



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

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GS/AIGETOA/2019/75

Dated 31.10.2019

To,

**Shri Sebastian K.,  
General Secretary,  
SNEA CHQ, New Delhi**

Reference: SNEA/CHQ/Assns/2018-21/01 dated 28<sup>th</sup> October, 2019 of GS-SNEA.

**Dear Sebastin ji,**

Your letter under reference is acknowledged in true spirit by this association, at the same time it is worth mentioning that the intention of the same exercise is not clear, *as easier and practical ways are open to get the promotions under JTO to SDE under SCF quota and SDE to DE/AGM through existing RR for the present vacancies. We would have been happier, had you have given this agitation notice in June 2018 before forcing management to issue JTO to SDE promotions for PR quota officers leaving BSNL Recruits in lurch and also before forcing management to create 4500 DE level posts on matching saving basis by eating away the rights of BSNL Recruits in the form of around 5000 SDE Posts.* Your intent would have definitely got many takers, had you moved with a fair and equitable way by considering both the groups at Par. However, you preferred the opposite while ensuring that ***PR quota JTOs get promoted to SDE in 2018 and SDEs upto List 7 gets promoted to the AGMs through existing RRs, while leaving BSNL Recruits/Relatively Young JTOs/SDEs to keep fighting to get promoted through the so called CPSU Promotion Policy whose implementation and sustenance in court of law is yet not certain.*** Your concern for weightage to qualification, efficiency, young age and performance would have definitely been appreciated, had the same would have been shown in fair and equitable manner **before eating away the rightful dues of BSNL Recruits.**

Your reference is invited to various such joint exercises in past and the outcome associated with the same and the manner in which BSNL Recruits were left out unceremoniously in lurch while ensuring the pie for your group:

1. **A very hard and sustained struggle was launched under the banner of United Forum of AIGETOA, SNEA, AIBSNLEA and NTEA in 2007 demanding contemporary CPSU policy and time bound functional promotions.** A committee was constituted by BSNL of which representatives of all the four associations were members. **Finally despite the dissent note of BSNL Recruited representatives i.e. AIGETOA and NTEA, the proposal of management for extending time bound up-gradations was accepted by SNEA and AIBSNLEA instead of Functional Promotions** which was nothing but letdown the interests of BSNL Recruits. The result was promulgation of BSNLMSRRs which had negated the aspirations of BSNL Recruits in totality. **Today we are happy to note that you are asking for the same policy and you are acknowledging the value for qualification, performance, efficiency and young age but in between precious 12 years have been lost which has pushed all the BSNL Recruits back on walls where they are struggling for their first promotion in entire career and other side the your segment are enjoying the fruits of DGM Promotions.**

Regn. No. : HR/019/2016/02138

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2. **Another joint exercise was carried out in 2012 when a committee was constituted for implementation of CPSU Hierarchy, Standard Pay Scales of E2.** The committee was almost left redundant because of behaviour of one of your office bearers when the discussion table was turned upon by him on the members from management side. **We feel that was a deliberate attempt to derail the process as at that time some consensus was being reached between management and associations on the implementation of CPSU hierarchy.** Thereafter, the committee was reconstituted in 2016 popularly known as **Khan Committee.** The recommendations were given and the same was jointly agreed by management side as well as association side and all the three associations (AIGETOA, AIBSNLEA & SNEA) signed on the proposal which was for implementation of CPSU Hierarchy and Standard Pay Scales. **Never before in the history of BSNL, all the groups were unanimous on one proposal but that was also damaged by misinterpretation of clauses on your part and you started with your own interpretations of the recommendations and in the process management utilising the same for promulgation of another half cooked proposal in September 2016 which was rightly negated by all.**
3. **Thereafter, when the Presidential Orders for Standard Pay Scales were announced by DoT wherein they lowered the scale of JTO to E1, we felt that it needs to be opposed unitedly.** Together we formed a Joint Forum despite reservations from our then alliance partner AIBSNLEA, we moved ahead for Joint Struggle under the banner of Joint Forum with main demands being as below:

**To Secretary DoT:**

- a. *Approval of BSNL recommendation to replacement of non-standard pay scales of E1A and E2A with standard pay scales of E2 and E3 w.e.f 01.01.2007 as per Union Cabinet decision and DPE orders.*
- b. *Approval of pending HR issues in the BSNL Board (SDE RR, E1+5 increments etc).*

**Simultaneously, Forum also served notice to CMD BSNL for resolution of the pending HR issues as detailed below:**

- a. *Immediate Issuance of Promotion Orders from JTO (T) to SDE (T) under DPC/LDCE quota and issuance of Promotion Orders in all the cadres, in all the wings under both quotas.*
- b. *Extending 30 percent Superannuation Benefit to the BSNL recruited employees along with revision in date of implementation from the beginning.*
- c. *Extending initial basic of Rs. 22820/- to the Executives recruited post 01.01.2007.*
- d. *Uniform 1st Time Bound Promotion in Four Years for all Executives.*
- e. *Extending E1A and E2A scales notionally to JTO/SDEs of Civil/Electrical/Arch/TF wings and PA/PS cadre's w.e.f. 01.10.2000.*
- f. *Scrapping of ongoing DR-DGM recruitment and DR-DGM/MT RRs.*
- g. *Resolution of other long pending HR issues.*

