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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 / 147

Dated 22.03.2024

To,

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

**Subject: Strong resentment among Executives against Special Privileges Granted to Management Trainees - breaking seniority hierarchy, posting MTs as OA head and direct reporting to BA Head - A Complete violation of BSNL hierarchy structure, extending additional privileges going beyond the existing rules while the same benevolence is invisible while dealing with the cadre issues of Executives belonging to Telecom, Finance and other streams – Regarding.**

**Respected Sir,**

In reference to above cited letters, we want to express our grave concerns over the recent decisions taken by BSNL's management. The decisions clearly violate the set rules of organization and also highlights the actions which will result into anarchy and chaos in the organization. On one side, management has deferred extending regular promotions in the cadre of Telecom and Finance taking the shelter of court cases while on the other side, management has gone extra miles beyond the defined RRs to extend undue privileges to one particular group which are popularly called as Management Trainees, whose existence is still under scrutiny by the court of law. The bias is clearly visible when we go through the recent instructions issued by establishment cell to Punjab Circle wherein, they have scrapped the JE to JTO promotions of successfully qualified candidates citing the vacancies to be of Pre VRS era while at the same time, taking a contrary stand, same management created vacancies through tweaking of MSRRs for the MT recruitment process which was also started for the vacancies of Pre-VRS era despite the fact that even results were not declared.

The Special Treatment given to the group called management trainees by Management is stated as below:

1. Since, post restructuring, vacancies were scrapped for MTs, special provision was created in MSRR 2023 for reserving 150 vacancies for the internal candidates from external quota **while the same treatment was not done for diverting the other 300 vacancies for promotions from SDE to AGM and AO to CAO promotions.** This simple step would have created opportunities for promotions of SDEs/AOs who have been taking the load of organization since years.
2. Around 1100 Posts in DGM Telecom Cadre is available which could have easily been utilized for promotions from AGM to DGM cadre and SDE to AGM cadre and subsequently from JTO to SDE cadres. **But these options were never exercised citing court cases and nonexistent fears while the actual fact is that management is in a position to**

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**execute AGM to DGM (Adhoc) and utilizing the vacancies for SDE to AGM Promotions as there is no bar from any court for these promotions.**

3. Hence by going 1-2 miles extra instead of going miles and miles extra for the another group, **promotions for almost 1000 AGM to DGM and additional 1300 SDE to AGM promotions in addition to already existing 680 vacancies i.e. around 2000 SDE to AGM Promotions could have been executed.** This would have definitely mitigated the pain of SDEs who have got only one promotion in their entire career span ranging from 12 to 30 years. This would have resulted into promotions for 2000 JTOs to SDEs. Same holds true for finance stream also. **Such is the scenario that people with similar qualification, more experience and an outstanding track record are being denied the career progression while on the contrary undue privileges are being extended to those having lesser experience.**
4. **Perhaps denial of promotional opportunities to the internal executives was not enough, certain astonishing decisions have been taken by management in the case of another group called management trainees which are not only beyond the scope of stipulated recruitment rules, but also have demeaning, demotivating and chaotic effect on the whole working of the organization.**
5. These decisions have resulted in the breaking of the seniority hierarchy and granting of special privileges to Management Trainees (MTs) when they are posted as Operational Area (OA) Heads and directed to report directly to the Business Administration (BA) Heads. Field units instructed BA heads to give the responsibility of OA heads to these **newly posted MTs by ignoring the senior colleagues/executives working as AGM (Regular) and Sr. SDE working Grade in E5/E4 Scales in the same OA.**
6. As per MTRR, the MT should be placed as AGM after completion of one year training and two years field posting and will remain junior to all existing regular AGMs promoted till that date. The appointment order clearly mentions that on successful completion of 52 weeks training the candidate shall be appointed as Manager (MT). Further he/she will be promoted as AGM on working as Manager (MT) for two years subject to being adjudged fit for promotion (DPC criteria decided from time to time and as per the provisions of MT RR 2013. Candidate's further career progression, including inter-se-seniority, for promotion to higher grades, shall be regulated by BSNL MSRRs 2023 (Telecom) with subsequent modifications, if any. Further, **it will also be pertinent to mention that this recruitment process is under challenge in the court and final decision on the sanctity of recruitment process is yet to be adjudicated by the hon'ble court of Law.**
7. As per the existing policy outlined in section-12 of their appointment guidelines, the aforesaid MTs are entitled to occupy Sr. SDE position only and if their training is not complete, they will return to the parent cadre of SDEs/JTOs as applicable. As per the standard BSNL's hierarchy and reporting structure approved by BSNL Board in Nov-2021, the JTO/SDE/Sr. SDE are asked to report to the AGM/DGM and AGM/DGM are shall report to GM/PGM. Nowhere (except in vigilance vertical) has it existed that SDE/Sr. SDE is asked to report directly to BA head.
8. It is observed that in the field units, the senior/regular AGMs are reporting to OA head. And OA head is reporting to BA head. However, it has come to our notice that, the recent MTs are given the job of complete vertical responsibility and asked to report directly to the BA head. As per the letter under reference, these MTs are posted in OA but they were given independent charge by bypassing OA heads. The SDEs and Senior SDEs, who are in E4/E5 positions, are being assigned to report to Managers in Training (MTs) during their On-the-Job Training (OJT) who are supposed to be placed in E3 Scale.

