

**SANCHAR NIGAM EXECUTIVES’ ASSOCIATION** **(INDIA)**

# WEST BENGAL CIRCLE

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## Ref. No. WBC/CHQ/Account/2014-15/1 Dated at Kolkata, the 22.11.2014

**­­­­­To**

**The General Secretary,**

**SNEA, New Delhi**

**Sub :Issues to be persued at CHQ level for Accounts & Finance Cadre**

**Respected Sir,**

**Many many thanks to you for your kind persuasion regarding different issues related with Accounts & Finance cadre viz. DGM(Adhoc) to DGM(Regular) promotion , CAO(Adhoc) to CAO(Regular) promotion, JAO to AO Promotion, JAO 2010 Option Case, JAO 2013 E1+5 increment etc.**

We would like to bring to your kind notice of the issues related with Accounts & Finance Cadre which are being persues by CHQ at corporate Office level, require your kind attention for resolving the same at the earliest :

1. **JAO 2010 Batch Option Case / extending 30% fitment to 2010 JAOs :**

**As you know that the JAO 2010 option case is a very vital issue & it affects 500+ JAOs of 2010 batch. They are feeling insecure and their ground is very justified about this. The following are the some justification which will be helpful for persue the case.**

* 1. Results declared much earlier than the issue of 2nd PRC order and management imparting JAO Induction training (4weeks) after 2 month(approximately).
  2. No provision of any cutoff date is there in main Non-Executive and Executive PRC order dtd. 07-05-2010 & 05-03-2009 respectively.
  3. Regarding CO ND letter dtd. 18-05-2011 – Any amendment should be prospective otherwise benefit of doubt will go to in f/o employees.
  4. Entire process of JAO (Part-I & Part-II) 40% quota Examination was taken a duration of 6 yrs out of which time for JAO (Part-II) Examination was taken approximately 8 months **due to administrative reason**. But as per judgement of another Court case it was required to be completed the entire examination process within 6 months.
  5. **Affirmative interpretation of the Order** *:*

***Examples :***

* + - *Some Circles allowed option vide Para 3.6 for JAO 2010 batch and pay fixed @ Rs. 21620/-*
    - *BSNL Corporate Office itself allowed option as per Para 3.6 and fixed up the pay of Assistant Manager of 2010 batch.*
    - *JTOs of Civil wing have got notional benefit in pay from the date of the publication of result due to delay in training as one time measure.*
  1. Officiating promotion in the cadre of JAO was given by some circle immediately after declaration of result and fixation has been made vide FR 22 1(a)(i).
  2. In extending option to the JAO's (40%-Deptl.), the financial burden on BSNL in the form of arrears is absolutely “NIL” and Pension Contribution is also “NIL” because the BSNL is now paying the Contribution on maximum of Scale
  3. In 6th CPC the cut off date for exercising option was clearly mentioned in the notification itself, which was not there in the BSNL order dated 7.5.2010. However, **BSNL is guided by DPE vide letter dtd. 17-11-2011 which is endorsed by BSNL on 02-12-2012 and the company have a right for implementation of DPE guidelines and there is no further approval required by any ministry**.

1. **JAO to AO Promotion :**

**Thankful to you Sir, for taking the issue of JAO to AO Promotion as well as inclusion of JAO 2010 batch in the Same DPC resulted that 2010 SC, ST JAOs will get promotion and orders will be issued in two sets. This is happened only your kind intervention as well as our Association.**

It is noticed that the management is considering the promotion to the JAOs who were eligible for promotion on 01.07.2013 and process is going on. As a result of that few SC, ST of JAO 2010 batch will get promotion only. Now the question is that we are running in Novemeber 2014 of f.y 2014-15 and promotion order will be issued on a back dated vacancy. ***So, Sir, it is requested you kindly intervene in the matter and please persue for another DPC for all the vacancy years including 2013-14 & 2014-15 (estimated vacancy upto 31.03.2015) so that maximum leftout JAOs of 2010 batch also can get promotion.***

1. **CAO Adhoc to Regular Promoion - recalculation of the vacancy position :**
   * + Total no of post under seniority quota : 674
     + No of DGM/F Adhoc but regular in CAO : 160
     + No of regular CAO not got DGM/F promotion : 20
     + So Vacant post in CAO Regular : (674-160-20) = 494
     + File processed for Regular CAO promotion : 450

Though CPC approved all 450 cases but promotion order has been issued for 285 . This happened due non-receipt of VC for some 97 cases and there is some wrong calculation in the Vacancy position .It is learnt from Corporate Office that nearly 60-65 cases (General & SC) have not been considered in the CAO Regular promotion as the vacancy upto 01/03/2014 has been taken into account . CPC has approved all 450 cases (entire list) and vacancy exists as on date, it may be recalculated upto 01/10/2014 instead of 01/03/2014 as the order was issued on 30/10/14 and CPC done on 15/10/2014 so that all the CAOs get regular status.

After a long hurdle, finally order has been issued, but in spite of vacant posts as on date, only 50 candidates have not got it.

The number is very less, so kindly take up the case with the appropriate authority (GM/FP and ED(Fin)for recalculation of the vacancy position and arrange to issue the residual promotion order at an earliest.(as CPC is over).

1. **Abolishing of Adhocism at par with Engineering Cadre – Case of AO to CAO Adhoc promotion & transfer of 25% MT quota to STS Cadre :**

* 345 APARs has been called for CAO Adhoc promotion for 230 posts.
* Instead of 230 adhoc if we go for 25% diversion from direct recruit quota to seniority quota then 336 AO can get promotion on Regular basis ( 25% of 1347 total CAO post)-Similar to DE regular promotion issued recently
* Approval of 25% MT quota to STS Cadre will abolish the adhocism process and maintain parity with engineering cadre and will also create same no. of AO vacancies which can be filled from JAOs.
* Adhoc promotions create lots of complicacy in future so it is desirable not to go for any adhoc promotion henceforth as the competent authority too has taken the decision to discontinue adhoc promotion.

1. **E1+5 increment to JAO 2013 :**

JAO 2010(40% Dept) batch got the 5 advance increment benefit on the minimum of the revised E1 pay scale Rs.16400-40500/- as per CO/ND order no. 1-5/2012 – PAT(BSNL) dated 20.12.2012. Management committee has approved 5 increment benefit to JAO 2013 batch. The case may be placed before the board in the next meeting for approval which is scheduled to be held somewhere at the end of Nov or Dec this year if finalization of E2 and E3 Scale for JAO/JTO and SDE/AO remains unsettled till then.

**Thanking you.**

**Sincerely Yours,**

(TAPAS GHOSH)

Circle Secretary, WB