



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )



President  
**G Veerabhadra**  
9440648648

General Secretary<sup>(IC)</sup>  
**Pavan Akhand**  
9424726666

Finance Secretary  
**Badri Kumar Mehta**  
9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

GS / AIGETOA / 2022-23 / 25

Dated 12.01.2023

To,

**Shri Praveen Kumar Purwar ji,**  
**Chairman and Managing Director,**  
**Bharat Sanchar Nigam Ltd,**  
**Janpath, New Delhi-110001.**

**Subject:** Deployment of DGM grade officers in BSNL on deputation despite availability of sufficient incumbents' - another move of management which has demotivated executives working in BSNL beyond limits. Our strong objection thereof and request to ensure that instead of deputation from outside, the long-awaited promotions of all internal executives who have completed their residency period and are stagnating in various grades across various streams may be executed without any further delay - Regarding.

**Reference:**

1. DOT letter No 12-2/2022-STG-I-Part (2) dated 31.12.2023
2. BSNL Letter No. BSNLCO-PERB/11(13)/1/2023-Pers I dated 09.01.2023

Respected Sir,

Reference is invited to the letters under reference vide which officers from DoT have been promoted against posts in BSNL. Subsequently vide letter under reference 2, these officers have been posted to BSNL against the posts which should have been occupied by internal executives. This has come as a huge shock to the executives who preferred to opt for BSNL during absorption process.

Many of the officers currently working as SDE/AGMs after absorption in BSNL are belonging to the batches ranging from 1989 to 1994 JTO batch. While they were recruited by DOT and some of their colleagues also were recruited by DOT in similar fashion but those colleagues didn't exercise option and preferred to stay in DoT. Now those officers have been promoted to the JAG grade and posted in BSNL. As per the promotion orders issued by DOT vide order dated 31.12.2022, it can be seen that these officer have been promoted against the vacancies of BSNL/MTNL whereas despite being senior before absorption, the executives who have served BSNL with utmost faith and devotion are still being made to stagnate in the posts of JTOs/SDEs/AGM grade. Despite availability of the vacancies and having completed the residency period, they are being denied promotion while their juniors have been promoted by DoT against BSNL posts and have been posted to work as DGMs to their erstwhile seniors.

Out of these 45 officers, 22 officers are recruited as JTO in DoT and many of them may be junior to the executives currently working in BSNL. The executives who preferred BSNL and honoured the directives from government to opt for absorption in BSNL are being forced to work under their juniors who did not exercise option for BSNL. Thus BSNL executives are being made subject to an extreme prejudice and mental harassment by such decisions where an erstwhile junior has been placed senior to an executive for no fault on the part of senior.

Sir, Reference is also invited to the DoP&T circular dealing with the Deputation of Government Officers to posts in public sector undertakings – Review of Policy.(No. 18(6)/2001-GM-GL-77 dated the 28th December, 2005). Para 4, “The criteria for exemption of any particular category of posts from the “Rule of immediate absorption” should be non-availability of suitable persons for particular posts. All attempts should be made to fill up the post on a regular basis. The option for filling up of a post on deputation should be used as an exception when all other avenues have been exhausted.”

Contrary to point no 6 & 7 of (DOPT & DOT guidelines), It seems that internal candidates who are eligible for promotion to the post are being deliberately made to stagnate & ignored for promotions while the posts are being filled up from outside by officers from DoT on deputation. We don't have anything against these officers, but we also cannot accept utilization of existing posts of BSNL by an officer from outside despite availability of sufficient eligible incumbent executive within the organization.

It will be pertinent to mention that none of these officers have got recruitment against BSNL vacancy. After formation of BSNL, no ITS recruitment happened against BSNL group A vacancies. BSNL is a corporation made by parliamentary approval and is having a large stuff of technically qualified executives both through absorption as well as Direct Recruitment/Promotion. BSNL internal officers are not only having same or even higher qualifications but also are having vast experience of working in BSNL on various technologies as well as environments and they have been provided with a proper training of works associated in a service provider organization. Despite this, the in-house talent is being totally ignored for promoting them to managerial post and outside deployment of managerial officers are being done against the posts which should have been occupied by the internal executives. Such type of deployment despite sufficient availability of the incumbents not only suppresses the career progression and career aspirations of the internal talent pool but also raises an extra financial burden on BSNL for making the payments at par with 7th CPC.

It will be pertinent to mention that the executives presently working in BSNL who took absorption in BSNL or those who were recruited by BSNL were assured for better career progression and better pay in BSNL and irony is that not only their career progression has been completely jeopardized but also, they are drawing lesser salary than those counter parts who did not opt for BSNL during the absorption process. Perhaps BSNL is the only organization which rewards loyalty to organization in such manner for the reasons best known to the management.

Depriving these absorbed officers for their legitimate right of promotion against BSNL DGM vacancies and promoting DOT officers to JAG against the vacancies of BSNL is also ultrawires to the terms and conditions of absorption in BSNL. These terms and conditions have been violated by DOT and in such case the deprived officers have every right to be treated at par with recently promoted JAG officers and thus must be given an option to go back to DOT.

In view of the facts mentioned above, AIGETOA submits its strong objection to such unwarranted steps and requests to reconsider such decisions which are resulting into huge unrest and demotivation amongst the executives and instead ensure that the long-awaited promotions of all such internal executives who have completed their residency period and are stagnating in various grades across various streams may be executed without any further delay.

Anticipating a positive consideration of our submissions.

**With regards**

Sd/-  
**[Pavan Akhand]**  
**GS, AIGETOA**

Copy to :

- 1] Shri K Rajaraman, Secretary, DOT for kind information.
- 2] Shri Arvind Vednerkar, Director (HR) BSNL for kind information.
- 3] Smt Anita Johri, PGM (SR) BSNL for kind information.
- 4] Shri S N Gupta, GM (Pers) BSNL for kind information.