



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/45

Dated 02.05.2022

To,

Shri Praveen Kumar Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Subject: - Immediate conduction of DPC for SDE(T) to AGM promotions to the SDEs stagnating in the cadre despite completing their requisite residency in the SDE grade much earlier and making provisions to extend justice to the LDCE qualified SDEs of List 12 and 13 belonging to Vacancy Years 2006-07, 2007-08 and 2008-09 to ensure that they are promoted together at par with the SDEs of the corresponding vacancy years belonging to SCF quota in the AGM Promotion—Regarding.

Reference:

1. DPE-GM-/0043/2014-GM (FTS-1899) dated 28.04.2022 of DPE
2. L. No. 36012/16/2019-Estt. (Res) dated 12th April 2022, of DoP&T
3. L. No. GS/AIGETOA/2022/38 dated 18th April 2022.

Respected Sir,

As you are aware that recently vides letter no. 36012/16/2019-Estt. (Res) dated 12th April 2022, DoP&T has endorsed the Judgement delivered by Hon'ble Supreme Court on date 28th January 2022 and vide letter no. DPE-GM-/0043/2014-GM (FTS-1899) dated 28.04.2022, DPE has also endorsed the above directions to all CPSEs directing them to follow the procedure stated by DoP&T vide letter dated 12.04.2022 while extending the reservation in promotions. **Now with DOP&T and DPE both endorsing the letter, the major hurdle in promotions is over and the promotions should be extended immediately without any further delay.**

We have been made to understand that some groups have once again raised objection and are trying to create confusion on the process to be adopted just to satisfy their individual benefits. In this backdrop, it is understood that management wants consensus amongst various stake holders to avoid any legal or other complexities. While we welcome the approach of management and we also assure that we will also try and extend our cooperation in developing a consensus, **we wish to put on record that any hesitancy on this aspect of promotion in the name of consensus building and using non-consensus as an excuse to stop promotions will not go down well with the executives who have been waiting for years for their much awaited promotion in the AGM Grade and is bound to create a huge unrest.** In view of the aforesaid facts, we wish to put on record that management should adopt the judicious path and should move forward in line with the provisions extended by the government of India as directed by DOP&T in their recent letter. Any undue demand or undue pressure to accommodate the provisions which are at variance with the provisions stated by Govt of India and DoP&T should be firmly rejected. *We thank your good self and Hon'ble Dir (HR) for showing positive gesture towards issuing the promotions to the cadre of AGM(T) and we sincerely believe that management will extend justice without any prejudice and will not let unrest and anarchy prevail in the organisation due to long pendency of promotions and hesitancy just to appease a particular group or person.* It will be pertinent to mention that SDEs belonging to List 8 are stagnating in the cadre for almost 14-18 years now and hence any delay in the promotion shall be a huge

Regn. No. : HR/019/2018/02138

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injustice to these already suffering executives. Similarly the SDEs belonging to the subsequent lists 9 to 13 are also stagnating in the cadre for almost 9 to 13 years now.

We take this opportunity also to highlight the precarious condition of the SDEs belonging to the competitive quota of vacancy year 2006-07, 2007-08 and 2008-09 who despite being eligible for an earlier vacancy year have been placed in SDE Seniority list en-bloc junior to those selected for later year vacancies belonging to seniority cum fitness quota. This happened because of one sided interpretation of Hon'ble Supreme Court Judgement in the S.K Dubey case and ignoring the provisions of SDE RR 2002 despite this association submitting the correct interpretation (legal opinion) of the RRs as well as Hon'ble Supreme Court Judgement from an Hon'ble retired Justice of Hon'ble Supreme Court.

In the backdrop of the above injustice meted out to the competitive quota people, we would like to put forward the following for your kind consideration please:

SDE(T) seniority list wise available candidates, who are presently working in BSNL as on 25th April 2022

S. No.	SDE Seniority List No.	Vacancy Year	Mode	Working SDEs
1	List – 8	2001-02 to 2005-06	SQ & CQ	1650
2	List – 9	2006-07	SQ	269
3	List - 10	2007-08	SQ	222
4	List – 11	2008-09	SQ	651
5	List - 12	2006-07	CQ	1749
6	List - 13	2007-08 & 08-09	CQ	377
Total				4918

