



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

Central Head Quarters, New Delhi, 110015

Ph: 011-25934899, e-mail:sneachq@yahoo.com

All Communications to
the General Secretary

K. Sebastin, General Secretary

SNEA Bhavan, B-11/1 & 2,
Ramesh Nagar, New Delhi-110015

Ph. : 011-25191276 (R), 09868266200 (Mob.)

E-mail : ksebastin@gmail.com

SNEA/CHQ/CMD/2018-21/140

Dated 13.07.2021.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub:- Manpower Norms for finalization of sanctioned strength in BSNL-Post VRS – Post reduction in any cadre will be opposed tooth and nail unless and until BSNL switching over to Time Bound Promotion Policy approved by the BSNL Management:

Ref: No: BSNLCO-RESTG/15(14)/1/2020-RSTG Dated 28.06.2021.

Respected Sir,

Kindly refer the letter under reference above by which the provisional Manpower norms are circulated. The drastic reduction in the number of posts is not at all acceptable as it will seriously affect the promotional avenues of the Executives working in BSNL. Management assured that BSNL will switch over to Time Bound Promotion Policy before imposing cut in the number of posts. This assurance and Board decision is pending for implementation.

In the proposal, the number of posts reduced drastically upto 60%, putting a big question mark on the future promotion avenues. The pathetic situation in some cadres is given below. All are in E5/E4 scale but working in E1A or E2A equivalent Grades.

JTO(Arch)	JTO(E)	JTO(C)	JTO(T)	SDE(E)	SDE(C)	SDE(T)	AO
1995	1996	1998	2008	1996	1997	2004	2008

BSNL Management selectively utilizing the provisions in the approved promotion policy which suits the management and deliberately not implementing other provisions which gives some relief to the Executives. Few examples are:

1. JTO and SDE, JAO and AO cadres made interchangeable which is a provision incorporated in the new promotion policy. If the promotions are post based and hierarchy is to be maintained, the posts cannot be made interchangeable. For maintaining Hierarchy at least 1:3 ratio to be maintained but the ratio in the proposed policy is just 1:1.1. **When posts are interchangeable and working independently, naturally the promotion is to be on Time Bound basis.**

2. Similarly AGM and DGM posts made interchangeable but promotion is post based!

We will oppose any post reduction in any cadre tooth and nail in the present condition as it will seriously affect the promotional avenues of all the Executives working in BSNL. The senior most Executives may get one promotion and retire without second promotion. Others may not even get one promotion in their entire service!

With kind regards,

(Sebastin. K)

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.

2-5. DIR(F)/DIR(CFA)/DIR(EB)/DIR(CM), BSNL Board for info and n/a pl.

6-8. PGM(Pers)/Sr GM(SR)/GM(Restg), BSNL CO for info and n/a pl.