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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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**GS / AIGETOA / 2023-24 / 101**

**Dated 25.09.2023**

To,  
**Sh P K Purwar Ji,**  
**Chairman and Managing Director,**  
**BSNL, New Delhi.**

**Subject: Request for settling the pending bottlenecks in promotions - our request to consider the promotions of all eligible executives who have completed their residency period to settle the unrest and demotivation amongst all the executives - Regarding.**

**Respected Sir,**

Your kind attention is invited to the letter no. BSNLCO-11/13/2/2023-Rectt-CO dated 05.09.2023 vide which an indicative notification of the LICE for SDE to AGM in Telecom grade has been notified. We wish to submit the following for your kind consideration and expeditious actions thereof to address the **pending bottlenecks in promotions and arrange for the promotions of the all-eligible executives who have already completed their residency in the grade.** It will be pertinent to mention that detailed discussion with management has already been taken place by this association and management side also had expressed its willingness to consider the suggestions given by this association in the best interest of the executives. There is huge need for provisioning of sufficient posts in various grades to fulfill the career aspirations of all the eligible executives and the same can very easily be done by expeditiously working on the methodology proposed by AIGETOA and agreed earlier by management to consider as stated below:

- 1. First step is to consider the notional promotions of the AGMs whose DPC has been done in June 2018 (Around 55-60 in number) and issue their promotion orders wef June 2018 and finalize their seniority positions. The VC of these executives have already been called and it is requested to issue the orders without any further delay.**
- 2. 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 was to issue a final seniority list of these executives. This was agreed**

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by the management during discussions with AIGETOA and we request for a very expeditious action on the same on war footing basis now.

3. Settlement of the provisional promotions to regular promotions will result in counting the residency period of the AGMs promoted in 2018 to regular and all these executives will be eligible to occupy the posts of DGMs having served more than the requisite residency period.
4. Settlement of this matter will result into the following promotional avenues immediately:

Grade	Approx Number of Vacancies	Remarks
AGM to DGM Telecom	<b>1200</b>	Including diversion of the vacant external Quota Vacancies to internal Quota as per precedence taken in JE to JTO LICE (1116 Internal plus around 80 vacant posts in DR DGM Quota)
SDE to AGM	<b>2150</b>	Including the consequential vacancies arising out by counting of AGM to DGM Promotion vacancies and inclusion of all vacancies in DPC as per the 2021 approval of the board for one time diversion while approving the restructuring proposal. The LICE envisaged may continue by virtue of making available additional posts.
JTO to SDE	<b>2700</b>	By including the current vacancies as well as the consequential vacancies arising out of SDE to AGM Promotions.
<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 &amp; Maintenance, need of new Positional Norms as per feedback received from various units of BSNL CO and various circles. The BSNL CO must aggressively follow with circles for an expeditious conclusion in Restructuring Review Process.</p>		

**From the above table, it is quite clear that management is in a position to issue the above-mentioned promotion orders within the defined structure itself and by taking a holistic consideration of the career needs of the executives working in the organization through restructuring review, all eligible executives in various grades can very easily be promoted.** This will not only satisfy the career aspirations of all the executives but will also create a smooth career progression for executives in future also. **Management must appreciate the fact that the executives remaining in the organization, post VRS era have been sincerely, dedicatedly and efficiently discharging the multiple responsibilities which has been assigned to them owing**

**to sudden reduction in staff. Executives are even discharging those duties which do not come into the job profile just for betterment and well-being of our beloved organization BSNL and hence they should not be made subject to harassment on the career aspects just because they chose to continue in the organization.** Management must consider itself duty bound to fulfill the career aspirations of the executives working in the organization if not for anything then at least for the fact that they have faced all challenges and kept organization moving in its toughest times even by spending the money from their pockets and giving their blood and sweat to the organization.

**Further, the executives who cleared the LDCE in the year 2012 and have been working in the SDE grade for more than 10 years and whose seniority was pushed down to List 12 and 13 for no fault on their part need to be extended justice and that can be imparted only if all eligible SDEs are considered for promotions without any further delay.** This is really an extremely sad state of affairs that BSNL has extended only one promotion to the technically qualified engineering graduates from leading colleges of India in their entire career span of 22 years and the executives who have cleared the competitive exams have been pushed down in the seniority list. **Hence management must consider exploring all options to extend the promotions to all eligible executives to ensure justice to the deprived lot who also have cleared the competitive exam for earlier vacancy years.**

**With regard to holding of the LICE Exams also, we wish to submit the following suggestions:**

From the notified syllabus, it is quite clear that the syllabus is very vast and is beyond the job profile of the executives aspiring for the exam. In the Technical (Core) – Telecom section, **BSNL is expecting executives to study all the technology like wireless, wire line, Core Network(Transmission) , Data Network and Enterprise Business (EB).** As your good self is aware that every eligible SDE must not have necessarily worked in all the fields of telecom due to administrative reasons or other operational requirement of BSNL and to cover all the subjects will be virtually impossible for an executive without going on long leaves. Hence, to maintain parity and equitability, the executive must be extended the option **to select one technology of their area of expertise in written test Technical (Core) – Telecom rather than making all the five subject of Core paper compulsory to them.** This will not only render justice to the executives working under various verticals but also will result in executives seeking minimum leaves for preparation to such examinations. **Further, to enable all executives to prepare and have an equitable opportunity, provision of special preparatory leaves must be extended to each eligible executive.**

We also request for provisioning of fixed number of sufficient posts each year so that all the executives who will get eligible in future can also aspire for the promotions through fast-track mode. **Without provisioning of fixed number of sufficient posts each year, the basic motto of fast track will be defeated.**

**Further, we once again emphasize that for all such LICEs, management must make provision for posts through separate creation instead of taking away the**

**vacancies from the existing strength for which the executives were eligible for promotions. The vacancies arising out of existing strength must be used for the Seniority Cum Fitness promotions 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.**

We sincerely hope and believe that your good self will take the cognizance of the unrest and demotivation amongst the executives because of loss of career progressions opportunities and will direct HR unit for completing the promotions through seniority cum fitness mode immediately as stated above without any further delay and extend an expeditious relief to all the eligible executives.

With Regards,



Ravi Shil Verma  
General Secretary, AIGETOA

**Copy to:**

1. Shri Arvind Vanerkar Ji, Director HR, BSNL for kind information and n/a please.
2. Smt Anita Johri, PGM (Restg), BSNL CO for kind information and n/a please.
3. Shri S N Gupta, PGM (Pers), BSNL CO for information and n/a please.
4. Smt Samita Luthra, GM (Rect), BSNL CO for information and n/a please.