



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. GS/AIGETOA/132

Dated 02.09.2015

To

Sh Shri M.A. Khan, ED (NB)
The Chairman ,Joint Committee on CPSE cadre hierarchy.

Subject: Feedback and submission on draft recommendations on implementation of CPSE cadre hierarchy and first time bound promotion in uniform 4 years.

Respected Sir,

In reference to the draft recommendations on the subject mentioned above and circulated to committee members for feedback and comment I have following feedback and submission for your kind consideration and incorporation in the recommendations:

1. Your kind will appreciate, it is highly needed to modify the Executives Promotion Policy of BSNL which must attract the qualification, performance and extend the social parity with respect to counterparts CPSEs of schedule-A Category. At the same time, it must also address the management succession plan to fill up the higher positions up to the board of directors from among feeder level executives. In other words qualified and talented executives recruited in BSNL at feeder level of E2 must have scope of promotions to reach to the apex position of the company. To achieve this, it is highly required like other CPSEs that executives must be eligible for promotion to the next grades in every 3-4 years so that performing and talented executives can reach up to E9 scale at least 3 to 5 years before their retirement to become eligible for board of directors.
2. Although, draft recommendations circulated to committee members are better than existing promotion policy in view of smoothening the career progression of executives by avoiding number of litigations in existing promotion policy yet it does not address the issues mention in point no-1 above completely. To make it more better and to address the issues mentioned in point no-1, following suggestions are submitted:
 - a) As per the draft recommendation minimum eligibility for first promotion is 6 years and thereafter promotion from one grade to another grade it is 5 years. With this promotion policy none of the executives recruited at feeder level of E2 irrespective of their qualification, performance and talent will reach at E9 pay scale before 36 to 41 years of service.

To address this concern, it is highly required to modify the minimum eligibility in 3 years for promotion from one grade to another grade like in other CPSEs of schedule-A category so that some of the outperformer must have scope to reach up to E9 scale well before their retirement. This will not only extend the social parity of BSNL executives with respect to other CPSEs but also address the management succession plan.

- b) As per existing policy minimum eligibility for JTO/JAO to SDE/AO promotion is 3 years and as per the existing practice JTO, SDE and Sr. SDE (JAO/AO) are performing more or less similar job in field. Apart from this most of the executives have already got their first upgradation in 4 years. It is not logical and justified to increase the minimum eligibility from 3 years to 6 years for first promotion from JTO/JAO to SDE/AO especially when job profile is similar and almost all the promottee JTO/JAO have already got this promotion in 4 years. Draft recommendation must not snatch the existing scope instead must extends the welcome approach for first promotion.

To address this concern it is highly needed to modify the minimum eligibility for first promotion from 6 years to 3-4 years.

- c) As per the existing RR of direct recruits DGM in BSNL, an Engineering Graduate/CA/ICWA working in private company of turnover Rs 100 Cr got eligible just in 12 years of service irrespective of his level and area of working. But for CPSEs it is mandatory to have 3 years working experience at E4. In other words one Engineering Graduate/CA/ICWA recruited in CPSE must reach at E4 scale within 9 years of service to become eligible in 12 years for DGM recruitment in BSNL. as for as our study is concern all schedule-A category CPSEs provides such scope for Engineering Graduate/CA/ICWA recruited in executive cadre to reach at E4 scale in less than 9 years. It means, all the Engineering Graduate/CA/ICWA working either in private company or other CPSEs of India are well eligible for DGM recruitment in BSNL irrespective of their job profile but Engineering Graduate/CA/ICWA of BSNL working in Telecom Operation and Finance are not eligible for DGM in 12 years in BSNL itself. It is general practice to extend some relaxation for internal executives for such recruitments but Engineering Graduate/CA/ICWA of BSNL are not eligible despite fulfilling all the eligibility as of external candidates.

To address this concern, draft recommendations must be modified in such a way that Engineering Graduates/CA/ICWA recruited in BSNL at executives cadre must reach to E4 scale within 9 years of service.

- d) All the CPSEs extend upper edge to professionally qualified direct recruits over lower qualified promottee executives. In fact, after sixth pay revision

Government of India Including DOT has provided separate and higher grade pay to it's Engineering Graduate over Non-Engineering Graduate. DOP&T has also circulated the relativity between qualifications which says Diploma with 10 years of experience is equals to Engineering Degree. In BSNL, professionally qualified direct recruits JTO/JAO are not given any such treatment over lower qualified promottee executives instead they are treated inferior than promottee in some aspects.

To address this concern there must be provision in draft recommendations to extend some benefits to professionally qualified direct recruit's executives over non-professionally qualified promottee executives. At least one time weightage must be extended to Engineering Graduate/CA/ICWA in first promotion by making them eligible in 3 years and rest in 4-5-6 years.

Conclusion: to address the above concerns I conclude my feedbacks as follow:

1. Minimum eligibility for First promotion from JTO/JAO (E2) to SDE/AO (E3) must be 3 years for direct recruit's executives and promottee executives possessing the professional degree as prescribed for direct recruits JTO/JAO. For other executives it is 4-5-6 years.
2. Minimum eligibility for other promotions must be reduced to 3 years instead of 5 years so that some outperformer and talented executives must have scope to reach apex post of the company well before their retirement.

S/d

(R.P. Shahu)

General Secretary

Copy to:

All the committee members.