



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

G Veerabhadra Rao

9440648648

General Secretary

Ravi Shil Verma

8373967633

Finance Secretary

Badri Kumar Mehta

9868183579

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

GS/AIGETOA/ 2023-24/55

Dated 14.08.2023

To
Shri Arvind Vadnerakr Ji
Director (HR)
BSNL Board
New Delhi

Sub: - Publishing of scheme and syllabus for LICE from AGM to DGM instead of settling the pending bottlenecks in promotions (JTO to SDE, SDE to AGM, AO to CAO, JAO to AO, AGM to DGM (Regular) and DGM (Ad hoc) to DGM (Regular) is raising many questions in the minds of all executives – our firm objection to such type of deliberate insertion of unrest and demotivation amongst all the executives - Regarding.

R/sir

Your kind attention is invited to the letter no. BSNLCO-Pers/15 (12)/1/2022-Pers-I dated 11.08.2023 vide which syllabus for the envisaged LICE syllabus from AGM to DGM is published. **We are surprised to note the speed with which Pers/Rectt Cell is moving on the contentious issues like conduction of LICEs leaving aside the settlement of pending bottlenecks in the promotions from JTO/JAO to SDE/AO grades, SDE/AO to AGM/CAO grades and AGM to DGM grade.** Need in fact is provisioning of sufficient number of posts to take care of the promotional aspirations of all the eligible executives who are fulfilling the extant criteria for promotions to the next grade.

In this regard, we wish to refer to the discussions held with your good self, wherein many a times, **it has been concluded that now with BSNL taking the firm decision on the issue of Own Merit - On Merit in line with the opinion given by DoP&T and executing the promotions in various grades as per the Hon'ble Supreme Court Decision and the DoP&T guidelines dated 12.04.2022, the dispute in the seniority is now settled with BSNL/DoP&T taking the decision at the highest level. The DoP&T guidelines dated 12.04.2022 is taking care of all such disputes and the only need is have a speedy and committed movement from HR section to settle the issue.**

During discussions, it was categorically agreed that **BSNL will explore the legal possibilities in this regard and will submit the current status and Methodology to the Hon'ble Court and will inform the Hon'ble Court about the decision to finalize**

Regn. No. HR/019/2018/02138

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

the seniority list and move forward with the promotions in AGM to DGM grade and similarly in AO to CAO grade. It was agreed to seek legal opinion and move expeditiously on the matter but till date no action is visible from Personnel Section. Settlement of this matter would have resulted into the following promotional avenues immediately:

Grade	Number	Remarks
AGM to DGM Telecom	1236 + 250	Including the vacant external Quota Vacancies to internal Quota as per precedence (1116 Internal plus 120 DR DGM Quota) and another 250 posts by virtue of new Projects like Bharatnet and 4G saturation etc.
SDE to AGM	2186 + 1000	Including the consequential vacancies arising out of AGM to DGM Promotions and inclusion of all vacancies in DPC as per the 2021 approval of the board for one time diversion while approving the restructuring proposal. Another 1000 Posts can be made available by virtue of new Projects like BharatNet and 4G saturation etc.
AO to CAO	712+200	Considering the same analogy as that of Telecom
JTO to SDE	2686 + 2500	By including the current vacancies as well as the consequential vacancies arising out of SDE to AGM Promotions plus additional posts created by virtue of new Projects.
JAO to AO	750+500	By including the current vacancies as well as the consequential vacancies arising out of AO to CAO Promotions and the increased posts by virtue of new projects
<p>Note: There is scope of additional 25% increase in cadre strength owing to the new Projects like BharatNet, 4G saturation, FTTH, increased requirement of posts in Operations & Maintenance, need of new Positional Norms as per feedback received from various units of BSNL CO and various circles.</p>		

From the above table, it is quite clear that just by taking one simple decision on the issue of Promotions and informing the same to the Hon'ble Court, so many promotions as stated above can take place which would have taken care of all the eligible executives who satisfies the extant criteria for promotions to the next grade. **It will be worth to mention that from December 2022, BSNL has started filling up the consequential vacancies immediately instead of waiting for the calendar year to be completed.**

But its indeed an unfortunate state of affairs that instead of concentrating on the promotions and settle the bottlenecks of promotions, management is moving with full speed on contentious issues which are going to give rise to only and only unrest amongst the executives and demotivate them. **After all it's a known fact that if promotions from SCF quota cannot happen then how can LICE happen as in both the cases, the similar requirement of residency is there.** Hence hurried approach in publishing of the syllabus for LICE at this juncture is beyond our understanding.

Further, we once again emphasize that for all such LICEs be it SDE to AGM or AGM to DGM, management must make provision for posts through separate creation instead of eating away the vacancies from the existing strength for which the executives were eligible for promotions. If management is really sincere to implement fast track in its true sense, then should desist away from eating away the pie of existing eligible executives across the stream and cadres. **The vacancies arising out of existing strength must be used for the Seniority Cum Fitness promotions only and all the existing eligible JTOs/JAOs/SDEs/AOs/AGMs/CAOs must be promoted to the next grade before entering into any such move of fast-track promotions.** Without addressing the grievances of the existing eligible candidates across various cadres, this fast-track mode can never be successful as is evident from the history also.

We, as the representative association of BSNL executives firmly reject this move of creating a deliberate unrest amongst the executives and instead request for filling up all the posts as detailed above so that all the eligible executives get their much-awaited promotions. The need right now is for showing the greater urgency for executing the promotions under regular channel by settling all the disputes as per the discussions held. We sincerely hope and believe that you will take the cognizance of the unrest happening due to such type of uncalled for moves from HR section and will utilize all the existing posts for promotion through regular channel and extend an expeditious relief to all the eligible executives.

With regards,

Sd/-

Ravi Shil Verma
General Secretary, AIGETOA

Copy to:

1. Smt Anita Johri, PGM (Restg), BSNL CO for kind information and n/a please.
2. Shri S N Gupta, PGM Pers, BSNL CO for information and n/a please.
3. Smt Shamita Sachdeva, GM (Rect), BSNL CO for information and n/a please.