

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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V.A.N. Namboodiri
General Secretary

BSNLEU/506 (NEPP)

23.04.2010

To

Shri D.P. De,
GM (Estt), BSNL,
Bharat Sanchar Bhawan,
New Delhi- 110 001

Sir,

Sub:- Implementation of the Non-Executive Promotion Policy(NEPP)—Exercising option for switching over to NEPP or for continuing in the existing OTBP/BCR/Gr-IV/ACP scheme—
Req

Ref:- BSNL CO No. 27-7/2008-TE-lidated 23-3-2010

With reference to the order issued vide above cited reference on the Non-Executive Promotion Policy, the following is submitted for favour of urgent consideration:

- 1) Each and every individual non-executive has to make a detailed calculation for opting either to switchover to the Non-Executive Promotion Policy or to continue in the existing OTBP/BCR/Gr-IV/ACP scheme.
- 2) But such detailed calculation is not possible due to the following factors required for the calculation are not yet clarified/not yet known:
 - a) As per the non-executive promotion policy agreement signed between the management and the recognised union, the pay fixation on promotion has to be done as per the provisions of FR22(1)(a)(1) which include option for pay fixation on date of next increment instead of on the date of promotion. But such option is not provided in the above reference. **As per the agreement it is necessary to extend this facility of option in pay fixation. Hence a clarification confirming this option in pay fixation is urgently required.**
 - b) After switchover to the revised pay scales on 1-1-2007, the order under reference says, that the pay fixation on promotion has to be done by the pay fixation principles enunciated in the pay revision order, which is yet to be issued. The pay fixation on promotion, in the revised pay structure, has to be done by adding 3% notional increment, as per the agreement on pay revision, approved by BSNL Board. Besides, the option for pay fixation on date of next increment has to be given. **These points should have been mentioned in the order under reference clearly to avoid ambiguity in opting for the existing/new promotion policy.**
 - c) Para 5.2 of the order under reference is as below:

“The promotion of such person who opts to continue in his/her erstwhile time bound promotion scheme viz., OTBP/BCR/Grade-IV/ACP etc. will be governed by the provisions of such schemes as existed on 01-10-2000 i.e. the date on which BSNL was formed, unless any change is specifically ordered or agreed by the BSNL Management after issue of this policy. All the concessions given by BSNL to Non-Executives in relation to

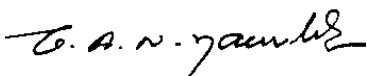
OTBP/BCR/Grade-IV/ACP etc. after 01-10-2000 stands withdrawn with immediate effect. However, the cases settled prior to this order, need not be reopened unless the employee himself opts for this Non-Executive Promotion Policy.”

This means that for the officials who opted for the OTBP/BCR/Grade-IV/ACP scheme, the extra increment to be granted one year before retirement in case the official has not got Grade-IV promotion, will stand withdrawn since it is a concession given by BSNL vide its order No. 27-8/2003-TE-II(i) dated 18-11-2003. But para 10 of the promotion policy agreement signed on 30-10-2008 has not provided for such withdrawal of the concessions given by BSNL, under OTBP/BCR/Grade-IV scheme. Moreover, the DoT has ordered for payment of pension on this extra increment. **Therefore it is part of the OTBP/BCR/Gr-IV scheme and hence it can not be withdrawn. Therefore a clarification is required to continue such concessions.**

- d) The status of E1A in the revised pay structure is not clarified-i.e whether it will be E1A with revised pay scale 18850-40500 or whether it will be treated as E1 (as is being implemented at present) with revised pay scale 16400-40500, is not known and **this ambiguity is creating problem in exercising the option by Stenographers in choosing ACP or NEPP.**
- e) Post based promotion after 1-10-2000 and before 1-10-2004 is treated as first upgradation under NEPP. But as per the executive promotion policy, vide the clarification issued by BSNL CO vide point No.3 in its order No. 400-29/2007-Pers.1 dated 30-5-2007, the executive who got post based promotion after 1-10-2000 and before 1-10-2004 will get his first upgradation(not second upgradation). Hence the same principle has to be followed for in case of NEPP also. Moreover the promotion policy agreement has not provided for treating such post based promotion/conversion/promotion to restructured cadre as first upgradation under NEPP. **Hence it is necessary to clarify that in case an official gets post based promotion/conversion/promotion to restructured cadre after 1-10-2000 and before 1-10-2004, he will get his first upgradation as per the NEPP, by counting the eligible residency period from the date of such promotion.(Eg: Drivers got post based promotions; RMs were promoted as TM).**
- f) There are cases where the official has got two post based promotions or one conversion/restructure based promotion, but not completed 4 years residency period in any IDA scale, before he got these two post based promotions. In such case, **the official has to be given his first upgradation as per NEPP, by counting the eligible residency period from the date he got his second post based promotion. (Example-LDC TA was converted to TOA on 1-7-2004 and was promoted to Sr.TOA in 2007).**
- g) As per the subject mentioned in the order on NEPP, the NEPP order issued now is applicable for the Non-Executives in NE-1 to NE-10 pay scales. In such case whether an employee in NE-11(who got his NE-10 before 1-10-2000 and NE-11 in January 2010) can opt to forego his promotion to NE-11 on 1-1-2010 and opt for first upgradation on 1-10-2004 as per the NEPP-this needs clarification allowing such option if it is beneficial for such employee.

Therefore it is requested to issue the clarifications/modifications as requested above. It is further requested to allow re-option based on these clarifications/modifications.

Yours Sincerely,



[V.A.N. Namboodiri]
General Secretary