



SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL (SEWA)

(The Recognised Association in BSNL Regn. No. S/58891/07 Delhi)

CENTRAL HEAD QUARTER



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No. SEWA BSNL CHQ/2016-18

Dated: 10.11.2017

To

Shri Anupam Srivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi-110 001.

**Subject: Draft CPSU Cadre Hierarchy approved by Management Committee of BSNL
Board on 02.11.2017- a conspiracy to abolish reservation in promotion in BSNL
against the stand of Government of India.**

Respected Sir,

Your kind attention is drawn to the Draft Rectt./Promotion Rule, proposing Time bound functional promotion up to AGM grade for all cadres / streams circulated by Pers, Cell. We have gone through the draft proposal, the proposal is based on time bound post based promotion up to AGM grade without following the rule of reservation as such the proposed draft is nothing but a conspiracy to abolish **reservation in promotion of SC/ST executives in BSNL.**

In this regard, we would like to bring the following facts to your kind knowledge:

1. Any change/modification/alteration in present HR policy or introduction of any new HR policy shall affect the career progression of thousands of SC/ST employees of BSNL and such proposal must have been consulted with SEWA BSNL and be got vetted from SCT Cell which has not been done in this case.
2. No discussions were held with SC/ST Employees Welfare Association (SEWA) of BSNL despite assurance given by Director (HR) in agenda meeting of SEWA BSNL with BSNL Management.
3. The matter of promotion is sub-judice before Hon'ble Supreme Court of India.
4. BSNL has taken the stand in favour of reservation in promotion before Hon'ble Supreme Court of India whereas the approved Draft is totally against the reservation in promotion.
5. BSNL claims before many constitutional authorities such as Parliamentary Committee on SC/ST, SC Commission and ST Commission that BSNL follows the rule of reservation as per Government of India Policy but the approved draft is totally against the reservation in promotion.

6. BSNL is bound to follow the government of India guidelines regarding reservation in promotion at all levels up to the lowest rung of Group A (in BSNL up to AGM level). As per this policy functional promotions will be given with post/designation, hence, reservation in promotion has to be given to SC/ST employees as prescribed percentage.
7. After implementation of this policy w.e.f. 01.01.2017, there will be no promotion as per provisions of existing RRs (including unfilled/backlog vacancies of previous vacancy years). It means reservation in promotion will not be stopped only prospectively but also retrospectively.
8. The main feature of proposed draft is the issue of seniority that will be maintained at entry level of Executives (JTO/JAO or equivalent) which is the main demand of some executives of BSNL who filed the suit in many courts of law against the BSNL and executives of SC/ST categories. Surprisingly, Pers. Cell wants to fulfill the demands of those who dragged the BSNL in Court of law and stalled the whole process of promotions.

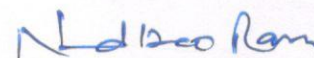
Moreover, it is also learnt that the comments/observations of CS & Legal Cell has been ignored by Pers. Cell before submitting the proposal to Management Committee of BSNL Board. It seems that Pers. Cell has emerged as all mighty Cell of BSNL which can ignore SCT Cell, Legal Cell and as well as SEWA BSNL.

Any proposal without proper implementation of rule of reservation at all level up to the lowest rung of Group A will not be acceptable to SEWA BSNL. Hence, we strongly oppose proposed draft which proposes to deny the constitutional right to SC/ST employees. We are repeatedly bringing to your kind knowledge that some officers in Pers. Cell appears to be anti SC/ST mindset and want to abolish reservation in promotion in this way or that way.

In view of the above, your good self is requested to not to proceed further and arrange to get it withdrawn the proposal immediately to safeguard the interest of SC/ST employees of BSNL otherwise SEWA BSNL will be compelled to bring the matter before Parliamentary Committee on SC/ST, SC Commission, ST Commission and other concerned authorities of Government of India along with strong Organizational Programs.

With Regard.

Yours Sincerely,



N.D. RAM

General Secretary

Copy to:-

1. The Director (HR), BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath New Delhi for information and necessary action please.
2. The PGM (Pers) BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath New Delhi for information please.
3. The CLO BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath New Delhi for information and necessary action please.