



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

GS/AIGETOA/2020/24

Dated 08.04.2020

To,

Shri Pravin Kumar Purwar ji,
Chairman & Managing Director,
BSNL, New Delhi.

Sub: Issuance of JTO (T) to SDE (T) promotions under Seniority cum Fitness Quota and Notification of LDCE for SDE(T)– Executives waiting for 1st PROMOTION despite working for 6-18 Yrs in JTO grade.

Respected Sir,

We would like to draw your urgent attention towards non-issuance of FIRST PROMOTION to the BSNL Recruited Executives i.e. JTOs even after working for more than eighteen years in the same grade. BSNL was formed on 1st October, 2000 and thereafter it started recruiting people at entry level of executive grade, called Junior Telecom Officer (JTO), through All India Competitive Exam against 50% vacancies and rest 50% vacancies filled by Limited Internal Competitive Examination through JTO RR 2001 with an assurance of good promotional avenues in the company. **But it's an irony that BSNL Management completely failed to keep its bare minimum obligation towards its Entry level Executives i.e. JTO to give a single promotion in normal SCF quota in entire span of their career of various batches recruited/promoted since inception of this great company.** A tabular presentation has been shown below to depict the plight of JTOs of various batches recruited/promoted in BSNL.

PRESENT STATUS OF VARIOUS JTO-BATCHES RECRUITED/PROMOTED IN BSNL:

JTO (T) Batch	JTO-2001 Batch	JTO-2002 Batch	JTO-2005 Batch	JTO-2007 Batch	JTO-2008 Batch	JTO-2014 Batch
Joining Year	2001-2002	2003-2004	2006-2007	2009	2010	2014
Service in JTO Grade	17-18 Yrs	15-16 Yrs	12-13 Yrs	11 Yrs	10 Yrs	6 Yrs
1 st Promotion as SDET under SCF Quota	WAITING	WAITING	WAITING	WAITING	WAITING	WAITING

Further batches of JTO, joined in the cadre after 2014 under new JTO RR-2014 are also in extreme despair seeing the stagnation of senior batches. It's further disheartening that these promotion were not made despite the fact that sufficient numbers of vacancies are available in the SDE(T) Grade. The Promotion to the post of SDE(T) Grade is made through two modes i.e. Seniority Cum Fitness-SCF Quota (67%) and Limited Departmental Competitive Examination-LDCE Quota (33%) from the eligible JTOs who have completed THREE YEARS of service in JTO-Grade as per SDE RR 2002.

Promotion through Seniority cum Fitness- SCF Quota (67%):

As depicted in above table, BSNL Recruited JTO has not been promoted under SCF quota despite serving many folds of eligibility service in the grade. One of the major reasons cited by management for not extending promotion during discussions was legal entangle associated with the Ernakulum case

on seniority. In this regard, a very clear direction is available by the Hon'ble Court, Ernakulum dated 05-6-2018 and further no stay is in force by the court to issue the promotion. So, non-issuance of first promotion to an executive can't be justified on this logic for so many long years. Even if there is a bottleneck, it has to be removed by the people/section dealing at Corporate Office as our executives address network bottlenecks in the field units instead of leaving it to the destiny. It is important to apprise here that all preparatory works for JTO(T) to SDE(T) promotion are almost ready and the only requirement is determination to issue the promotion. In the last agenda meeting with Director (HR) on 24th February-2020, it was agreed to expedite the process on the basis of available documents as arranged by the association for issuance of SDE(T) Promotion but substantial progress is still awaited. Sir, It's important to note here that the extraordinary delay in JTO to SDE(T) Promotion through SCF is leading to huge de-motivation and serious unrest amongst the younger executives.

Promotion through Limited Departmental Competitive Examination-LDCE Quota (33%):

The association is continuously pursuing for notification of LDCE for SDE(T) and it was assured also from all corners including your good self strong encouragement for conduction of LDCE but the same is still awaited for notification. It is important to note here that the Pers section has made available the vacancy position to recruitment unit and it's the responsibility of GM(Recruitment) to notify it but the same has not been done till date even after clear instruction by Director(HR). It is worthy to note here that the last LDCE conducted in 2015 for the vacancy year 2010-11, whose promotion order issued in June-2018. **The exam for next vacancy year 2011-12 is still to be announced even after passage of five years of the result and almost two years of promotion of last LDCE. This is the state of affairs of so called fast track promotion of JTO to SDE(T) in BSNL.** This is only lagging behind by nine years, when there is no legal impasse on conduction of the LDCE. It's again an irony of the system in BSNL.

As the VRS process has already been completed and large scale reduction has happened in all stream including SDE(T) where just 7564 SDE(T) are remaining post VRS to carry out large scale works. This is completely insufficient considering our PAN India Telecom Network, its maintenance, growth and expansion. Hence in addition, about 5-6K JTOs are working as SDE Look after since long time in field units for smooth running of the services. The look after arrangement is temporary measures but it is being used on regular basis in our department, setting a completely wrong precedent. It is also to add here that these JTOs are already working in higher scale of E2, E3 and E4 and promoting them to the post of SDE(T) will have negligible financial impact. But it will work as a booster for their moral to contribute further more for growth and development of BSNL.

It is therefore requested to seriously consider the endless suffering of these JTOs, who are working in same grades since years and waiting for their FIRST PROMOTION, which is their rightful due also as per prevailing norms and rules of the department. I earnestly request to impart justice to this marginalized section of the executives by issuing immediate promotion to SDE(T) grade before they lose all hopes in the system and the association forced to resort on organizational protest. It becomes more important when we all witness that how our JTOs/SDEs are fighting bravely to maintain the telecom network even in this pandemic situation of COVID-19.

With kind regards,

Yours Sincerely,

Dated: 08.04.2020

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Anshu Prakash Ji, Secretary (T), Government of India, New Delhi.
2. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi for kind info and n/a pl.
- 3-6 The Dir(CFA)/Dir(CM)/Dir(Fin)/Dir(EB) BSNL Board for kind information Pl.
7. Shri Arun Kumar PGM(Pers), BSNL Corporate Office, New Delhi for information and n/a pl.