

Time to Draft New promotion policy

The existing Non Executive promotion Policy (NEPP) is a decade old policy having found its agreement in October, 2008 and implementation in March 2010. The implemented NEPP has its own internal contradictions and created some anomalies, confusion, even frustration amongst the employees those getting downgraded and those got affected on the grounds of no reservation. After a period of ten years even, the said discriminations, flaws were not settled. The repeated appeals, discussion in Nation Council have all gone futile. The clarifications issued in galore also did not address the issues raised.

The mixing of Time Bound promotion with competitive post based promotion is its greatest confusion. One is post based and the other is simply based on qualifying years of service. One has come under the policy of reservation to SC/ STs and the other is simple relation in relaxing average entries but without any reservation in qualifying years. The experiences of State Trading Corporation and Project Equipment company were not paid any heed by the BSNL Management. The distinct discrimination is found when comparing EPP and NEPP in qualifying years of service.

The other major discrimination is in allowing OTBP/ BCR scales fixed by DoT to carry to earlier period 2004 by availing NEPP. In OTBP 'scale jump' was allowed and DOT placed them in 7100 scale jumping 6550. In NEPP this was downgraded to 6550 scale by not allowing retaining that 'scale jump' provided by DOT. In the case BCR the same 7800 was allowed to avail from 2004 though the promotion got on or after 2004. Thousands of employees who got OTBP in between 2004- 2010 were affected by downgrading their scales.

In the case of TTAs (JEs) unfortunately the date of their pay scale up gradation itself was construed as first promotion. This was the height of comedy of that NEPP. In the drivers case also the same thing happened. Another flaw was found that no provision of scales for all the four promotions for TTAs in actual effect till the arrival of NE12. The original policy issued in 2010 covered scales upto NE 10 only.

The worst affected sections belong to lower scale GR D Categories. Those in stagnation might have got their stagnation increment, but when they got their NEPP, it was found that not only no financial gain but loss comparing their pre promotion position and subsequent pension loss on retirement. The management side was adamant and failed even to allow the loss as personal pay to carry on.

NFTE has been evincing its critical appreciation since the day of the implementation of the policy. NFTE has been adopting the approach that the benefits should be appreciated and the major grievances shown above should be settled. NFTE strongly feels that the need of the hour is to review the entire matter and consider a New promotion Policy with reservation benefits to SC St staff.

In nutshell, the following points need immediate settlement without further delay .

- 1.The Upgraded scale of TTAs on oct 2000 should not be treated as first promotion .
2. The upgraded scale of Drivers in 2002 was also taken as first promotion. It needs to be addressed
3. Those who got OTBP in between 2004 and march 2010 should not be downgraded to 6550 and may be allowed as that of BCR
4. The issue of treating upgradation as promotion while the conversion of LDC to TOA needs to be addressed
4. TSM absorbed as RMs should get their fair treatment as that of other absorbed
5. Reservation by relaxing qualifying years should be given to SC/ ST staff
8. Discrimination should be settled to Direct Recruited in qualifying years as that of DOT absorbed
9. The age old culture of keeping still thousands of staff as Group 'D' should be abolished by upgrading all to the erstwhile Gr C scale starting from NE4 as one time measure.
- 10.The multi task RR may be finalised to judicially utilise the staff.
11. Second restructuring of cadres to suit the present day techno commercial culture may be thought of to compete with the private operators.
12. Preliminary Training in 'sales marketing business management' may be imparted by utilizing the training centers.

We strongly hope that the matter will get its serious attention in the Board room . It will be better if the management coming forward setting up joint committee comprising staff side and official side to draft New promotion policy suiting to the present environment. Our CHQ will strive its best to redraft the required things in this regard.
