

**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**



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**No. AIBSNLEA/CHQ/CMD/2020**

**Dated: 16.01.2020**

To,

**Shri P.K. Purwar,  
CMD BSNL,  
New Delhi- 110001.**

**Subject: Request for Promotions on 'Regular Basis' instead of 'Look after arrangement' in different Grades/ Streams from among the Executives already working in Higher Scales- reg.**

Ref: AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2019 dated 19.12.2019

**Respected Sir,**

We would like to draw your kind attention on the above cited subject. In this regard, kindly refer the letter cited above wherein we have furnished the working strength and vacancy positions in all the grades of various streams after 01.02.2020 in Post-VRS scenario. Due to large number of Executives opted for VRS, lot of vacuum has been created in many places in all the streams which need to be filled up immediately. This shortage in Middle Level Management is going to create operational issues in BSNL from 01.02.2020 onwards if these vacant posts are not filled up immediately.

**It is observed from the BSNL CO letter No:1-6/2018-Restg.(Pt.) dated 27.12.2019 that the Management is planning to fill up the shortage of Executives in different wings by look-after arrangement, just for meeting the operational requirements. By LA arrangement, Management is getting the work done but the Executives are losing their due Promotions and Service as well.**

It is reiterated that the status after VRS in various Grades on 01.02.2020 will be as under:

- i) There will be only 57 DGM (T) available against the sanctioned strength of 1481 and 1746 AGM (T) against 6500 working AGMs in BSNL.**
- ii) There will be only 32 DGM (Fin) against the sanctioned strength of 462 and only 70 CAOs against the sanctioned strength of 1347 will be available after VRS.**

iii) Only 12 SE (Civil) and 04 SE (Elect) will be available against the 68 and 34 positions respectively.

iv) Similarly the working strength in other wings also not up to the mark.

It is pertinent to mention here that thousands of Executives are drawing Two to Four Stages higher scales than their Substantive Scale/Grade viz., a JTO of E-1 Scale is drawing E-4/ E-5 (AGM/DGM) scale and a SDE or AO equivalent of E-2 scale is drawing E-5/ E-6 (DGM/SG-DGM) Scales and waiting for their Regular Promotions from the years together. JTOs recruited from 1988 in Arch Wing, from 1999 in Civil Wing and 2001 onwards in other wings are waiting for their first promotion.

Sir, this vacuum can be filled up by giving regular promotion to the Executives drawing higher scales without any financial implications. **We strongly oppose any look-after arrangement in higher grade but we demanded immediate promotions on regular basis** which can be effected just by re-designation considering the post VRS vacuum.

In view of the foregoing, we request your good self to kindly cause to issue necessary instructions to the officers concerned for the immediate issuance of promotion orders in all the disciplines on Regular Basis in the interest of BSNL as well as the Executives to Motivate them and boost up their Morale so as to maintain the Telecom Network fault free and also to maintain the Administrative Offices efficiently. We reiterated that only regular promotions are to be issued in future, no looking after arrangement is agreeable.

With kind regards,

Sincerely Yours,  
-sd-  
S. Sivakumar  
(General Secretary)

**Copy for information and necessary action to-**

1. Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi-110001
2. Shri S.K. Gupta, Director (Finance), BSNL Board, New Delhi- 110001
3. Shri Arun Kumar, PGM (Pers.) BSNL CO, New Delhi- 110001
4. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi-110001.