



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 / 2024-25 / 14

Dated 14.05.2024

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

Subject: Urgent Action Required to Address Undue Delay in Promotion and uncaring attitude towards Employee Welfare.

Respected Sir,

We write to express our deep concern over the prolonged delay in promotions within Bharat Sanchar Nigam Limited (BSNL), particularly in the context of the recent revelations made through a Right to Information (RTI) response from the Personnel Branch.

It has come to our attention that despite the existence of regular vacancies in the Central Secretariat Service (CSS) cadre's Deputy General Manager (DGM) regular grade throughout the year 2023, as acknowledged by BSNL, there has been an alarming failure to adhere to the prescribed guidelines outlined by the Department of Personnel and Training (DoPT) for timely promotions.

As per the DoPT time scheduled guidelines, which BSNL claims to follow diligently, recommendations for the promotion of eligible regular Assistant General Managers (AGMs) in the CSS cadre against the aforementioned vacancies should have been made in January 2023. However, we regret to inform you that there has been a lapse of one and a half years since January 2023, and yet the vacancies in the CSS Regular DGM grade remain unfilled, without any justifiable reasons provided by the BSNL Management.

Furthermore, the RTI response from the Personnel Branch has also acknowledged the adverse impact of this undue delay in promotion on the career progression of AGMs within the regular cadre, as evidenced by the attached list of regular AGMs. This attitude towards the welfare and career advancement of BSNL employees is deeply concerning and unacceptable.

In light of the aforementioned circumstances, we express our disappointment and concern on the Management's failure to fulfill its obligations towards its employees without any valid reasons. BSNL has been time and again expressing the fact that legal issues have been impacting the smooth promotion process but such type of undue delay in promotions without any valid reasons compels affected employees to seek justice through legal means,

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resorting to court remedy for fair treatment and the urgent filling of all vacant posts in all cadres, effective from the actual date of vacancies. It will be worth to mention that many vacancies across various cadres are lying unfilled and they could have been easily filled by management but it is regrettable to state that no appreciable efforts have been taken to execute those promotions and in fact few promotions have been withheld without any valid reasons on the part of management. Similarly, the promotion orders in regard to the PWD candidates and SDE 2007 reversal affected candidates have been kept withheld despite positive directions from Hon'ble court of law.

We urge upon your good self you to take immediate and decisive action to rectify the situation and ensure that promotions are expedited in accordance with established guidelines, thereby restoring confidence and trust in the management's commitment to employee welfare and organizational prosperity.

Thank you for your attention to this matter. We anticipate a prompt and positive response from management in resolving this pressing issue.

With Regards,

Sd/-
[Ravi Shil Verma]
General Secretary,
AIGETOA

Copy to :

1. Dr. Neeraj Mittal Ji, Hon'ble Secretary, Department of Telecom for kind information pls.
2. Dr. Kalyan Sagar Nippani Ji, Director (HR) for kind information & n/a pls.