



राष्ट्र हित

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अधिकारी हित

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 / 127

Dated 28.12.2023

To,

Shri P K Purwar Ji,
Chairman and Managing Director,
BSNL, New Delhi 110001.

Subject: Request for Immediate Promotion of AGM to Regular DGM Grade in CSS cadre and Waiver of Delayed Period while considering the Eligibility of promotion in next higher grade for all the affected employees belonging to the different grades and streams.

Respected Sir,

I am writing in continuation of our earlier letters on the subject, wherein a matter of significant concern regarding the delay in promotions from the Assistant General Manager (AGM) to Deputy General Manager (DGM) cadre in the Central Secretariat Service (CSS) within Bharat Sanchar Nigam Limited (BSNL) was brought for your kind attention. Despite our letter it has come to our notice that there has been still an unjustifiable delay in the promotion process approximate the past one year and nothing has done in this direction till date by the concerned section, which is causing considerable loss to eligible officers in their future career progress.

Delayed promotions not only affect the morale of eligible officers but also have long-term implications, particularly in terms of their career growth and financial well-being.

As per the information available, there were three opportunities for promotion to the AGM to DGM grade in CSS cadre of senior most officers: one in December 2022 or January 2023 against a vacancy arisen due to outside deputation, another in April 2023 due to a clear-cut vacancy resulting from the retirement and a third one in July 2023 due to another retirement.

It is of great concern that despite these opportunities/ three clear cut vacancies in DGM Grade (CSS Cadre) and fulfillment of all eligibility criteria by senior most AGMs in CSS cadre, they have not been promoted to the DGM grade by the end of December 2023 without any apparent reasons. This delay not only affects their current career progression but also impacts their eligibility for future promotions. **We again kindly request your intervention in this matter to ensure the immediate promotion of eligible DMs/AGMs of CSS cadre to the Regular AGMs/ DGM grade.**

I would like to draw your attention to the BSNL promotion norms, which stipulate that for promotion in next higher grade require certain number of regular service in the current grade is required. The counting of these years is reckoned from 1st January of the year following the promotion. It will be pertinent to mention that no promotions could be made in this calendar year despite availability of the vacancies across many grades and streams. The non-promotion

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of eligible officers from December 2022 to December 2023 has significant implications on their eligibility for future promotions. **Hence, waiver of the delayed period when considering his/her eligibility for promotion to next higher grade in the future must be considered to avoid the loss of opportunity by the executive. It is imperative to ensure that the promotions are granted to eligible employees as per the actual due date. This will not only be a morale booster for our workforce but will also enable them to plan their careers and personal lives effectively.**

We believe that BSNL's success is directly linked to the commitment and dedication of its employees. Ensuring timely promotions is a crucial step in recognizing their contributions and motivating them to continue their outstanding service to the organization.

We request your kind intervention in directing the concerned section to take the necessary steps to ensure the timely and just promotion of eligible employees in the CSS cadre.

We further request your good self to consider the waiver for the delayed period of promotion across all streams and grades to avoid the loss of opportunity and career progression.

With Regards,



[Ravi Shil Verma]
General Secretary

Copy to:

- 1. The Director HR, BSNL Board, New Delhi for kind information please.**
- 2. PGM (Pers), BSNL Corporate Office, New Delhi.**