9. **These instructions are demotivating, arbitrary and ultra-wires to BSNL's own RRs notified from time to time. This has created a lot of confusion in the field units as some circles have posted these MTs as OA heads in spite of regular AGM working in the OA. MT still on probation can't be given charge of OA Head as still they are not regular DE. BSNL management has recruited MT on E3 scale. Instructions to report directly to the BA head violates of principle of seniority as per RRs.**
10. This deviation not only undermines the established reporting structure but also leads to an uncomfortable and potentially demoralizing situation for the seniors like regular AGMs and experienced Sr. SDEs, who are being sidelined to give preference to their junior executives. **Such a practice not only contradicts to our organizational norms but also has the potential to negatively impact employee morale and productivity.**
11. Before holding of MT examination, it was not clear whether pay protection will be given to those who qualify in the exam. Now the arbitrary orders in this regard has added fuel to the fire which clearly mentions that pay protection will be accorded in the E3 scale. Thereafter, it has been observed that these MTs, instead of being placed in E3 Scales, have been extended their existing scales of E3, E4 and E5 along with Pay Protection which clearly establishes the fact that their EPP will also be protected. **This is gross violation of the Recruitment Rules, MSRRs and Promotional hierarchy. This is not only violation of the rules but will result into additional financial burden on the part of BSNL. Further, Lack of informed choice to the other aspirants made them not to apply for the said examination.** Had such criteria would have been framed in advance, **many seniors who didn't appear for examination would have appeared for the examination if the protection of Pay, EPP and Grade would have been informed in advance. Further, even few candidates who were in the final list or shortlisted for interview didn't prefer to join because of the scale degradation and loss of Pay vis-à-vis their existing pay. In fact this uncalled for benevolence is a fit case of enquiry to rule out any vested interest and to arrive upon the conclusion that why one small group has been extended privileges going beyond the stipulated rules and policy.**
12. It appears that management has either not gauged the prevailing resentment because of this denial of career progression opportunity to the hard-working meritorious executives or are intentionally ignoring the unrest which will push the organization in a state of complete disarray and chaos. The move being arbitrary, sadistic and totally uncalled for, has also increased the probability regarding people moving to courts. **Even the guidelines by the court to identify 8 posts for the PWD applicants have not been followed as management has not indulged into identifying the posts category wise and instead created a situation where automatically few selected candidates left the training mid-way.** However, it may be noted that the spirit of the directions of the court has been violated by BSNL which may ultimately result into contemptuous actions once the whole selection process is completed. In such scenario, association and BSNL executives should not be held responsible as management has been inviting such situation by way of such arbitrary actions, all these years.
13. **In view of the facts stated above, we hereby submit our strong objection to this preferential treatment being extended to one particular group while at the same time, not taking any efforts or simple extra steps to ensure the pending promotions to the similarly qualified and more experienced executives within the organization.** It is imperative that we uphold the integrity of our promotion processes and ensure that individuals are evaluated and promoted based on merit and adherence to established criteria.
14. **We most respectfully, urge upon your good self to review this matter immediately and take corrective action to align with our established policies and laid norms of**

**the organizational structure.** Maintaining clarity and consistency in our hierarchy is crucial for fostering a positive work environment and ensuring the effective functioning of our teams. **It is requested to follow the BSNL's defined hierarchy and reporting systems rather than giving some additional overnight privileges to the MTs, which is nothing but disrespectful and downgrading the positions of existing senior executives of the organization.**

15. **Sir, it will be worth to highlight that in the toughest time, the internal executives of BSNL belonging to various grades and streams have kept the organization afloat, moving and alive even by spending money from their own packets and now, if management indulges into such disrespect to the internal executives and demean their contribution to the organization, AIGETOA will not remain silent and shall be forced to withdraw the cooperation with management.** If, the issue is not addressed in judicious manner and the promotions issue for existing executives is not settled to the satisfaction by considering the promotions from AGM to DGM ( at least ad-hoc) , AGM to DGM in CSS cadre, all eligible SDEs to AGMs, AO to CAO and JTO to SDEs, this association shall be compelled to resort to the organizational action programs. **The disruption of industrial peace in the organization in that case shall be the sole responsibility of the management.**
16. We also take this opportunity to remind management about the commitments made in the agenda meeting dated 9<sup>th</sup> February 2024 and subsequently in the tripartite meeting held in DoT between DoT, BSNL management and BMS Affiliated Unions and Associations. **Many of the issues discussed and agreed to by management has still not seen the light of the day. We urge upon management to honor their commitments and resolve the issues as agreed in the aforesaid meetings.**

Thank you for your attention to this matter. We look forward to a prompt resolution and your continued support in upholding the principles of fairness and transparency within our organization.

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

**Copy to:**

- 1. Dr Neeraj Mittal Ji, Secretary DoT with an appeal to intervene and prevail upon BSNL management for stopping this unfair treatment to the hardworking executives of BSNL in the best interest of organization and its executives.**
- 2. Shri P K Purwar Ji, CMD BSNL with a request to intervene and direct HR unit to take corrective actions.**
- 3. Shri Ravindra Himte ji, General Secretary BMS with a request to take up the matter at appropriate level.**
- 4. Shri R N Ganeshe Ji, All India Secretary and Prabhari Telecom with a request for kind intervention and in reference to the assurances made in Tripartite meeting and meetings held with Hon'ble MoC.**
- 5. Shri Adhir Singhal Ji, PGM Pers with a request for corrective actions,**
- 6. Smt Anita Johri Ji, PGM SR in reference to the various decisions and assurances made in Agenda Meeting Dated 9<sup>th</sup> February 2024 and Tri-Partite Meeting held between DoT, BSNL and BMS affiliated unions and Associations.**
- 7. Shri R C Pandey Ji, Convener Bhartiya Doorsanchar Manch for information and n/a please.**