

## JOINT DECLARATION OF AIGETOA & SNEA


On 07.09.2021, the CHQ leaders of AIGETOA and SNEA met and discussed the ongoing Restructuring process in BSNL which is in the advanced stage. As a result of Restructuring, drastic reduction in the number of posts is going to take place in all the cadres which will almost close the career progression of all the Executives. At the same time Restructuring became a necessity after the drastic closure of landlines during last one decade and the VRS.

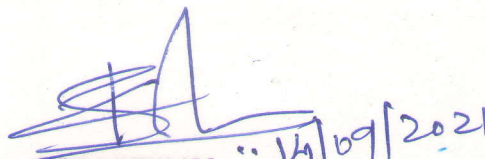
After discussion on the various options including DPC, it is concluded that after Restructuring, post based promotion is not going to give any solution for the career progression of the Executives unless there is sufficient number of posts which takes care of promotion to all eligible Executives and there will not be any stagnation in any grade for any stream. Management is considering 12 years at JTO/JAO/Equivalent Level and 25 years of service period as stagnation period for SDE/AO and DE/CAO promotion which is more dangerous. If we fail to oppose this draconian policy, the future generation will not pardon us.

### After detailed discussion, it is unanimously decided that:

1. We will demand that all eligible Executives as on date should be extended promotion up to AGM equivalent Grade in all the streams before implementation of restructuring. We will demand for implementation of the promotion policy which envisages Time Bound promotion. BSNL Board has already approved Time Bound Promotion Policy on 28.05.2018. The apprehensions of SEWA with respect to protection of constitutional rights for the reserved category Executives as per DoP&T Guidelines will be taken care of and we will pursue with management for incorporation of a provision for following Govt/ DoP&T guidelines on Reservation, protecting the Constitutional rights.
2. We will insist for promotion from the due date of 01.07.2018 itself.
3. It is also decided that the following unresolved issues in the policy and raised by both Assns like residency period, Fast Track promotion & scrapping of MTRR, onetime relaxation for CAO promotion and E2 scale for entry level executive of JTO/JAO equivalent will be pursued to be implemented as Management Committee is empowered to decide on amendments in the policy.
4. Any offer from the management for post based promotion by increasing the posts in any cadre like SDE/AO, DE/CAO/EE or DGM/SE shall be considered only with due consideration and concurrence of both the Associations subject to the condition that it entails promotions to all eligible Executives in all Grades in a time bound manner and there will not be any stagnation in any grade for any stream.
5. Clear Road map for Career progression beyond DGM Grade to manage the company also to be finalised before Restructuring. We will demand that a merit based fast track promotion should be introduced for DGM and above Grades for promotion to higher positions from among meritorious BSNL Executives to lead BSNL by creating adequate number of such posts. We also demand that Current MTRR and DR DGM RRs should be scrapped altogether and replaced with internal Fast Track mechanism.
6. It is decided to launch organisational programs with immediate effect if management does not accepts our demand and moves ahead with restructuring process, very fast.
7. Neither of these two Associations will meet management independently on such aspects. All the discussions with management will be done jointly only. However, if need is there to meet individually for some particular issue, it will be done only with information to each side in advance along with the issue to be discussed. The Defined Formal Meetings of the respective Associations with management as per REA to continue.
8. The Standard Pay Scales E2/E3 shall also be kept in agenda point of organisational action programs. Other issues related to PPP shall also be pursued jointly with management.
9. Any changes on the above points will be made only through mutual discussions and unanimous decisions.

Dated: 14-09-2021

  
[WASI AHMAD]  
GS, AIGETOA

  
[SEBASTIN K.] .. 14/09/2021  
GS, SNEA