



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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Dated 08.08.2024

To,
Shri Jyotiraditya M. Scindia Ji,
Hon'ble Minister of Communications,
1st Floor, Sanchar Bhawan,
New Delhi 110001.

Subject: Request for kind consideration and directing the BSNL/DoT for Extending the Promotional Avenues for BSNL Executives - reg

Respected Sir,

We introduce ourselves as the recognized association of BSNL representing the aspirations of executives of BSNL and an affiliate of Bhartiya Mazdoor Sangh, the largest trade union of India.

We take this opportunity to request for your kind intervention for directing BSNL/DoT for resolution of the long pending HR issues of BSNL employees with respect to extending the promotional avenues for BSNL Executives.

Details of the Issue - Extending the Promotional Avenues for BSNL Executives:

As we all are aware that with implementation of VRS in BSNL, the staff size has been reduced to a large extent in BSNL which gave rise to the need for restructuring and cadre review in BSNL. It will be pertinent to mention that **AIGETOA was the only association in BSNL which supported the revival measures in totality including that of VRS.** A major chunk of employees opted for VRS and restructuring was done to define the strength at various level.

Despite our best thought process for the betterment of organization, the staff which was left in BSNL and which actually took the manifold responsibility of the carrying forward the responsibilities of the organization, despite reduced strength have today become a subject for loss of their career aspirations and ignorance of merit. While we have always maintained that definitely downsizing was a necessity, but the killing of the careers of the executives could have been avoided by adjusting the structure suitably in the hierarchy.

BSNL has recruited thousands of professionally qualified executives post corporatization with qualifications of BE/BTech/CA/ICWA/MBA etc. It's indeed an irony that despite spending around 12 to 22 years in the organization, all that most of them have got in terms of career progression is a single promotion and few have not got even their first promotions. The RRs had the fast-track provision in the name of JTO to SDE LDCE exam.

The situation in BSNL is such that those who failed these fast-track examination have been promoted to next level while those who passed and even topped this exam are still waiting for their promotion despite having completed the mandatory residency

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period much before. The judgment of honorable Supreme Court pertaining to a particular group has been enforced upon all in Telecom group despite clear-cut directions from DoT and the Ministry of Legal affairs to not to make it a precedence for all. The Competitive Qualified executives were made Junior in the list to those who failed by one sided interpretation of the RRs and various court orders. **This may be the only instance in BSNL where management reversed its own stand of revising the seniority list without any directions from any court.** When Hon'ble Supreme Court judgment in another case was favoring competitive quota people, the same was not at all considered for these meritorious executives despite DoPT's directions. BSNL has a long history of ignoring merit for years. **There are instances in organization when such competitive quota people have been reverted after serving 10-12 years of giving promotions by virtue of one-sided interpretations of RRs and various court judgments, retrospective clarifications and ignoring the precedence.** It will not be out of place to mention that every time at the receiving end was a competitive exam passed candidate or a professionally qualified BSNL Recruited executive. BSNL HR group has always shown cold shoulder to such people and have never even tried to defend their own RRs.

We request your good-self for intervention in directing BSNL to render justice to these competitive qualified candidates by ensuring them promotions if not earlier than at least at par with the competitive failed candidates. BSNL's argument of implementing the Hon'ble Supreme Court judgment do not hold any weight as the judgment was for a particular group of people and should not have been made a precedence for all. In fact, BSNL HR group themselves have not applied this decision to other streams like CSS etc which have the same verbatim as that of Telecom. **Further these candidates can very well be promoted within the current structure itself if BSNL considers the posts as a common pool of vacancies without changing the overall sanctioned strength.** BSNL has recently provisioned for LICE in SDE to AGM grade and AGM grade to DGM grade which has met with huge opposition from all the executives as just on the day when they were getting eligible for promotion, new set of rules were introduced to deny their long awaited promotions.

We don't oppose this provision and in fact vouch for meritocracy and internal fast track mechanism **but at the same time we feel that the executives who have completed residency period beyond the minimum stipulated requirement must be promoted through regular channel promotions till AGM grade with sufficient serviceable age remaining at their side so that at they can aspire for higher posts through competitive quota.** There is ample scope of creation of extra posts as new Projects like providing services to uncovered villages, 4G saturation and BBNL merger are to be executed by BSNL and hence the extra posts must be created for manning these positions and vacancy should be treated as a common pool between different levels and promotions in all grades must be done by filling up all the consequential vacancies. The justice must be extended to the staff working in the organization and executing his responsibilities diligently and with full dedication. This would have resulted into smooth transition of BSNL from a legacy driven organization to an organization adopting the contemporary HR practices. **But on the contrary BSNL reverted the LDCE qualified candidates not once but twice and that too after making them serve in the grade for years.** BSNL made LDCE qualified candidates Junior to the LDCE failed candidates and had extended promotions to even ineligible executives while ignoring the talented pool of competitive qualified candidates. The justification given wrt honoring the Hon'ble Supreme Court Judgement doesn't hold good as there is another judgement stating that Rota and Quota should have been given, but that was conveniently ignored by BSNL to benefit those who were existing in department before formation of BSNL and loss was inflicted upon those who qualified the competitive exam who were mostly the technically qualified executives recruited after formation of BSNL.

Hence, we request for your kind intervention in directing BSNL to extend justice to these executives and to do away with reverting such meritorious candidates and

extending their due promotions by restoring their seniority. BSNL should be directed to ensure promotions in all grades including SDE to AGM, AO to CAO, AGM to DGM, JTO to SDE and JAO to AO grades by clearing the legal hurdles by treating the vacancies as common pool and by increasing the number of posts in promotional grades in view of the new projects being taken by the organization.

We request your good self to direct BSNL to take cognizance of the issues raised above and issue firm directions for strict implementation of the provisions as stated above.

Thanking You Sir,

With Regards

Sd/-
(Ravi Shil Verma)
General Secretary