



All India Graduate Engineer Telecom Officers Association

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No. GS/AIGETOA/2018/36

Dated 10 .10.2018

To,
Smt. Sujata Ray
Director (HR)
BSNL Board.



Subject:- Request for grant of increment on Post-based promotion from JTO(T) to SDE(T) through LDCE 2012 & 2015.

Respected Madam,

With due respect, I would like to invite your kind attention to the hardship caused due to loss of one increment for whole service to the SDE(T) qualified through LDCE against 33% quota held in 2012 and 2015. In this matter, the following submissions may kindly be considered:

1. The notifications for these LDCEs were issued in 2011 and 2014 respectively. However, the conduction of exam, declaration of results thereof and the promotion of the qualified candidates go delayed badly. In normal course promotions through LDCE should be completed within six months from the notification. But, in last two LDCE for promotion to SDE(T), it has taken more than three years to issue promotion orders from the date of notification.
2. LDCE is considered as fast track promotion channel to the eligible talented pool of executives who will be taking the higher responsibilities at much younger age so as to fill the Management positions. But, the manner in which these two LDCEs were delayed proves contrary situation. The qualified SDE(T) lost both in terms of service length in the SDE grade as well as financially in terms of loss of one increment allowed on post based promotion as per EPP provisions.
3. As per SDE RR 2002, minimum eligibility for the promotion from JTO(T) to SDE(T) through LDCE is 3 years of regular service as JTO. The LDCE-2015 was due since 2010-11 but the exam could be notified in Nov-2014 and was originally scheduled to be held on 15.02.2015. But, the same was postponed and could only be held on 21.06.2015. On this date itself the qualified candidates had become due for promotion and have a right to claim for the post of SDE(T) and the related service / financial benefits. But, the declaration of the result of the said exam was delayed and was published on 21-May-2016. By this time, some qualified candidates had already reached the higher scale (E3) and thus were denied the benefit of additional increment in the E2 scale as per the provisions of EPP. Finally, only after your kind and active involvement, the promotion / posting orders were issued on

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

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25.05.2018 i.e. after lapse of three & a half years. Sorry to say but by this time, all qualified candidates had reached E3 scale and the loss of one increment is suffered by them for the whole career. It is a very depressing situation for the candidates who put in their hard work for qualifying the competition in addition to their normal responsibilities towards the service and their families.

4. It is a matter of fact that during this period various promotions were granted through DPC and LDCE in other cadres and many of them were benefitted by grant of one additional increment as per EPP. SDE(T) promoted through LDCE for 2010-11 vacancy year got promoted in 2018 have already lost crucial 7 years service length and the loss of one increment for the whole service has added to their agony. While on other side, executives who have been timely promoted have gained service length along with financial benefit of promotion. It has brought a feeling of discrimination among the executives. Similarly, the qualified SDE(T) promoted through LDCE 2012 have also suffered pay loss of one increment. It is a matter of fact that delay has been caused purely due to Administrative reasons and the candidates had no fault in this delay.
5. In view of above, it is requested to your goodself that the hardship caused by the loss of one increment to the SDE(T) promoted through LCDE 2012 & 2015 may be considered and one increment on post based promotion as per EPP should be granted to these SDE(T)s atleast from the date of conduction of examination.

Yours Sincerely,


Ravi Shil Verma
GS AIGETOA

Copy is forwarded for information and necessary direction to:

- ✓ 1. The GM(Pers),BSNL CO, ND.