In the ongoing DPC, if the Seniority List circulated by department is to be believed then the meritorious executives, who qualified the LDCE exam against the vacancy year of 2006-07 and 2007-08 shall be getting promotions after the executives who were junior to them and qualified for the VY 2008-09 in the SCF quota. **After eating away the seniority, if department promotes the executives who have qualified against the earlier vacancy years of 2006-07 & 2007-08 through LDCE later than those qualified against later VY 2008-09 through SCF, the injustice to these meritorious competitive quota executives becomes double and we all, if remain silent will become party to this grave injustice. Hence AIGETOA once again firmly opposes this injustice and request your good self to extend promotions to all these eligible SDEs at least together if not earlier in the upcoming AGM Promotion.**

It will be pertinent to mention that BSNL vide its various affidavits filed before various courts and in various letters issued from time to time has itself averred that LDCE is a fast track mode of promotion based on merit. Your good self has also on several occasions emphasised upon the fact that department wants to promote a meritocratic culture. If the meritorious executives who qualified the fast track mode LDCE examination are pushed after those who could not qualify the exam, the very basic purpose of introducing the concept of meritocracy and fast track will be defeated and that too only because department failed to complete the process in time. It was not the fault on the part of any executive. The lag happened entirely due to administrative reasons and the executive should not be made to suffer on this account. Hence to avoid second injustice to these executives, department should take all necessary actions to ensure that these meritorious executives are not left behind in the promotion orders vis-à-vis the executives of SCF quota of corresponding and later vacancy years.

As per the restructuring frame work, the sanctioned strength and working strength of AGM and DGM cadre in Telecom Stream as on date is as stated below:

Cadre	Sanctioned Strength	Cadre wise Total	Working Strength	Vacancies Available
DGM(T)	1116	1236	150	1086
DR DGM(T)	120			
AGM(T)	3600	4500	1499	3001
MT (LICE + MT)	900			
Total	5736	5736	1649	4087

In line with the various discussions held with the association during the restructuring process and also in recent times wherein your good self has given positive assurance on our request that 900 vacancies of MT and LICE quota shall be diverted to DPC quota as one time measure and total 4500 AGM (T) vacancies shall be made available in the forthcoming DPC. The total working strength of AGM and DGM cadre as on date is 1649. **Hence considering the whole scenario altogether, the available vacancies are 4087 which can easily be filled up by following the method adapted in JTO to SDE promotions. The total numbers of SDEs who have completed the residency period of 7 years are around 4918 in number. Hence around 831 candidates will still be left behind to be accommodated against the currently notified vacancies.** In view of the recent development of BSNL taking over the operations of BBNL and also to ensure faster and smooth rollout of 4G services (which will be race against time to ensure viability of BSNL), more number of executives will be required to man the operations and **so there is scope to create at least 1000 more vacancies in AGM Telecom grade. Also since MS RR modification is in the process, the criteria of stagnation of 8 years in SDE cadre must be introduced not only to ensure promotions to the eligible SDEs completing their residency period but also to ensure that in future the SDEs promoted in 2018 and 2021 and all future SDEs who have lost their precious years in JTO cadre are not made to stagnate for years in SDE cadre.** We wish to highlight that vide letter no. BSNL/7-1/SR/2020 dated 29.12.2021, management has already assured AIGETOA that Stagnation Criteria shall be introduced in MS RRs and MT RRs shall be scrapped and replaced with Fast Track Promotion Policy. We sincerely hope and believe that management will keep its promise to keep the employee-employer relationship maintained in its healthiest form.

We request for the earnest consideration of the above submissions and to ensure that the justice is imparted to all the eligible SDEs for their promotion to AGM grade who have been facing losses in their BSNL career because of administrative lacunae, incorrect interpretations of RRs and Hon'ble Supreme Court orders and failure by BSNL to handle legal complexity in time. This will also ensure a smooth path for future executives also. This is high time that management should adopt a progressive path to undo the mistakes of the past and **ensure that none of the eligible SDEs are left behind to be promoted and is made to stagnate in the SDE cadre beyond a period of 8 years.** This will not only mitigate the damage happened to CQ Candidates earlier but also will motivate them and all other executives to contribute more and more towards BSNL growth.

Thanking you.

Yours Sincerely

Sd/--

(MD. WASI AHMAD)

General Secretary

Copy to:

1. The Director HR, BSNL Board, New Delhi for kind information & needful please.
2. The PGM Pers, BSNL CO, New Delhi kind information & necessary action please.
3. The PGM SR, BSNL Corporate Office, New Delhi kind information please.