

***[Hereunder we reproduce the Draft Non-Executive Promotion Policy, presented by the management in the Promotions Committee meeting held on 24.01.2008 and also our reply to it.]***

## ***Draft Non-Executive Promotion Policy***

### **1. Scope:**

Time Bound IDA pay scale up-gradations shall be provided to all the Non-Executives who are working on regular establishment of BSNL as on 01.01.2007 in a substantive Non-executive post. Maximum 4 such upgradations will be allowed in BSNL, irrespective of any upgradation provided to such employee before operation of this scheme.

### **2. Eligibility:**

2.1 Due Date: The date on which the Non-Executive fulfils the qualifying service conditions for upgradation to next higher IDA pay scale as defined in sub Para 3 below.

2.2 Review Date: As on October 1<sup>st</sup> and April 1<sup>st</sup> of each year with the first review under the policy with reference to October 01.10.2007.

### **3. Qualifying Service Conditions:**

3.1 FIRST Upgradation: The FIRST UPGRADATION of IDA Scale of individual Non-Executive will be due for consideration on completion of 8 (Eight) years of Service in the current IDA scale. However, those Non-executives, who have been recruited by DoT prior to 01.10.2000, will be considered for first upgradation on completion of 7 (seven) years of service in current IDA scale.

3.2 SUBSEQUENT Upgradation: The subsequent upgradation of IDA scale to the next higher IDA scale will be due on completion of 8 (Eight) years of service in the current IDA scale. However, those Non-executives, who have already been placed in higher pay scale as per in BCR/Grade-IV/2<sup>nd</sup> ACP Scheme, will be considered for second upgradation on completion of 6 (six) years of service in current IDA scale.

3.3 The qualifying service conditions indicated in sub Paras 3.1 and 3.2 above will only enable the Non-Executive for "consideration" for upgradation to next higher IDA scale. Completion of such period alone shall not entitle any Non-Executive for automatic upgradation to the next higher IDA scale.

3.4 The service rendered by any Non-Executive in existing non-executive IDA pay scale in BSNL will only be counted for upgradation to next higher non-executive IDA scale. Wherever the employee has got a promotion/upgradation, whether post based or time bound, in accordance with relevant Recruitment Rules of existing Time Bound Promotion/ACP schemes, his eligibility for upgradation under this policy will start from the date he has been promoted/upgraded.

### **4. Upgradation criteria:**

4.1 Review: The review for all Non-Executives meeting the qualifying service conditions of Para 3 above will be done every year with reference to Review date i.e. on 1<sup>st</sup> October and 1<sup>st</sup> April. On being found fit, the IDA scale upgradation will be effective from the due date.

4.2 The fitness for IDA pay scale upgradation to the next higher IDA scale for the eligible non-executives will be judged by prescribed Screening Committee on the basis of performance rating of ACRs.

4.3 Sealed Cover proceedings, wherever applicable, shall remain in vogue as per Standing Instructions.

## **5. General Principles:**

5.1 On being found fit for IDA Scale upgradation, fixation under FR 22 (I)(a)(2) shall be allowed.

5.2 Time bound IDA scale upgradations are not linked with availability of Posts and thus, the provisions relating to application of post based rosters are not applicable. However, as a concession to SC/ST employees, relaxed standards of evaluation will be followed.

5.3 Review to be done at Circle/SSA Level for all disciplines on a time bound basis & on being found fit as per concerned regulatory conditions, the IDA scale of the Non-Executive will be upgraded to the next higher non-executive IDA scale from due date, On being found unfit, the employee will be considered again for upgradation on the next review date and in case he is found fit, the date of effect of upgradation of pay scale in such case will be the review date (i.e. October 1<sup>st</sup> or April 1<sup>st</sup>) on which he is found fit.

5.4 Consequent to upgradation of IDA pay scale, there will be NO CHANGE IN SUBSTANTIVE STATUS, designation and duties & responsibilities of the Non-Executive, unless any change is ordered in any specific context.

5.5 Since time bound upgradation of IDA pay scale of any non-executive under the policy is personal to the non-executive concerned, no claim what-so-ever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status etc.

5.6 Since the first review under Non-Executive upgradation policy is to be made with reference to 01.10.2007, any upgradation already granted/due to the Non-Executive before 01.10.2007 based on earlier time bound policies will be allowed irrespective of this policy.

5.7 In case an employee is eligible for a pay scale higher than the next higher IDA as per existing promotion policy, he may opt to avail next higher IDA scale after completing eligibility condition as per this policy, and will be allowed upgradation to the higher pay scale of the existing promotion policy, after completion of eligibility condition of the existing policy in his original and next higher IDA scale combined together. Such an option will be available once in his career.

