

CPSU Cadre Hierarchy

The proposal approved by BSNL Board in its meeting being held at Hyderabad on 28th May 2018 on Uniform Time Bound Functional Promotion (CPSU Cadre Hierarchy).

- I. It will be a Uniform Time Bound Functional Promotion policy for all the Executives in different cadres and in different wings upto AGM grade. This will end the disparity in promotions between various cadres in different wings and provides uniform promotional avenues to all the Executives in different wings.

Date of effect .. prospective 01.07.2018).

Bench marks...	OC	SC / ST
Manager..	25	23
Sr manager..	27	25
Agm...	29	27
E5 and E6..	31	29

- II. New designations will be as follows:

JTO /JAO equivalent grade - Deputy Manager
SDE /AO equivalent grade - Manager
Sr. SDE /Sr.AO equivalent grade - Sr. Manager
AGM /CAO/EE/DE equivalent grade -Asst General Manager
AGM /CAO/ equivalent grade (With 4 years regular service) --Jt.DGM (Non Functional)

- III. Date of implementation: 01.07.2018.

As a onetime measure, all the existing Executives in higher scales and completed the qualifying service will be placed in higher grades on 01.07.2018 itself without conducting fresh DPC.

IV. Subsequent review: 1st Jan/1st July, 2019 onwards, twice in a year.

V. Existing Executives in higher scales will be placed in higher grades without conducting fresh DPC.

VI. Promotion upto AGM grade will be on Rect year/ vacancy year basis.

VII. Functional Promotion upto AGM grade will be on Time Bound basis as under:

a) Deputy Manager (JTO/JAO) to Manager (SDE/AO) --- 5 years.

b) Manager (SDE/AO) to Sr Manager (Sr SDE/Sr AO) --- 5 years.

c) Sr Manager (Sr SDE/Sr AO) to AGM (DE/CAO/EE) --- 5 years.

d) Since Sr Manager (Sr SDE) grade is newly introduced as a functional grade, time bound promotion to AGM grade will be after 5 years of service in Sr Manager (Sr SDE/Sr AO) grade or 12 years combined service in SDE & Sr SDE equivalent grades, whichever is less.

e) If sufficient number of eligible Executives is not available for AGM/CAO promotion, Adhoc promotions will be given by relaxing the qualifying service.

VIII. Time Bound upgradations to higher scales will continue for the Executives already working in

higher scales, on completion of qualifying service in the lower scale.

IX. Relaxation in qualifying service for the Executives in higher scales:

- a) Manager (SDE/AO) in E3 scale will be considered for promotion to Sr Manager Grade after 3 years of service in Manager Grade. All will get AGM promotion in 8 years.
- b) Dy Manager (JTO/JAO) in E4 scale will be considered for promotion to Sr Manager Grade after 3 years of service in Manager Grade. All will get AGM promotion in 8 years.
- c) Dy Manager (JTO/JAO) in E3 scale will be considered for promotion to Sr Manager Grade after 4 years of service in Manager Grade. All will get AGM promotion in 9 years.

X. One year relaxation for the Dy Managers (JTO/JAO) recruited for the same rect year.

On CPSU Hierarchy, the formal discussions have taken place with the recognized Association only, as per the provisions of Recognition Rules. SNEA only have the right for negotiation/discussion with the management on such policy matters. On large number of issues, agreement reached between both sides. But on some issues, management did not fully agree to the demands, citing administrative constraints.

This will be the major breakthrough for all the Executives and a direct result of the membership verification and becoming recognized Association. During verification campaign, it was assured by SNEA that it will try to get promotions within 3 months, ie. by March, 2017. But due to the unavoidable circumstances it was

delayed and this new policy / promotions will be effected from 1st July, 2018.

Due to various reasons Assn could not update the latest developments and this major breakthrough to our activists at various levels for the last two months when proposal was under finalization.