

# टेलीकॉम ऑफिसर्स एसोसिएशन ( बीएसएनएल)

## TELECOM OFFICERS' ASSOCIATION (BSNL)

(Reg. No-NGP -5467 under Trade Union Act 1926)

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No. TOA/BSNL/Welfare/CMD/2017-18/4

Dated 29-05-2017

To

Shri Manoj Sinha Ji.  
Hon'ble Minister of Communications,  
Sanchar Bhawan,  
New Delhi-110001

Sub- Implementation of Cadre hierarchy and financial up-gradation in BSNL at par with MTNL/other CPSU based on length of service.

Respected Sir,

Your kind attention is invited toward implementation of Cadre hierarchy and Standard pay scale in BSNL at par with MTNL/other CPSU based on length of service, the case is lingering since formation of BSNL from last 16 years, BSNL Management scuttle the legitimate right of executives promised at the time of absorption process.

BSNL Management created different posts and Designation like ( DGM ) Joint GM (New Post). Additional GM, (GM) Sr. GM etc for some of officers who are on deputation but same is not applicable for BSNL Executives e.g. JTO/JAO, AO/SDE, DET/CAO, DGM

BSNL Management has intentionally reserved 50 % post for MT from outside Quota. But no such post filled up during the last 16 years.

In this way, BSNL Management instigates and forced executives to file court cases incurring huge expenditure and manpower resources. ITS lobby in BSNL adopted the policy of divide and rule among BSNL optee. For some other Associations, supported by BSNL Management, it becomes a source of income.

Promotions in different cadres of BSNL are already under litigation due to wrong policies adopted by BSNL Management. This created environment of harassment, desperation & frustration among Employees, subsequently degrading the working culture of BSNL.

There is acute shortage of staff in almost all cadres. They are not regularly prompted but given look after charge without following the roster for SC /ST.

In most of the cases, executives are continuously performing duties of higher responsibly (Look After arrangement) from last 10 years.

Our Association requested to formed a time bound expert committee from Outside or from IIM to **end all court cases**, and a detail of CPSU Hierarchy **based on length of service keeping seniority** intact for ending the litigation, is proposed as follows:-

Pay scale		Designation		Time Period since date of joining in cadre
From	To	From	To	
E2	E3	JTO/JAO	SDE/AO	6 Years
E3	E4	SDE/AO	Additional DE/CAO	4 Years
E4	E5	Additional DE/CAO	DE/CAO	4 Years
E5	E6	DE/CAO	Additional DGM	4 Years
E6	E7	Additional DGM	DGM	4 Years
E7	E8	DGM	Additional GM	4 Years

Considering the responsibility entrusted on Telecom Officers Association (BSNL) , we heartily demanding the BSNL management to consider genuine demand *to implement* Cadre hierarchy and financial up-gradation of pay scale in BSNL at par with other CPSU based on length of service . Any legal hurdle created by the executives/officers, in these matters, ultimately brings unfavourable results for both Administration as well as employee in terms of time, money and energy.

We would be anticipating your kind consideration in the said matter.

With deeply regards,

Yours Sincerely,

(Anil Kumar Tiwari)  
General Secretary

Copy to: for information and necessary action please.

1. The Secretary (Telecom), Ministry of Communication, Sanchar Bhawan, New Delhi 2.
- 2.The Chairman and Managing Director, BSNL, New Delhi
3. The Director (HR & Fin) BSNL Board, Corporate Office, New Delhi-110001.
4. All PGM/GM concerned in BSNL Corporate Office , New Delhi.