5.8 An employee, who does not opt for this scheme, will continue with the existing Time Bound/ACP scheme on the basis of options as ONE TIME RELAXATION.

## **6. Effect of Post Based Promotion:**

6.1 Post based regular promotions, will continue to be regulated as per provisions of concerned already notified/to be notified R/Rs of BSNL.

*[Reply sent by the Staff Side on 28.1.2008, to the Draft Promotion Policy of the Management]*

## **BSNL EMPLOYEES UNION**

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BSNLEU / 204

28.01.2008

To

**Shri Shakeel Ahmed  
DDG (SR) BSNL,  
Convenor, Promotions Committee,  
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Janpath, New Delhi – 110 001**

In response to the Draft Non-Executive Promotion policy, presented by the official side, in the Promotions Committee meeting held on 24.01.2008, I am submitting the following note for the consideration of the management.

### **1. Scope**

It is mentioned in the draft that a maximum of four time bound pay scale upgradations would be allowed under this scheme. This is totally unacceptable to us. The clear-cut demand of our union, right from the beginning, is that the Non-Executives should get five promotions in their service. This was what the union demanded in the 7<sup>th</sup> meeting of the National Council held on 25.01.2005, which has been referred to the Promotions Committee.

It is pertinent to once again bring to the notice of the management that the Non-Executives in other PSUs, including that of the MTNL, are either getting 5 promotions or more than that. The Group 'C' employees in ONGC are getting 7 promotions. The Group 'C' employees of Neyveli Lignite Corporation are getting six promotions. Hence, it is not fair on the part of the management to reject our demand of five promotions.

It is stated in the Draft that only Non-Executives who were working as on 01.01.2007 would come within the purview of this scheme. This is unfair, to say the least. Our union has raised the demand of 5 promotions in the National Council in January 2005 itself. We have all along been demanding that the 5 promotions scheme should be made effective from October 2004, as in the case of Executives Promotion Policy.

In the Wage Revision Agreement, signed by the BSNL management with ten Unions (BSNL/26/SR/2002 dated April 26, 2002) it has been stated that the promotional system of OTBP/BCR/Grade IV as well as the ACP would continue, till it was revised by an agreement. Similarly, in the Wage Revision Order (BSNL/26/SR/2002 dated 07.08.2002) it is once again categorically stated that OTBP, BCR Grade IV would continue till it was revised by an agreement.

What management has stated in the above mentioned wage agreement with unions is sacrosanct. Now, we demand that the agreement on Promotions Policy to be made effective from 01.10.2004. We oppose the attempts being made by the management, to link the date of effect of the new Promotion Policy with the date of effect of the next Wage Revision. I once again reiterate that the scheme of 5 promotions should be made effective from 01.10.2004.

## 2.2 Review Date

The following is our suggestions as regards Review Date:-

- (a) Four reviews shall be there in a year and they should be done in advance.
- (b) The date for review shall be 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October.
- (c) The officials should get promotion from the date on which they complete the prescribed years of service.

## 31. & 3.2 Qualifying Service Conditions

The erstwhile DoT employees, who were subsequently absorbed in BSNL, shall get the first upgradation on completion of four years of service in the IDA scale. In respect of those who were directly recruited by BSNL, the first upgradation shall be given on completion of five years. The subsequent upgradations, both in respect of employees recruited by DoT as well as that of BSNL, are to be given on completion of every four years.

## Upgradation Criteria

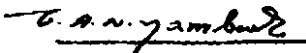
- 4.1 This para is not necessary in view of what is stated with reference to Para 2.2.
- 4.2 We strongly oppose introduction of the concept of Performance Rating for Non-Executives for the purpose of promotion. We demand that the fitness of an official for promotion should be determined by the Screening Committee, based on the assessment of the CR, as presently being done in the case of OTBP.

## General Principles

- 5.1 As regards pay fixation, it should be done as per FR 22 (i) (a) (i), or 10% of the basic pay should be given as fixation benefit, whichever is higher.
- 5.2 Reservation for SC/ST officials should be provided as was done in OTBP.
- 5.3 The following is to be added in the third line, after IDA scale:-  
"Generally, except in certain identified cases."
- 5.4 This para is to be dropped.
- 5.5 This para is to be dropped. A suitable clause should be provided in the scheme, for stepping up of pay as available in the existing rules.
- 5.6 The first review under this scheme is to be made with reference to 01.10.2004.
- 5.7 Since the meaning of this para is not understandable, official side assured that para 5.7 would be redrafted suitably. It shall be discussed again with the Staff Side, after redrafting.

Thanking you,

*Yours sincerely,*



**[V.A.N. Namboodiri]**  
**General Secretary**