In fact during the course of this agitation, our General Secretary Shri Ravi Shil Verma was served with major charge-sheet but still that did not deterred us from our path and we continued on our path. **To end the stalemate of JTO to SDE promotions, we brought all the applicants, management, SNEA and AIGETOA office bearers together for an amicable settlement which reached also but that was also derailed by your association by back door hobnobbing with management.** All of a sudden, mid way your push for CPSU hierarchy forgetting all the above issues were nothing but again a deception on your part, but still for the good cause, we tried to understand your point of view and given useful feedback for CPSU hierarchy to make it more rugged. **But again, your hobnobbing with management resulted into a half cooked proposal which was completely against our stand and in fact against the basic spirit of formation of joint forum for which the joint struggle was launched.** *This was opposed by our General Secretary on record vide our letter dated 11<sup>th</sup> November 2017 to*

*you as convener but the same was never paid any attention by you as convener of the forum. The agenda items of the Joint Struggle was completely forgotten by SNEA and as recognised association, you went to the extent of accepting DGM Recruitment, MT Recruitment and even mention of downgraded scales in the proposed policy.*

Now when you are over with fulfilment of your objectives by achieving the JTO to SDE Promotions for Promotee Quota JTOs only, SDE to AGM promotions by eating away around 5000 SDE posts by up-grading to AGM posts on matching saving basis, executing these promotions within a span of 15 days in a hush-hush manner **by leaving all BSNL Recruits in lurch, the demand for implementation of CPSU hierarchy appears to be just another stunt for pressurising management for issuance of DE to DGM promotions which is being denied by BSNL management every time the proposal is being moved.** If that is not correct, why your demand for date of implementation w.e.f 1.1.17 has changed to 1.07.2018? The logic given from your end is that no policy can have retrospective implementation, then how come the same policy can be implemented retrospectively now.

**Further, your contention that BSNL Executive Promotion Policy Amendment & Recruitment Rule-2017” has been approved by board for implementation is also not correct as the final version of the policy is yet to be approved by the BSNL Board [BSNL affidavit ( ref-3 , Para-4) submitted on 12/3/2019 by BSNL (Para-4) in OA 890/2017 before Hon CAT, Ernakulum]. This can be done only after compliance of reservation policy of Gol and subject to Hon’ble Court orders.**

It may also be noted that the said policy in its final approved form need to be published in the official website of BSNL for 10 days (interim direction on OA 890/2017) and we are not very sure that the inherent lacuna associated with this policy will stand in the court of law and will not make it marred with legal complications leaving all those who are waiting for their promotions in complete precarious situation. **So accordingly, it will be in the best interest of all that all the pending DPC/CPCs should be completed first and all the seniority lists should be finalized first to avoid any litigation. Any New policy should be thrust upon executives only when the existing vacancies are completely utilized.**

You will appreciate the fact that due to the rigorous persuasion and efforts of AIGETOA, ***JTO to SDE promotion under SCF quota for the remaining vacancies is once again under active consideration of management.*** The works related with completion of DPC process have already been completed and **only formal DPC convening and issuance of orders is pending.** Now at this juncture **where work for DPC are already over and sufficient vacancies are already available for paving the way for promotions for JTO to SDE under SCF, this association expect and sincerely hope that management will take a positive action at the earliest.** We are also sure that the present stalemate will go once the promotions are executed and wholeheartedly appeal your association to support AIGETOA in this regard instead of demanding for a non-notified policy, whose future is uncertain. ***Although in our one to one interaction, you explicitly shown you opposition to the JTO to SDE promotion through DPC but we still believe that a better understanding will prevail and you will extend your support.***

**We sincerely feel that SNEA should work together with AIGETOA on this aspect so that we may ensure that all the eligible candidates for JTO to SDE promotions get their due promotions.** The apprehensions/lacunae which have not been taken care in the proposed cpsu policy has already been informed to you vide letter dated 11.11.2017 to you as convener Joint Forum and to management vide our letters dated 13.11.2017, 27.11.2017, 05.06.2018 and 26.06.2018 (Copies available on our website). These apprehensions need to be taken care of, if SNEA is really serious on implementation of a policy which is a win-win situation for all. Any forceful implementation of this half baked policy will result into a complete conflict with AIGETOA and its support base.

With warm regards,

Dated: 31.10. 2019

Yours Sincerely

--Sd/--

[**MD. WASI AHMAD**]

General Secretary