



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. GS/AIGETOA/2018/23

Dated 26.06.2018

To,

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

Subject: Concerns regarding irreparable loss to thousands of BR executives on implementation of CPSU policy w.e.f 01.07.2018.

Ref:

1. No. GS/AIGETOA/2017/26 Dated 13.11.2017
2. No. GS/AIGETOA/2017/28 Dated 27.11.2017
3. No. GS/AIGETOA/2018/14 Dated 05.06.2018

R/Madam,

We thank you for the kindness bestowed in addressing the apprehensions and issues related to promotional avenues of BSNL recruited executives before implementation of new CPSU CH- a new executive promotions policy. It may be noted that the move is squarely affecting BSNL recruited Executive's career progression chances for the existing vacancies through RRs in force. The action taken to fill up all the available vacancies upto 2017-18 in various streams viz Civil, Electrical, Finance etc. should also be executed for the core competency domain of BSNL i.e. Telecom.

In the meeting convened with your good self on 25-6-2018, **on Pending Promotions / DPCs**, we have presented our views and contentions and we are thankful to you for acknowledging the same. Thereafter, as per your good self's direction, after subsequent discussions with HR group, a roadmap was discussed and finalized for the pending DPCs for filling up all the available vacancies and accommodating maximum BSNL recruited JTOs in line with Hon'ble Ernakulum High court Judgment. **With implementation of CPSU before executing the DPCs, BSNL recruits are being denied of the advantages that have been extended to other executive cadres, throwing the BSNL recruit executives to a state of total deprivation and uncertainty.** Our suggestions / concern on CPSU CH have already been submitted vide letters under reference, and if needed, one more meeting can be called on the Agenda of CPSU CH implementation wherein this association as well as other associations can come up with various apprehensions/ views.

With regard to CPSU which we had already represented our concerns with your good self which were like,

1. Pending promotions to be completed for existing vacancies.
2. Finalization of Pay Scales in the JTO and SDE cadre.
3. Preparation of gradation list in JTO cadre, SDE Cadre and AGM Cadre.
4. Internal Fast track Mechanism as assured to us.
5. Residency Period at par for SDEs well deliberated upon various letters in detail under reference as above. (Letter dated 05.06.2018 enclosed herewith).
6. Implementation of Judgment from Hon'ble Ernakulum High court with respect to 1:1 quota between DRs and PRs.
7. Implementation of Judgment from Hon'ble Madras High Court with respect qualification bar at the level of AGMs/Des and above.

Coming to the very first point, our association on its various deliberations including recent one had explained almost all the situations **with regard to the pending promotions** of BSNL recruited executives.

The following apprehensions; the justified dues including financial loss need to be addressed / set right before executing any decision under pressure from some corners

1. There are eligible BSNL recruit executives awaiting their first promotion for last 17 years since the formation of BSNL under SCF (JTO T to SDE T) Quota. BSNL recruited JTOs of various batches are waiting for their promotions (**2001 batch JTOs – 17 years, 2002 batch JTOs – 15 years, 2005 batch JTOs – 12 years, 2007 batch JTOs – 10 years, 2008 batch JTOs – 8-9 years, BSNL Recruits promoted as JTOs – 4 years (Few circles notified TTA recruitment during DOT period before 2001 & few after 2001, few are eligible in year 2008-09 , 09-10, 10-11 fir appearing in JTO LICE ,but due to illegal Diversion & number of court cases all become JTO in year 2014 , few joined in yr 2016 & few in 2017 due to Court cases).**

All the above JTOs would be forcefully thrown to a new policy where there fate would remain unknown due to uncertainty in the new policy which may be marred/jeopardized due to various apprehensions and changes associated with the new policy. (This association letter dated 05.06.2018 enclosed herewith may be referred to). *Therefore, if we move ahead with the new policy without executing the due promotions to them, existing avenues shall be closed with notification of new policy and if the new policy blocked due to court cases (the chances for this are maximum), the careers of around 8000 BSNL recruited JTOs will be at stake and in a state of uncertainty. It will be pertinent to mention that all DoT absorbed JTOs from Promotee quota has already been given promotion, leaving only the BSNL recruited JTOs across various batches as sufferers.* If BSNL doesn't promotes DRs in line with the court order, the Judgment of Hon'ble Ernakulum High court will be completely violated, which will be a huge injustice to the BSNL recruits.

