

Recognised Associations of BSNL

To,

Shri. A. Robert J. Ravi ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. BSNL /Recognised Associations/2025/1

Dated 5th June 2025.

Sub: Urgent Demand for Clarification on High Court Order Dated 29 May 2025 and Immediate Redressal of Arbitrary and Inhumane Handling of AGM Promotion and Transfer Orders


Ref: Letter No. BSNLCO-COMN/12(11)/6/2024-RSTG dated 30/05/2025.

Dear Sir,

We, recognised associations of BSNL viz. AIGETOA/SNEA/SEWA, representing the aggrieved executives promoted to the post of Assistant General Manager (AGM) vide the Limited Internal Competitive Examination (LICE) results declared on 27 February 2025 and promotion orders issued on 2 May 2025, write with profound resentment and deep anguish over BSNL's deplorable inaction, lack of transparency, and blatantly inhumane approach in handling the promotion and transfer process. The management's failure to clarify the implications of the Punjab and Haryana High Court's order dated 29 May 2025 in CWP No. 14056 of 2025 (Vinay Sharma & Ors. v. Union of India & Ors.), which stayed the effect and operation of the Central Administrative Tribunal (CAT) Chandigarh's judgment dated 27 February 2025 (OA No. 060/432/2024), coupled with its arbitrary and callous treatment of employees, is nothing short of a betrayal of trust and a violation of administrative fairness.

The promotion process, marred by inexplicable delays and insensitive decisions, has caused widespread distress among 205 executives, including those who have joined their posts and the remaining who are still awaiting relief. Despite the LICE results being declared on 27 February 2025, BSNL took over two months to issue promotion orders on 2 May 2025, even as the looming threat of legal challenges necessitated prompt action. This unwarranted delay was only the beginning of the harassment meted out to dedicated employees. The subsequent allocation of posting circles, often thousands of kilometres across zones away from employees' current locations, reflects an inhumane approach akin to treating human resources as mere material assets. It is shocking that BSNL, a premier public sector undertaking, has failed to distinguish between material management and human resource management, disregarding the personal and professional lives of its workforce.

The circle allotments appear deliberately designed to maximize disruption, with executives posted to far-flung areas without regard for their circumstances. Even employees with less than one year of stay in their current circles, those from deficit circles, and those eligible for consideration under established transfer policies (e.g., critical illness, PwBD caregivers, children in Class 10/12, immunity cases, spouse grounds, or prior OTP applications, etc.) have been callously overlooked. BSNL's failure to utilize its functional OTP portal to solicit employee preferences, as is standard practice in other PSUs, raises serious doubts about the management's intentions. The claim of filling "deficit circles" is rendered hollow when executives from already deficit circles are dislocated, suggesting a motive to unsettle everyone rather than address organizational needs rationally.


05/06/2025






When employees, reeling from this injustice, sought relief through representations for retention, cancellation, or reassignment to nearby deficit circles—requests grounded in precedents set by BSNL's own transfer policies and practices of other PSUs—the management summarily rejected them. Promises made on public forums to consider reassignments to nearby AGM deficit circles have been blatantly ignored, further eroding trust. Instead, the management now hides behind the High Court's stay order dated 29 May 2025 to justify its refusal to entertain legitimate requests, while simultaneously pressuring circles through verbal communications to relieve executives without addressing the legal uncertainty. This duplicitous stance is unacceptable. If BSNL believes the High Court order has no bearing on the promotion and transfer process, it must immediately process requests for retention or modification on merit. Conversely, if the order impacts these promotions, the management's failure to disclose the consequences and its insistence on relieving executives without clarity is tantamount to playing with their careers, exposing them to potential legal and professional risks.

We are appalled by reports that some senior officers in BSNL's top management are refusing to acknowledge the High Court's stay order dated 29 May 2025, dismissing its significance while continuing to enforce arbitrary promotion and transfer decisions. Such wilful ignorance is not only a gross dereliction of duty but also risks contempt of court under the Contempt of Courts Act, 1971. No officer, regardless of rank, can evade accountability by feigning unawareness of judicial directives. The stay order, suspending the CAT judgment upholding the MSRR 2023, directly impacts the LICE-based promotions, and any attempt to sidestep its implications through verbal instructions or selective enforcement is a dangerous overreach that could invite severe legal consequences, including personal liability for contempt. We demand that management immediately address this reckless stance, issue a clear directive to all officers to comply with the court's order, and provide a transparent clarification immediately.

We demand the following immediate actions to address this crisis and restore faith in BSNL's commitment to its employees:

1. Immediate Clarification on High Court Order: BSNL must issue a comprehensive circular immediately, detailing its interpretation of the High Court's stay order dated 29 May 2025, specifically addressing:
 - The impact on the AGM promotions issued on 2 May 2025, including whether joined executives can continue and whether those awaiting relief will be allowed to join.
 - The legal basis for BSNL's stance, supported by consultation with its legal counsel, to ensure compliance with the court's directive and avoid contempt proceedings.
 - The steps BSNL will take to safeguard the interests of LICE-promoted executives pending the High Court's final judgment.
2. Fair Handling of Retention/Modification Requests: If BSNL maintains that the stay order does not halt the promotion and transfer process, it must immediately process all pending representations for retention, cancellation, or reassignment to nearby deficit circles. These requests, based on critical illness, PwBD caregivers, educational needs of children, immunity cases, spouse grounds, short tenure, or prior OTP applications, must be evaluated on merit, in line with BSNL's transfer policies and practices of other PSUs.
3. Revise Arbitrary Circle Allotments: Reassess the circle allotments to prioritize proximity and employee preferences, utilizing the OTP portal to ensure a humane and transparent process. The management must explain why executives from deficit circles were


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N. D. Cohen

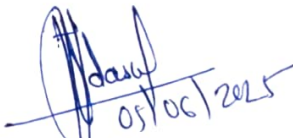
dislocated and why those with less than one year of stay were not spared, addressing the apparent intent to disrupt rather than optimize.

4. **Engage with Employee Representatives:** Convene an urgent meeting with BSNL Recognised Associations and affected executives to discuss the High Court order's implications and the promotion process's mishandling, ensuring transparent communication and collaborative solutions.
5. **Compliance to Avoid Contempt:** Proactively seek legal clarity from the High Court, if necessary, through an affidavit or application, to demonstrate compliance with the stay order. Continued inaction risks contempt proceedings, which would further tarnish BSNL's reputation and burden employees with unwarranted consequences.
6. **Interim Relief for Employees:** In light of the uncertainty surrounding the High Court's stay order, BSNL must allow employees awaiting relief to join their present units on an "as is where is" basis until clear judicial or administrative guidance is received. This interim measure will protect employees from undue hardship and potential career risks while ensuring operational continuity.

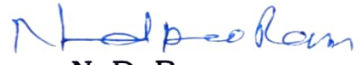
The management's callous approach and evasive tactics have caused immense distress, compelling the Recognised Associations to consider all legal avenues, including approaching the Punjab and Haryana High Court for intervention and initiating contempt proceedings if BSNL fails to act. We will also escalate this matter to the Department of Telecommunications, Ministry of Communications, to highlight BSNL's administrative failures and seek accountability. The executives, who have earned their promotions through merit and dedication, deserve better than to be treated as pawns in a mismanaged process shrouded in ambiguity.

We urge BSNL to act with urgency and integrity to uphold its responsibility as a model employer and protect the rights of its employees under the Constitution and established service rules. Failure to comply will leave us no choice but to pursue stringent measures to safeguard interests of BSNL Executives.

Yours sincerely,


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2. Director HR BSNL, Bharat Sanchar Bhawan for kind information please.
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