



All India Graduate Engineer Telecom Officers Association

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No. GS/AIGETOA/2018/30

Dated 16.08.2018

To,

Smt Sujata Ray
Director (HR), BSNL Board,
Bharat Sanchar Nigam Limited
Janpath, New Delhi

Sub. Preparation of Seniority list of SDEs upto vacancy ear 2008-09 in line with the defined SDE RRs as per Rota Quota Rule of 2:1 between SCF and LDCE promoted executives and extending Functional promotions to the executives of List 9 by relaxation of Recruitment Rules-as per the norms adopted by the UPSC for executives working on E4 scale.

R/Madam,

This is in reference to the various promotions executed by BSNL in the grade of SDE to DE under Telecom operations stream.

It is understood that management is in the process of ensuring parity in promotions for all grades. **Telecom stream being worst affected due to non-happening of promotions, the parity can only be ensured by promoting all eligible executives to the next grade. Therefore we request your good self to consider promotion for all List 9 executives working in E4 Scale, to the grade of AGMs/DEs.** It will be worth to mention that list 9 is yet not been finalized and only a provisional list of executives from SCF quota and LDCE quota separately has been circulated. SDE RRs have already been amended to include the provision of ROTA QUOTA prospectively.

Further, management committee of BSNL has already approved the provision to include ROTA QUOTA in SDE RRs for all those whose seniority has yet not been finalized. **It will be pertinent to mention that final eligibility List 8 and List 9 for SDEs has yet not been prepared though some executives from List 8 has already been promoted to the post of AGMs/DEs on the provisional list, only.** Accordingly, we request you to publish final eligibility list 8 and List 9 for the grade of SDEs. It will be better if Management issue Seniority list on the basis of Vacancy-Year means a separate Seniority List of Each vacancy year i.e. for 2006-07 list 9A, for 2007-08 list 9B and so on thus defining inter-se seniority and Rota- Quota as per existing norms will not lead to litigation.

Since Parity in promotions is an utmost necessity to keep the employee morale high at this tough time, we request you to consider the promotions of all executives who are eligible by virtue of completing minimum 3.5 years as SDE (50% relaxation in qualifying Service) and combined service of 10 years in the grade of JTO and SDE taken together as envisaged in UPSC guidelines vide their F.No. F.10/14/90 - Apptt. (Coord.) readily available at UPSC website http://www.upsc.gov.in/sites/default/files/relaxation%20of%20RRs_0.pdf (copy enclosed for ready reference).

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

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For the LDCE 2012 passed SDEs, the LDCE exam was badly delayed due to court cases and administrative reasons. Had the LDCEs been held in time, these SDEs would have automatically completed the eligibility criterion and the issue of relaxation would not have been arisen. **Hence, in view of Para 1 (a) of UPSC guidelines (under reference above) relaxation can be granted to all SDEs promoted through LDCE 2012 which provides that - "In cases where there is a delay in promotion to the feeder grade due to delay in finalization of recruitment rules, non-holding of DPCs in time, court cases, and administrative delay etc. In such cases, combined regular service in the feeder grade (in this case – SDE) and next below feeder grade (in this case – JTO) should be not less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course".** It is worth mentioning that, all other conditions precedent for grant of above mentioned relaxation, are being fulfilled in the case of LDCE 2012 passed SDEs who have completed more than 15 years of combined service in JTO & SDE. **Further, relaxation in qualifying service will remain below the stipulated maximum limit of 50% i.e. 3.5 years.**

It is understood that management has gone ahead with executing promotions in the aforesaid grade by up-gradation of posts of SDEs to DEs. We are also very much sure that number of Vacancies under SDE Grade must not have been affected and Personnel section must have taken due care to restore the vacancies so that promotional avenues of the executives waiting for promotions from JTO grade to SDE grade may not be affected as after promotions, the equivalent numbers of Posts will be vacated and added up to the vacancies in the SDE grade.

We sincerely hope that BSNL management shall come up with a pragmatic approach for addressing the legitimate concerns of all concerned and issue promotion orders in AGM/DE cadre covering entire executive working in E4 scale by in SDE cadre plus considering their 15+ years of working experience in executive cadre. The already lost years of executives in their first promotion should be compensated by ensuring their early promotions in AGM/DE cadre, which is well in line with the prevailing guidelines stipulated by UPSC and government of India.

Hoping for a positive consideration of the above please.

With Regards,

Encl: As above

Yours truly

(Ravi Shil Verma)
General Secretary

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