



ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

Central Headquarter



ASHISH KARN

President

M- 9422013880

aipaiteea@gmail.com

MANOJ SINGH

General Secretary

M- 9412739350, 9540759059

gsaiteea@gmail.com, gs@aiteea.in

Dated, 11.12.2019

AITEEA/CHQ/HR/2019

To,
Sh. Arvind Vadnerkar ji
Director (HR), BSNL Board
Bharat Sanchar Nigam Limited
BSNL Corporate Office
New Delhi- 110001.

Subject: Designate Executives as per their existing Grade/ Scale- Reg.

Respected Sir,

Greetings!! Your kind attention is invited towards landmark HR policy of TCIL, a sister concerned of BSNL working under same Office i.e. Department of Telecommunication. Please find the TCIL HR policy from page number 20 to page number 38 of the entire document (or page number 11 to page number 29 as printed in the last of each page). In TCIL "Executive Trainees" after training are posted at E1 grade and get promoted functionally every 3 year up to E5. Here in BSNL, We the Direct Executives in JTO cadre were appointed on E1A grade (between E1 & E2) and get only financial up gradation (i.e. from E1 to E2 to E3 to E4 etc) after every 5 years. Because of this an engineer recruited in TCIL in year 2009 at E1 is AGM (E4) now but we are still JTO but at E3 grade now.

As per existing BSNL HR policy a JTO after 3 years is eligible to appear in LDCE to get promoted as SDE and an SDE after 7 years is eligible to get promoted as DE. Unfortunately despite serving more than 10 years, we have not been given any single opportunity to appear in LDCE. Though conducting regular LDCE is practically tough as it has to happen separately for each vacancy year but even if it happens now it won't get justice to us as we have already lost ten precious years of our service in BSNL. Interestingly there is no such LDCE type examination for equivalent cadre from JAO to AO. Therefore not even a single JAO who has completed five years of services in JAO cadre is still left in JAO post.

In the light of these facts, your kind self is requested to designate each and every Executive as per their Grades at least up to E4 grade. In other words, designate Executives working at E2 as SDE, E3 as Sr. SDE, E4 as DE. Even as a matter of fact & record, M/s Deloitte has recommended the same in its last submission to BSNL. Present post based seniority can be counted for future post based promotion starting from DGM of E5 grade or if anomaly of a type where SDE working at E3 and JTO working at E4 is found, can be removed by granting E4 to them as one time measure and it will not have any financial burden as most of them have already crossed the minimum of E4.

Your good self is requested to consider above as an inherent part of HR revival as it will serve the very purpose of motivation of every Executive of BSNL.

With Warm Regards,

Yours Sincerely,

Manoj Singh
Manoj Singh
General Secretary 11/12/2019

Copy to : 1. The CMD, BSNL, BSNL Corporate Office New Delhi- 110001.
2. The GM (SR), BSNL Corporate Office New Delhi- 110001.

Contact of GS : Room No. 705, Admin Building, BSNL, ALTTC, Raj Nagar, Ghaziabad, 201002
For more information visit us : www.aiteea.in

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