



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

President
Ravi Shil Verma
8373967633

General Secretary
Md. Wasi Ahmad
9431200347

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "gs@aigetoachq.org" only

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Dated 22.01.2020

To,

Shri Arvind Vadnerker Ji,
Director (HR), BSNL Board,
BSNL Corporate Office, New Delhi

Subject: Smooth career progression of executives and transparent implementation of the Transfer Policy in BSNL vis-à-vis restructuring in post VRS scenario of BSNL-Reg.

Respected Sir,

This is in reference to the ongoing restructuring process of human resource in executive categories in post VRS scenario in BSNL. We have come to know that a total of 13305 executives opted for VRS, leaving behind about 31500 executives in various cadres in BSNL. A major chunk of existing executives comprises of 23000 JTO & SDE and 4400 JAO & AO on post VRS in BSNL. It is further to appraise that out of the remaining executives of JTO/SDE/JAO/AO, 80% comprises of BSNL Recruits, who are professionally qualified engineers and account professionals with many of them having additional master degree in engineering, accountancy and management. They joined BSNL after its inception in 2000 as a CPSE in a hope to get a smooth career progression like any other equivalent organization. But, BSNL failed to respond to their aspiration with regard to the career progression leaving behind a situation where **many of executives are still waiting for their first promotion even after working for more than eighteen (18) years in BSNL**. It's a complete failure of HR Policy and one of the major reasons for debacle of the company.

Now, Post VRS, since there is a major organizational restructuring is on anvil as the staffing norms are to be revised with many executives opting for Voluntary Retirement. Herein, we would like to submit that the **any such restructuring exercise must be conducted by properly accounting for the factors of smooth career progression of the executive**, who has joined this organization with certain minimum career aspirations. **If we aspire that BSNL should work contemporary and at Par with other organizations of the sector, it should also provide opportunities and career aspirations at Par with other organizations.** *Any major slashing of the posts should be avoided and the hierarchical ratio should be ensured in such a way that every Grade must have sufficient number of posts to accommodate the existing executives to provide the career progression in line with our RRs. Any Stagnation in the cadre will result in to a huge de-motivation which will affect the output of the executives and the very purpose of reviving BSNL to its pristine glory will be defeated in this cut throat competitive environment where the staff/employees of the organization needs to be kept at the highest level of motivation and readiness.*

It will be pertinent to mention that currently we have sufficient numbers of Executives who have completed their requisite eligibility period for promotion to the next Post. **JTOs up to LICE 2012 batch have completed their requisite period of eligibility for promotion to SDE as per current SDE RRs and SDEs up to list 9 have completed/are about to complete their period of eligibility for promotion to DE/AGM Cadre as per prevalent MSRRs. Similarly JAOs and AOs in Finance Stream will also complete their residency period for promotion to next level.** There is huge number of vacancies available also.

It's highly ironical that BSNL instead of giving them regular promotions are managing through Look after Arrangement locally in circles. **Look-After mechanism is meant to meet short term requirement as envisage in the policy but it has become a regular practice for years in BSNL. Avoiding Regular Promotions and Managing through Look-After Arrangement is as good as perverting the rights of promotion to the eligible executives and this should strictly be avoided.** Regular promotions should be extended to the eligible executives without any further delay as already many have been stagnating in their respective cadre for so long. **We hereby submit our objection to the Look-After Arrangement, which is basically the mother of all denials related to regular promotions in BSNL.**

Further, there should be specific guidelines for manning the posts and positions from BSNL CO as it is seen that circles are applying criteria as per their own interpretations. It should be clearly stated to Circles that there should be a transparent implementation of transfer policy and Long Stay Transfer List should be executed before applying displacement to other executive to meet the post VRS requirement. It will be pertinent to mention that Inter Circle Long Stay Transfers have yet not been executed by BSNL CO. But we would also like to submit that minimum disturbance should be there as the whole organization shall be in a critical position post VRS and large scale dislocation may affect our operation & maintenance adversely.

We also want to apprise here that serious resentment is growing among executive fraternity due to continuous denial of promotion even in the post VRS setup mechanism against their expectation that management will issue long pending regular promotion in changed scenario to motivate them to face new challenges ahead.

Therefore, we request your good self to kindly consider our above submissions and direct the concerned sections to ensure a smooth career progression of the executives, extending regular promotions instead of Look-After Arrangements and transparent implementation of the transfer policy in the Post VRS scenario. Further we request that in order to make BSNL a vibrant and Profitable PSU, it's high time that Human Capital in BSNL should also be considered as a resource and that Management Should consider turning it into a meritocratic organization, not in terms of Book Knowledge but as a measure of actual work performance being shown by the executives.

With warm regards,

Date: 22.01.2020

Copy to:

1. The CMD BSNL, New Delhi for kind information Pl.
2. All Directors of BSNL Board, New Delhi for kind information Pl.
3. The GM(SR), BSNL CO New Delhi for kind intervention and necessary action pl.

Sd/-
[MD. WASI AHMAD]
General Secretary