



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2025-26 / 108

Dated 23.02.2026

To,

Shri A Robert J Ravi**Chairman and Managing Director****Bharat Sanchar Nigam Limited****Janpath, New Delhi - 110001.**

Subject: Request for streamlining the process of forwarding deputation applications, relieving executives, and timely acceptance of terms and conditions from borrowing organizations.

Respected Sir,

This is to bring to your kind attention the challenges faced by executives in BSNL while applying for deputation opportunities to other organizations. AIGETOA believes that addressing these issues will not only enhance employee satisfaction but also align with the organization's policies on professional development and mobility.

Over the past few years, several executives have encountered significant hindrances in the forwarding of applications for deputation posts in other Government Organizations and Statutory/Autonomous Bodies. Despite submitting applications well in advance through proper channels, there are often undue delays or rejections without clear justification. This not only discourages employees from exploring growth opportunities but also adversely affects their career progression.

It has been brought to the notice of this Association that many applications are **rejected due to ambiguity regarding the mapping of IDA and CDA scales. Further, due to delays in regular promotions in BSNL, some executives are drawing higher pay scales under time-bound upgradations than their substantive posts.** AIGETOA requests that clear guidelines be issued to ensure that all deputation applications are forwarded promptly to the borrowing organizations, provided the executives meet the basic eligibility criteria, without unnecessary administrative bottlenecks.

In cases, **where organizations extend due credit to time-bound upgradations, applications should not be withheld solely on the ground of substantive grade.** Instead, BSNL may indicate the factual position, namely the substantive post held as well as the time-bound scale being drawn by the executive, thereby allowing the borrowing organization to take an informed decision.

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Further, the process of relieving executives upon their selection for deputation also requires simplification. In many instances, even after receipt of the offer from the borrowing organization, relieving orders from BSNL are delayed due to procedural complexities or manpower shortages. This results in missed opportunities and may strain relations with borrowing entities. It would be appropriate to establish a standardized timeline, preferably within 15-30 days from the date of acceptance, for issuance of relieving orders. Advance planning for workload redistribution may also help avoid such delays.

Additionally, timely finalization of the terms and conditions proposed by borrowing organizations is essential. Delays at this stage often lead to prolonged correspondence or even withdrawal of offers, causing hardship to the selected executives. BSNL executives have consistently performed well during deputation assignments and have built a strong professional reputation through their skill, sincerity, and hard work. However, undue delays in finalizing terms and conditions on avoidable grounds may adversely impact BSNL's image and could discourage organizations from selecting BSNL executives in the future.

It is requested for your kind intervention to prioritize and expedite the review and acceptance of such terms, ensuring alignment with BSNL's deputation policy while safeguarding the interests of the executives.

We are confident that these measures will create a more enabling environment for employee mobility, ultimately benefiting BSNL through the enriched experience and expertise that executives bring back upon their return. Necessary directions may kindly be issued to the Personnel Section in this matter.



(Ravi Shil Verma)
General Secretary

Copy to:

1. Shri Kalyan Sagar Nippani, Director (HR) BSNL Board New Delhi for kind information and necessary consideration.
2. Shri Rajeev Kumar Kaushik, PGM (Pers) BSNL Corporate Office for kind information and necessary consideration.