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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

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 / 142

Dated 08.03.2024

To,

Dr. Kalyan Sagar Nippani Ji,
Director (HR)
BSNL Board
Janpath, New Delhi.

Subject:- Regarding unfair cancellation of Punjab Circle Limited Internal Competitive Examination (LICE) for VY's 2015-16, 2016-17 & 2017-18 in JTO (T) Cadre.

Ref: - (1) BSNLCO-A/16(17)/5/2023-ESTAB dated 20.02.2024
(2) 12-4/2016-Rectt. Dated 03.04.2017
(3) HRD/EX-35/JTO (T)/50%/15-16/PB/2016/07 dated 15.09.2016

Respected Sir,

Kindly refer to the letter referred above at s. no.1 regarding cancellation of Punjab Circle Limited Internal Competitive Examination (LICE) for VY's 2015-16, 2016-17 & 2017-18 in JTO (T) Cadre.

It is really painful to state that BSNL corporate office cancelled Punjab Circle LICE's in r/o JTO (T) Cadre citing the reason of working strength of JTO (T) Cadre in Punjab circle after post-VRS has gone well beyond the sanctioned strength. **It is also mentioned in the letter that JTO(T) cadre LICE for VYs 2015-16, 2016-17 & 2017-18 held on 11.12.2016, 20.01.2019 and 26.05.2019 respectively in Punjab Circle the result of which have not been declared so far. But it is pertinent to mention here that the process of declaration of result for V.Y. 2015-16 has already been started by declaring the list of qualified candidates by BSNL corporate Office vide letter referred at s. no. 2 which was endorsed by Punjab Circle vide letter no HRD/EX-35/JTO (T)/50%/15-16/PB/2016/07 dated 05.04.2017 for correction and declaration of final result later on.** Punjab Circle notified 25 seats for VY 2015-16 vide letter no HRD/EX-35/JTO(T)/50%/15-16/PB-2016/07 dated 15/09/2016. Punjab Circle has not declared the final result due to court cases on LICE held for VY 2014-15 at that time. Now all court cases have been disposed of and successful candidates are undergoing Induction training at ALTTC Ghaziabad. Simply, Punjab Circle has to declare the result of VY 2015-16 as same was already declared by corporate office.

Similarly, LICE's for Vacancy year 2016-17 & 2017-18 have been conducted on PAN India Basis but result of Punjab Circle has not been declared by Corporate Office for both the vacancy years. Where as all circle JE's (Except Punjab) have been promoted to JTO's. JE's of Punjab Circle have already become juniors to all their batch mates in other circles. Now these order for cancellation of LICE's for mentioned vacancy year will work as the last nail in their career's coffin.

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

We also take this opportunity to highlight the differential treatment extended by management to another set of executives in similar circumstances. We are aware that the recruitment of Internal MTs notified in the year 2018 couldn't be completed due to pending court cases and stay from court of law. **The vacancies of Internal MTs were also abolished post restructuring and no posts were available for the recruitment of these internal MTs after the organizational restructuring came into effect in 01.02.2020.** It will be pertinent to mention that list of qualified candidates were declared on all India basis.

Despite the vacancies being abolished on record, despite the fact that the provision of internal MTs was done away in the Post VRS era, BSNL management went extra miles to accommodate the MTs. But in the case of JE to JTO, the treatment being meted to the qualified candidates is not only to the contrary but also against the principles of natural justice. **From this action of denying the career progression opportunities to the JEs under similar in fact more deserving circumstances speaks a lot on the prejudice of management towards the executives recruited promoted in the grade of JTOs/JAOs/SDEs/AOs/AGMs etc.** This also speaks a lot about the intent of management in creating a parachute landing management at all levels which is resulting into nothing but unrest, demotivation and a sense of deprivation to the existing executives of BSNL.

Hence, in view of the facts stated as above, we request for your kind intervention in setting the things in right perspective and to direct the concerned section to

- a. To immediate start the process for induction training of successful candidates of Punjab Circle for VY 2015-16 in JTO (T) Cadre.
- b. To declare result of Punjab LICE's for VY's 2016-17 & 2017-18 in r/o JTO (T) Cadre.

We also request management to desist from giving preferential treatment to one particular set of executives whose existence in the organization is still under the scrutiny of law. Such type of biased and prejudiced treatment within the executive cadre will result into nothing but bad blood against each other and unrest within the executives. **This prevailing demotivation and unrest is not good for the overall health of organization and the same will have an adverse impact on the revival prospects of BSNL. We request management to not to indulge into the activities which will undo the efforts taken by Government of India to revive BSNL.**

We sincerely hope and believe that your good self will take the cognizance of the extreme demotivation because of the loss of career progression opportunities and take corrective steps immediately.

With regards,

**Sd/-
(Ravi Shil Verma)
GS, AIGETOA**

Copy to:

- 1. Shri S P Singh, PGM (Estt), BSNL CO, New Delhi for kind information and necessary action please.**