

**ALL INDIA**  
**BHARAT SANCHAR NIGAM LIMITED**  
**EXECUTIVES' ASSOCIATION**  
**RAJASTHAN CIRCLE, JAIPUR**

To,

The Director Finance,  
BSNL, Bharat Sanchar Bhawan,  
NEW DELHI-110001

**Sub: Change of nature of AAO Cadre from Post based promotion to Time bound promotion resulting postponement of First Time Bound Promotion under EPP- Regarding.**

Ref: C.O.BSNL. ND. Letters on Implementation/Clarifications of EPP No.  
(1) 400-61 / 2004 – Pers.I Dated 18<sup>th</sup> JAN 2007.  
(2) 400-175 / 2007 – Pers.I Dated 19<sup>th</sup> FEB 2010.  
(3) 400-11 / 20– Pers.I (Pt). Dated 23<sup>rd</sup> APR 2012.

Respected Sir,

With reference to the above subject matter and letters under reference, it is constraint to bring to your kind notice that, JAO's appointed in DOT on regular basis who had not been issued Adhoc / Regular promotion to the AAO cadre prior to 01-October 2000, were absorbed in the substantive JAO post in BSNL upon its formation with effect from 01-OCT-2000. These JAO's were subsequently promoted to AAO Cadre on adhoc basis with effect from 27-DEC-2000 and on regular basis with effect from 01-APR-2001 by DOT.

Subsequently BSNL introduced promotion policy for executives vide letter under reference (1) above. Accordingly they were granted first TBP with effect from 27-DEC-2004 in the scale of E-2 to E-3 after completion of four years residency period in the E-2 scale treating adhoc promotion from JAO to AAO cadre as post based promotion.

However, this first Time Bound promotion date was modified that is after completion of five years in the E-2 scale as per EPP clarification issued vide letter under reference(2) treating the AAO adhoc and regular promotion as time bound promotion.

A committee was formed to look into the objections raised against this order. But the committee also upheld the clarifications pertaining to AAO cadre issued vide letter under reference (2) above.

The contention of the company regarding point mentioned at serial No 5 of the said letter No. 400-175/2007-Pers.I dated 19<sup>th</sup> Feb., 2010 that AAO have not been treated as post based substantive grades under Executive Promotion Policy and promotion granted to this pay grade granted by DOT between 1.10.2000 to 30.09.2004 are to be treated as first time bound promotions, is not correct in view of the fact that in the DOT set up promotion from JAO to AAO post was from group "C" to group "B Gazetted" status, the supporting documents of which are issued by DOT on dated 26.12.2000 for AAO (Adhoc) and order dated 23.4.2001 for AAO (Regular), enclosed herewith for ready references.

**Further it is also stated as follows.**

- (1) It is not clear whether adhoc and/or Regular Promotion can be granted in Time Bond Promotion also.
- (2) As per EPP dated 18.01.2007, designation cannot be changed under Time Bond Promotion but in the existing case designation has also been changed from JAO to AAO and accordingly pay has been fixed under FR 22 1(a)(i), this shows that the promotion from JAO to AAO involves higher responsibilities.
- (3) It is not justified that the post based promotion given by a Govt. Department has been treated as time bound promotion that too after the expiry of more than 9 years.
- (4) Time bound IDA scale up-gradation are not linked with availability of posts (Para 1(d) of promotion policy dated 18.01.2007) whereas the promotion granted in the grade of AAO was subject to availability of posts as also reiterated by DOT vide letter No:40-28/2010/RTI/SEA-II dated 16.11.2010 [copy enclosed]. Even the valued opinion of the DOT that promotion to AAO cadre is indeed post based promotion, was not considered.
- (5) As per Para No I(d)(5) of EPP issued vide letter No:400-61/2004-Pers-I dated 18.01.2007 that "consequent to up-gradation of IDA pay-scale, there will be NO CHANGE IN SUBSTANTIVE STATUS, designation and duties and responsibilities of the executive, unless any change is ordered in any specific context". In case AAO is time bound promotion, it is not clear how DOT had allowed the Executives to use their substantive post i.e. AAO after their promotion. The Executives, who were working as AAOs in their substantive grade on or before 01.10.2000, were also absorbed permanently in BSNL in their substantive grade i.e. AAOs.

The committee overlooked very clear above mentioned facts which clearly established beyond any reasonable doubt the post based nature of the AAO cadre.

As such it is requested to kindly look into the matter sympathetically, once again and reconsiders the decision of treating the AAO promotion as time bound promotion instead of Post Based Promotion.

Sir, this is heart burning to our members. We request your honour to take appropriate action in this regard for natural justice.

Thanking You, Sir

Yours Faithfully,



M.K.Marodia  
Circle Secretary,  
AIBSNLEA, Raj. Circle