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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 / 2024-25 / 25**

**Dated 19.06.2024**

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

**Subject: Strong Resentment over Non-Consideration of Meritorious Candidates in LDCE-2012 for Promotions to AGM(T) cadre and request prompt resolution.**

**Ref : 1. GS / AIGETOA / 2024-25 / 06 Dated 15.04.2024.**  
**2. GS / AIGETOA / 2023-24 / 122 Dated 20.12.2023**  
**3. GS / AIGETOA / 2023-24 / 101 Dated 25.09.2023**

Respected Sir,

We bring to your kind attention the issues regarding the non-consideration of meritorious LDCE 2012 passed SDEs for promotions to the AGM (T) cadre. We refer to our various communications and meetings with the management regarding this matter, as mentioned in the above references. While we welcome the recent DPC promotions (vacancy years 2007-08, 2008-09, 2009-10), we are deeply concerned about the dejection of SDEs belonging to the vacancy year 2006-07 and subsequent years who were part of the LDCE quota.

On behalf of the All India Graduate Engineers and Telecom Officers Association (AIGETOA), I would like to highlight the prevailing demotivation and resentment amongst these SDEs **because of the continuous delay in addressing the legitimate rights of the LDCE qualified executives.** Despite multiple discussions, reassurances and commitments, tangible output to resolve this pressing issue could not be found out, leading to unavoidable frustration and demoralization among the affected individuals.

It is important to note that even though BSNL has published Lists 9 to 13, the matter remains sub-judice at various Hon'ble Courts. **While promotions have been granted to one category of SDEs for vacancy years 2007-08, 2008-09, and 2009-10 in the DPC quota, those SDEs belonging to vacancy year 2006-07 and subsequent years who cleared the LDCE-2012 as per the recruitment rules and affidavits by BSNL management are being unjustly deprived of their rightful promotions.**

[www.aigetoachq.org](http://www.aigetoachq.org)

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The LDCEs are intended to provide a fair and transparent pathway for promotions within BSNL. However, the non-consideration of meritorious candidates has led to significant resentment and dissatisfaction. **When merit is overlooked, employees who have consistently demonstrated excellence feel that their efforts are not valued.** This negatively impacts the morale and motivation of the workforce. **Furthermore, the LDCE cleared executives experience career stagnation, affecting their long-term career prospects.**

Our association and the affected executives have patiently awaited the fulfillment of promises made at various levels. However, the prolonged delays and disregard for their legitimate rights have become unbearable which is negatively impacting the morale and productivity of the executives. These executives have shown their merit and competence whenever asked for. BSNL recently conducted the LICE examination 2024 to assess the competency of candidates for promotions to the AGM grade from the SDE grade. **These SDEs not only qualified the LDCE 2012 for JTO to SDE promotions successfully but also in the recently concluded LICE for promotions from SDE to AGM, they have again proved the excellence which they possess.**

**As per the data collected from the appearing candidates, it is understood that out of approximately 1800 candidates who appeared, nearly 1400 candidates have obtained qualifying marks above the cut-off score of 50%.** This high number of qualified candidates reflects the merit within the SDE cadre. **It is indeed ironical that while many of these candidates have passed the exam twice and are still awaiting promotion to the AGM grade, those who failed or did not appear in such exams have been promoted. This situation highlights the inherent lacunae in BSNL's HR practices.**

**We have proposed the following solutions to promote these executives to the AGM(T) cadre:**

1. Promotions of DGMs to create approximately 1116 vacancies and utilizing the consequential vacancies for promotions from SDE to AGMs. It will be pertinent to mention that court has permitted executing ad-hoc promotions but still BSNL has preferred not to promote the eligible AGMs to DGM grade for the reasons best known to them.
2. Creating 1000-1500 additional vacancies for prestigious government projects like 4G saturation, Bharatnet, strengthening the Enterprise business, Marketing, Sales activities of BSNL. It will be pertinent to mention that the current sanctioned strength of BSNL provides ample scope to management for creating additional vacancies on the promotional posts within the overall sanctioned strength of organization.
3. Diverting the SET quota envisaged in MSRR-2023 to the DPC quota, resulting in approximately 300 additional vacancies.

These suggestions have been discussed extensively, and we believe they provide practical and justifiable solutions to render justice to the LDCE-2012 candidates. **However, it is disappointing that these options do not seem to be considered, despite being well within the purview of management to execute.** It is crucial to address the underlying

issues in HR practices. Unless the HR capital of the company remains in a motivated state and the fundamental issues remain unresolved, **No consultancy company can bring about any significant improvements.** **Our human resources are the company's most valuable asset, and they deserve to be treated with respect and fairness.**

We remain committed to ensuring that the legitimate rights of these executives are respected and upheld. We trust that your good office understands the urgency and importance of this matter. We request your empathetic response and cooperation in swiftly resolving these concerns through prompt and favorable action. We make an impassioned appeal to prioritize the promotion of these SDEs, many of whom have completed almost 22-23 years of service in the organization with only one promotion being extended to them in all these years despite having qualifications from best educational institutes across India.

Hence, we urge upon your good self to extend justice to this meritorious but hugely demotivated lot by extending them their due promotions from SDE to AGM cadre without any further delay. Execution of these promotions will open additional scope for those many promotions in JTO to SDE grade also.

**We look forward to your positive response and necessary steps to restore employee confidence and motivation in the system.**

With Regards,

**Sd/-**

**[Ravi Shil Verma]  
General Secretary**

**Copy to:**

- 1] Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information and consideration as stated above.
- 2] Shri Adhir Kumar Singhal Ji, PGM (Pers), BSNL CO, New Delhi.
- 3] Smt Anita Johri Ji, PGM (SR), BSNL CO, New Delhi.