



No. BSNL/31-4/SR/2009

Dated, the 29th June, 2009

To

1. All CGMs, BSNL
2. All PGMs / GMs, BSNL C.O.

Sub: **Agitational programme by the All India Graduate Engineer Telecom Officers Association in support of their demands – regarding**

Sir,

It is observed from the Web site of AIGETOA that the Association has given an agitational programme of 45 days viz. wearing of black badges, non-cooperation, demonstrations, no reporting to senior officers, etc. Finally the Association also proposes to hold mass protest at the Corporation office.

2. The issues raised by the Association have been examined in detail in the Corporate Office. While most of their demands have been accepted by the Management, some of the demands cannot be agreed in the overall interest of the organisational needs. The contribution of young graduate engineers is very well recognised by the Management and ample opportunities exist for their career growth in the organisation. It may be worthwhile to mention that BSNL has provided ample scope for their career progression which are as follows :

- (i) As per Executive Promotion Policy, the JTOs are entitled for time bound upgradation to E-6 level.
- (ii) As a fast track arrangement, quota for promotion to SDE through LDCE has been increased from 25% to 33% and approximately 800 direct recruit JTO qualified and have been promoted to SDE level in the recent past.
- (iii) Immense opportunities exist for direct recruited JTOs on their selection as Management Trainee and to rise upto top level in the Organisation. In addition to this, they are also entitled for promotion under the normal channel of promotion through seniority-cum-fitness.

3. It appears that career prospects which exist for the direct recruited executives have not been properly projected to the members by their leadership which is causing dis-satisfaction amongst the direct recruited JTOs obviously due to lack of information.

4. It is therefore, requested that wide publicity of their career progression may be brought to the notice of direct recruited JTOs and they may be advised to refrain from any agitational programme which is not in the overall interest of the organisation at a juncture when the BSNL is facing fierce competition with the private operators and its market share, profit and revenue are declining. Simultaneously, efforts may also be made to persuade the members of All India Graduate Engineer Telecom Offices Association to have their issues resolved through mutual discussions and to shun the agitational approach for resolution of their demands.

Yours faithfully,



(Shakeel Ahmad)
29.6
GM (SR), BSNL C.O.

Copy to :-

1. PPS to CMD, BSNL
2. PPS to all Directors, BSNL