2. **All the BSNL recruited JTOs/JAOs and SDEs/AOs (Around 18000 in number) would be forcefully thrown to a new policy without any seniority-gradation list in place and this could pave way for various kinds of litigations, where the basic executive level seniority itself is not available when the new policy is going to be enforced.** The impact would be magnified in the basic cadre, as the higher-level cadre (AGM) would have a near-completed seniority list to move ahead into the CH, and the basic work force (JTOs and SDEs) would be put into total chaos.
3. The BSNL DR JTOs of 2007, 2008 and the LICE JTOs of 2013, **around 8000 executives will be losing ONE Increment and 1-2 year service weightage** abruptly. This loss would be a recurring loss throughout their career viz :

2001 and 2002 batch JTOs – Loss of promotion in existing policy.

2005 batch JTOs – 1 year service weightage loss.

2007 DR batch – 1 year service weightage loss and loss of 1 increment.

2008 DR batch – 2 year service weightage loss and loss of 1 Increment

2013 LICE JTO – Increment loss – 1 year, Service weightage loss- 1 year;

They are already aggrieved by the 5 years delay in LICE promotion due to various illegal diversion of quota and other legal issues/court cases on which the candidates had no control. Further, their first time bound gradation shall also be affected as 1st TBP is due to be extended for them in more than 7 circles.

2003-4 batch AOs- Waiting for promotion to CAO Grade despite taking full load of all critical works in organization, which is evident from the demand for BR AOs by all corners of administration and suffering due to administrative delay in executing their first promotion which happened after a delay of almost 9 years .

BSNL recruited SDEs of 2007 Batch - Being ignored for AGM Promotions despite being eligible for Promotions to AGMs and sufficient vacancies being available for accommodating SDEs from competitive quota.

BSNL recruited SDEs of 2012 and 2015 Batch: suffering due to administrative delay in executing their first promotion which happened after a delay of almost 7-9 years.

4. With the onset of generous **matching saving post creations** (Normally exercised in case of extreme administrative exigencies with due approval of Board as financial implication is there) in the scale of AGMs to accommodate only the executives absorbed from DoT and management's reluctance to think about promotions to BSNL Recruited SDEs/AOs is also not being understood. **While through CPSU, management is willing to accommodate around 9,000 posts of AGMs in Telecom stream but the number of around 7500 AGMs/DEs in current policy to accommodate executives of list 8 appears too large to HR group.** It will be pertinent to mention that the professionally qualified executives in the cadre of Telecom and Finance stream are not being given any benefit despite benevolence being observed in the management's rush to promote DoT absorbed executives before incorporation of new policy. **It will be worth to mention that executing only two lists will result into violation of competitive quota in**

SDE to DE promotions. If executed in line with available RRs, it has potential to include maximum competitive quota SDEs even beyond list 8 as posts in competitive quota were never filled up completely before BSNL recruited executives became eligible for appearing in LDCE. We request for preparation of single list in the cadre of SDEs by including all those who have been promoted as SDEs till date and execute the promotions there after as per the quota defined between Competitive and Seniority cum fitness. **We request to follow the same approach for BSNL recruits also to take them to higher strata of career progression as it should be the endeavor of every organization to explore the avenues for higher posts readily available to the professionally qualified lot.**

5. The Directions of Hon'ble High Court Chennai has not been followed after around 8 months despite court's clear instruction to resolve the disparity with respect to equating qualified Engineering Graduates with Non Engineering ones. **Going for new policy and promotions without resolving this disparity in equating will be in utmost violation of the court orders.**
6. **The statutory promotions with respect to reservation policy, which were due for the executives, are not covered mainly for the BSNL recruited executives, whereas for almost all absorbed executives have got the same.**

It is pertinent to mention that in almost all the cadres / sections like electrical, finance, architect, CSS, SDE(T)- DE(T) etc, the vacancies are being filled up upto 2017-18 except Telecom – The core cadre of BSNL. **The hapless BR executives are put to entire loss of increments & service weightage only under pressure from some group. BSNL recruits especially the post 1.1.2007 are already badly affected by their pay loss due to pay anomaly & lowered Pay scales, it would only be rubbing salt in to their wound thorough such partiality in treatment in promotions.**

It's worth mentioning that the main operational domain of the company is 'Telecom' and by denying justified promotions only in its core domain would result large-scale demotivation and unrest in our beloved organization. In this regard; in addition to facts covered in earlier meetings & submissions under reference, **we request your good self to execute the promotions of all eligible BSNL recruited Executives, at par with other sections/cadre promotions, as sufficient vacancies and eligible executives are available.**

Thanking you,

Yours Truly,

Encl : AIGETOA Letter dated 05.06.2018.

[RAVI SHIL VERMA]
General Secretary

Copy to : Shri Anupam Shrivastav Ji, CMD BSNL for kind information please.