



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023 - 24 / 22

Dated 05.07.2023

To,

Shri Pravin Kumar Purwar Ji
Chairman & managing Director
BSNL Board, New Delhi

Subject: Promotions of all eligible executives who have fulfilled the attendant conditions of eligibility as prescribed in MS RRs – Regarding.

Respected Sir

BSNL has been recognized as strategic vehicle in telecom sector by Government of India (GoI) to attain objectives of Secured Telecom network. The testing, development of deployment of indigenous products has been entrusted upon to BSNL as part of *Atmanirbhar Bharat initiative* of GoI and we as BSNL family are to witness a proud moment for deployment of **Swadeshi 4G & 5G stack** in BSNL network in near future. Support of Hon'ble Prime Minister and Hon'ble MoC and entire Ministry has been unparalleled and unprecedented. Beside the above, BSNL has been entrusted upon with the responsibility of important projects such as Bharatnet, 4G Saturation in accordance to the objectives of GoI for Digital inclusion of the citizens in every nook and corner of this country.

Despite the open hearted multidimensional support of GoI for revival of uplifting the fortunes of BSNL, the executives of BSNL are still disheartened due to non resolution of promotional avenues. Specially, at this juncture when a lot of enthusiasm is need of the hour, the senior executives, who have rendered their services for the last 20-30 years are being not extended their dues with respect to promotions.

Around 150 odd numbers of officers are working on DGM (Adhoc) basis and are yet to be promoted to DGM on regular basis despite serving in the grade for many years. Management has not been able to promote these officers to regular DGM by citing the reasons of pending court cases. Further, around 1350 AGMs have also completed their requisite residency period in the grade. Many of them are working in the grade for last as DGM (L/A) in BSNL for the last two years with the total posts of 1116 JAG posts. These officers are not even promoted to DGM on ad-hoc basis, despite all vacancies remaining unfilled in the grade. These officers are still working as DGM (L/A) after fulfilling the eligibility conditions as prescribed in the governing RRs. In spite of working under Looking after arrangement, they have been doing the prescribed duties of the grade but still being deprived of the regular promotion. Not only this they have been deprived of the necessary allowances attached with the DGM post as they are still being treated as AGM being the substantive grade for the said purpose.

To add salt to the injury, recently some junior officers recruited in DOT, not taken absorption in BSNL were promoted as regular ITS group A in JAG grade against BSNL vacancies and posted in BSNL. The officers who have most obediently taken absorption in BSNL have been compelled

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to work under their juniors. This is against natural justice and one more example of rule bias of the officers working in BSNL leading to utter frustration and heartburning.

Sir, Such precarious situation is also prevalent between ITS Group A officers between absorbed and non-absorbed of BSNL. In the set precedent the ITS group A officers working as DGM in BSNL on deemed deputation were entrusted the charge of GM, officers working as GM were re-designated as PGM as juniors absorbed ITS Gr.A officers were promoted to GM and PGM as per BSNL MS RRs. This whole exercise was done to do away to remove this anomaly and heartburning in the hearts of senior ITS Group A officers being forced to work as juniors in BSNL. **BSNL management have given this dispensation to boost the morale of unabsorbed ITS Group A officers working in BSNL.** All these unabsorbed officers working under deemed deputation in BSNL were also allowed allowances etc attached to the post.

The same precedent applies here too as there can't be separate yardstick in the same organization. The seniors are compelled to work under juniors and on the other side management is citing reasons for not promoting these officers to DGM grade on regular basis which we do not agree. **We strongly demand that all those officers who are working under DGM (LA) having fulfilled the attendant conditions of eligibility as prescribed in MS RRs may be immediately given entrustment charge as DGM on regular basis such that the sagging morale of seniors can be boosted and management can also do away with the repetitive and perennial exercise of carrying out DGM (LA) promotions. Further all consequential benefits attached to the DGM posts must be extended to them as being done in other cases.** We feel that this is the only feasible and pragmatic way to impart justice to these officers. This will not only provide respite to these officers but it will also result in further promotions in other grades. **The scenario of consequential vacancies in various grades arising out of such entrustment shall be as stated below:**

*Total No. of AGM vacancies arising out of DGM entrustments : **1116***

*AGM vacancies unfilled as on date from internal quota: **650.***

*Total Number of Vacancies envisaged for external quota be diverted to internal quota: **300.***

*Hence total number of vacancies which can be made available for AGM promotions from existing strength: **2066.***

Hence Total 2066 SDEs can be promoted to AGM grade. This will further give opportunity to near about 2066 promotions from JTO to SDE along with 600 already available vacancies and further more so many vacancies will be created in JTO grade also.

This means by one decision, around 5900 promotions can be executed as per the below mentioned breakup:

1. AGM to DGM : 1116
2. SDE to AGM : 2066
3. JTO to SDE : 2066 plus 600 vacant posts ie total 2666

Similarly the same methodology may be applied in Finance Grade also wherein the AOs having fulfilled the attendant conditions of eligibility as prescribed in MS RRs may be immediately given entrustment charge as CAO on regular basis. The scenario of consequential vacancies in various grades arising out of such entrustment shall be as stated below:

1. AO to CAO : 712 plus 84 vacancies of SET quota i.e. 796
2. JAO to AO: 796 Posts

Hence just by one out of box and technically feasible decision, around 7500 promotions can easily be executed. This will give a huge respite to the executives having fulfilled the eligibility conditions for promotions to next grade.

We further request for completion of the restructuring review exercise expeditiously which will result in creation of sufficient additional vacancies at least to the tune of 30 % more vacancies in various grades which will not only cover the existing eligible executives but also will result in extending a smooth career progression for future batches also.

We sincerely hope that our submission in this regard will definitely be considered for extending justice to the deprived lot who have been waiting for years for their next promotions. Your act of consideration will result into extending a sense of satisfaction to almost all the executives for next many years to come.

Thanking You

With regards,

Sd/-

**Ravi Shil Verma
General Secretary, AIGETOA**

Copy to:

1. **Shri Ashwini Vaishnav Ji, Hon'ble Minister for Communications for kind information please.**
2. **Shri K Rajaraman ji, Secretary DoT for kind information please.**
3. **Shri Ravindra Himte Ji, GS, Bhartiya Mazdoor Sangh for kind information please.**
4. **Shri Arvind Vadnerkar Ji, Director (HR), BSNL Board kind information please.**