



राष्ट्र हित

विभाग हित

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 / 2024-25 / 06

Dated 15.04.2024

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

Sub: Request to considering the promotions of all the eligible SDEs and Account officers who have completed their residency period through DPC route to settle the unrest and demotivation amongst all the executives. Simultaneously, pending promotions in other streams and grades must also be executed - Regarding.

References:

- 1. BSNL MSRRs notified vide various letters dated 31.12.2022.**
- 2. BSNLCO-Pers/15(11)/1/2023-Pers-I dated 28.03.2023.**
- 3. This association various letters on the subject.**
- 4. Assurances made in the meeting with Hon'ble MoC, agenda meeting dated 9th February 2024 and thereafter in the tri-party meeting between DoT, BSNL and BMS affiliated unions and associations.**

Respected Sir,

Your kind attention is invited to the subject under reference and the various assurances made to this association during various meetings held at the level of Hon'ble MoC, in the agenda meetings and in the tri party meeting between DoT, BSNL and BMS affiliated unions and associations.

One of the major subjects discussed during the above meeting was the issue of consideration of promotions of the executives who have completed their residency period since long in various grades. During the aforesaid meetings, many a times, this association highlighted the gross injustice and indifferent treatment being given to the executives of BSNL with respect to creation of sufficient promotional avenues to take care of the minimum career aspirations of BSNL executives. Time and again we have highlighted the need for promoting BSNL executives to at least AGM/CAO/equivalent level with sufficient age profile on their side. We have also highlighted the precarious condition of competitive quota candidates who have been pushed down in the seniority list with one sided interpretation of Hon'ble Supreme Court despite the candidates qualifying for the vacancies of earlier years. **Such is the scenario that those who have failed the exam are being placed senior to the candidates those who have passed the examination and that too for an earlier year vacancy.** Even the opinion of the retired justice of Hon'ble Supreme Court has been

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ignored by BSNL Management during the course of inflicting irreparable damage to the competitive quota candidates.

We have time and again raised the issue of this injustice at the highest level and suggested various measures for extending justice to the candidates by promoting the all-eligible candidates who have completed their residency in the grade. **This would not only have created promotional opportunities to the executives but would also have ended all the court cases on which lots and lots of money is being spent by BSNL.** In fact, our suggestions were appreciated by even Hon'ble MoC and management at all levels. It was categorically assured to us that the justice will prevail and BSNL management will take all actions to ensure the promotions for all eligible executives. **But despite firm assurance at the highest level of Hon'ble MoC during our meetings in September 2023, December 2023 and thereafter in January 2024, the resolution of promotional issues for BSNL Executives have not seen the light of the day despite of the fact that it doesn't bear a financial implication of even a single penny for BSNL.**

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.

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. It is expected that Management must remain proactive and should not miss any opportunity where promotions can be done. It was informed to us that steps have been initiated and seniority lists will be published soon. **However, even after 4 months, the seniority list in AGM grade has not been published despite management deciding that the final seniority list of the AGMs promoted in 2018 must be issued.**

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.

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 including Telecom, Finance, CSS, Civil, Electrical and Architecture through personal upgradation of the incumbent 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, this personal upgradation to the Post route should once again be explored. **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.**

Management current HR policy forces executives to appear in LICEs at almost each level contrary to the approach adopted by the ideal PSUs which extend at least three time bound promotions to the entry level executives **so that they can aspire for higher level posts based on their competency, expertise and experience instead of theoretical knowledge.** The HR scenario in BSNL has become so worse that in the month of March and now at the time of elections, when focus of executives should have been on operations and maintenance of system and maximizing the revenue, JTOs and SDEs who form the backbone of operations in Telecom Stream are being forced to prepare for theoretical examinations and appear in the exam to be held for promotion to next grade for a very small number of posts. Most of the court cases have arisen because of the introduction of competitive exams in BSNL. These exams are responsible for legacy old litigations and resulting into disillusionment and frustrations amongst executives.

Even the management's much hyped recruitment of the so-called Management Trainees has also been dragged in the court by the selected executives. They have approached Hon'ble Court citing that their recruitment through MSRR 2023 is illegal and arbitrary, a fact highlighted by AIGETOA much earlier. The aforesaid group has sought to stay the process of DPCs and LICEs. So, management for their fancied approach of recruiting management trainees, have given birth to one more bunch of litigation owing to their short sightedness. **Such was their impulsive approach that they didn't even wait for the conclusion of the undergoing court cases where the basic recruitment notification is under challenge especially in view of the fact that the aforesaid recruitment categorically neglected the Government of India reservation provisions with respect to OBCs and PWDs.** We once again take this opportunity to request management for a course correction, even at this belated **stage by scrapping the ongoing MT Recruitment Process which is totally arbitrary, illegal and contradictory to set rules and practices (A fact which has been reiterated by the candidates undergoing the MT Recruitment).** We request management to scrap this arbitrary recruitment process and divert the seats to DPC Quota.

Its high time for management to appreciate that examination and lateral recruitment cannot be the criteria for judging the competence, expertise and fitness of the executive to occupy the higher management level post else all PSUs would have been indulging into conducting examinations each year instead of focusing on APAR grading, performance, efficiency and output of the executive associated with the assigned responsibilities.

Hence, we urge upon your good self for an urgent intervention in ensuring a minimum career progression up to AGM level in a time bound manner by way of personal upgradation to the post and by creating sufficient promotional posts which is quite possible without increasing the total sanctioned strength of BSNL. The pending court cases can be overcome only by extending time bound functional promotions preferably on personal upgradation basis after serving for a minimum number of years in a grade, in case sufficient functional posts do not exist. **We also request for augmentation of**

the sanctioned strength in promotional cadres in view of the requirement of qualified and experienced manpower for the prestigious government projects. We also request for utilization of 1000 Telecom Posts in DGM cadre for AGM to DGM and SDE to AGM Promotions and utilize them for DPC. Similarly, we are requesting for usage of all vacancies in accounts and finance cadre for DPC which will mitigate the legal complexities to some extent. We also urge upon your good self to divert the posts of SETs and DR DGMs for DPCs which will create additional opportunities. The long pending AGM to DGM promotions in CSS cadre must also be executed immediately which has been kept on hold for no substantial reasons.

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 of all eligible Executives through seniority cum fitness mode and extend an expeditious relief to all the eligible executives.

With Regards,

Sd/-

[Ravi Shil Verma]
General Secretary

Copy to:

- 1] Shri Ashwini Vaishnaw Ji, Hon'ble Minister of Communications for kind information.**
- 2] Shri Neeraj Mittal Ji, Secretary DoT for kind information.**
- 3] Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information and consideration of the requests as stated above.**
- 4] Shri Adhir Singhal Ji, PGM Pers, BSNL CO for information and n/a please.**
- 5] Smt Anita Johri Ji, PGM (SR), BSNL CO, New Delhi.**