



# All India Graduate Engineer Telecom Officers Association

President  
**Laxman Banoth**  
9490144699

General Secretary  
**Ravi Shil Verma**  
8373967633

Finance Secretary  
**Yogendra Jharwal**  
9414000877

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

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To  
Director (HR)  
Bharat Sanchar Nigam Limited  
BSNL Corporate Office, Janpath  
New Delhi

## **Sub. Functional promotions to all eligible executives of Finance stream (AO to CAO) before introduction of CPSU Cadre Hierarchy in BSNL**

Respected Madam,

We are extremely happy to note that BSNL management is committed to promote all eligible executives belonging to different steams i.e. Telecom, Civil, Electrical, and Finance etc. to respective next grade before introduction of CPSU cadre hierarchy. Promotion orders for JTO to SDE have already been issued and in other cadres the same is under active consideration of BSNL management.

It is needless to mention that Promotion is an important event in any executive's career and it is the desire of every executive that he gets timely promotions in organization for his and Company's growth.

It is very heartening to see that BSNL management has decided to go ahead for last functional promotion to eligible executives in a time bound manner, before the introduction of CPSU cadre hierarchy. It is also learnt that BSNL management has taken a positive step by upgrading the JAO post to AO, paving the way for promotion of about 2,300 JAOs to the cadre of AO.

It is also a matter of fact that, there is a stalemate situation as far as promotion to the cadre of Chief Accounts Officer is concerned due to various court cases on Seniority, Catch-up rule and reservation in promotion etc. Executives are retiring in the cadre of Accounts Officer after rendering more than 15-20 years service as Accounts & Finance Executive, awaiting promotion to the cadre of CAO. The situation is likely to remain the same due to ongoing court cases and no breakthrough is visible in foreseeable future, leading to consistent uncertainty in the promotions. Therefore, BSNL management is requested to take a call in this important matter, keeping in view the interest of all stakeholders for ending the prevailing stalemate situation. Applicants of various court cases can be called upon for

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Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

discussion for reaching a consensus in the interest of all i.e. BSNL & executives. BSNL Management can consider for relaxing the condition of eligible service i.e. qualifying service in the cadre of AO, to accommodate the aggrieved executives for their lawful demand. This can be done as a one-time measure, as in such extra-ordinary scenario which is evident from the fact there are about 50 regular CAOs in the entire organization and majority of the sanctioned posts of this cadre are lying vacant. Most of these regular CAOs are on the verge of superannuation.

Since the DR-JAOs of 2004 who are presently working as AO, have already completed 14 years of service. Hence as an one time measure, qualifying service of 14 years put together in JAO and AO cadre can be considered for promotion to the CAO instead of 7 years service in AO cadre, so that the legitimate concerns of all the stake holders can be addressed in compliance with law and in an amicable manner. It is pertinent to mention that the existing policy requires 10 years of qualifying service i.e. 3 years for JAO to AO and 7 years for AO to CAO, whereas this proposal is for considering 4 years more than the qualifying service under existing policy for CAO promotion from JAO. This will be a win-win situation for all, more importantly for BSNL management, since it will be a morale booster for all executives. Further there will be no extra financial burden on the company by such an arrangement.

**In this regard, it is requested to upgrade the existing JAOs vacancies to the Post of CAO under "matching saving scheme" to accommodate all existing AOs promoted upto 2015 to be promoted to CAO level on the similar lines, as being planned in the case of SDE to DE promotion as well as JAO to AO promotion. It can be easily done, since after implementation of CPSU cadre hierarchy these available JAO post will be abolished and all posts from JAO to CAO/AGM level will be in the same cluster and all promotions will be made in time bound manner. JAO eligibility list which is entry-level, will be carried till AGM level.**

The BSNL management is urged upon to intervene in this matter for sake of all Accounts and Finance executives' career progression and overall efficiency of the Finance stream, which is the backbone of any organization. Desirable action by the management can go a long way in doing away with court cases, thus saving all important time, energy and money in unnecessary litigation.

We sincerely hope that BSNL management shall come out with a resolution so that promotions to the cadre of Chief Accounts Officer (CAO) are also carried out, like all other cadres of different streams.

With Regards

Yours truly

(Ravi Shil Verma)  
General Secretary

Copy to: Sr.GM(FP), BSNL CO, New Delhi.