the performance evaluation mechanism.

We request for consideration of the above points while implementing the new policy so that the policy becomes at par and if fact better than the contemporary CPSUs so that performance becomes a criteria for promotion and elevation to higher posts in organization.