



राष्ट्र हित

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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 / 122

Dated 20.12.2023

To,
Shri P K Purwar Ji,
Chairman & Managing Director,
BSNL Board, New Delhi.

Sub: Request for convening the pending DPCs in promotions instead of dragging it to the next year - Our request to consider the promotions of all the eligible executives who have completed their residency period through DPC route to settle the unrest and demotivation amongst all the executives - Regarding.

References:

- 1. BSNL MSRRs notified vide various letters dated 31.12.2022.**
- 2. BSNLCO-11/13/2/2023-Rectt-CO dated 05.09.2023.**
- 3. BSNLCO-15/11/1/2023-RECTT-CO dated 18.12.2023.**
- 4. BSNLCO - Pers/15(11)/1/2023-Pers-I dated 28.03.2023.**

R/Sir,

Your kind attention is invited to the letters under reference 2 and 3 vide which the beginning of the registration process for the LICEs in various cadres have been notified. Herein we would like to submit that post notification of new MSRRs 2023, an exam calendar was finalized in the month of March 2023 vide letter under reference 4 which stated that all the CPCs were to be completed by 30th September 2023 and all the LICEs were to be completed by 30th November 2023 including the issuance of promotion orders.

We were happy to note that under your guidance, for the first time in history, BSNL has published a calendar of events pertaining to completion of the promotion process in advance. However, it is regret to mention that despite a clear-cut deadline set for all the processes, the concerned sections dealing with the issue, failed to take action in time which resulted into an appreciable delay in communication of the requirement of conducting the examination to the shortlisted agency. This unnecessary delay in initiating and completing the process in time has resulted into a huge blow to the careers of the executives whose promotions have been already marred with considerable delay and they have been stagnating in their respective grades despite completing their residency much before. It is indeed a matter of great concern that most of the time, executives were being blamed for the delays due to various court cases but this time the HR groups have themselves delayed the process and have dragged the process to an extent which has spread into two calendar years. **It seems, this perpetual loss of service period in the grade is of least consideration to the HR**

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groups dealing with the subject and we request for an enquiry into this unnecessary delay and for fixing up the responsibility for this lapse and also for any complexity arising in future.

Further, as the LICEs could not be conducted in the calendar year which has resulted into missed opportunity/loss of precious service period for all the eligible executives as the new DPC/LICE calendars starts from 1st January 2024, we request your good self to consider extending the promotions to all the eligible executives through the regular channel of DPC which can very easily be done if management lends a sympathetic consideration to the suggestions given by AIGETOA earlier.

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 the executives promoted in 2018. This was agreed by the management during discussions with AIGETOA. It is understood that the legal opinion sought in this regard has also concurred with the idea that the seniority list can easily be published.

With the publication of the seniority list and regularization of the AGM promotions done in 2018, the posts available in DGM and AGM grade can very easily be used for promotions from SDE to AGM and AGM to DGM cadre. With promotions in AGM cadre, the eligible JTOs will also get the opportunity to be promoted to the SDE grade. Management must not miss any opportunity where promotions can be done without any legal hassles and hence all efforts must be concentrated in issuance of these promotions before 31st December 2023.

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 from List-9 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 to AGM grade. 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. **Hence management must consider exploring all options to extend the promotions to all eligible executives to ensure justice to the deprived lot.**

We also wish to submit that earlier management has assured AIGETOA that they will consider incorporating an upper cap in the residency period for promotion to the next grade across various streams through personal upgradation of the posts. However, management shelved that idea in view of the objections from some stake holders but **we sincerely feel that this is one of the best possible solutions for ending the various disputes in promotions and seniority which will smoothen the whole process in future also.** Hence, all the stakeholder must be invited once again for the discussions and this personal upgradation route should be once again be explored by arriving at a consensus. This will not only end all the court cases running in the organization but will also impart a new energy into the executives who are now demotivated beyond imagination due to lack of suitable career progression opportunities.

We once again submit the above for your kind consideration and request for a face-to-face discussion with the authorities dealing with the issue under the chairmanship of your good self. We sincerely hope and believe that your good self will take the cognizance of the extreme 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 by 31st December 2023 and extend an expeditious relief to all the eligible executives.

With Regards,



**[Ravi Shil Verma]
General Secretary**

Copy to:

- 1] Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information and consideration of the requests as stated above.
- 2] Shri Adhir Singhal Ji, PGM Pers, BSNL CO for information and n/a please.
- 3] Smt Anita Johri Ji, PGM (SR), BSNL CO, New Delhi.