



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2020

Dated: 27.11.2020

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

## REMINDER

**Sub: Request for Promotion in all Streams/Grades in BSNL on 'Regular Basis' without any Financial implications, instead of any Look-After arrangement' from among the Executives already drawing Higher Scales -reg.**

Ref: 1. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2019 dated 19.12.2019  
2. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 16.01.2020  
3. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 17.02.2020.  
4. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 08.04.2020.  
5. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 06.07.2020.

**Respected Sir,**

Kindly refer to the above cited letters dated 19.12.2019, 16.01.2020, 17.02.2020, 08.04.2020 and 06.07.2020 under reference, wherein we have continuously requested the BSNL Management for the immediate issuance of Regular Promotion Orders in all the disciplines in order to fill up the huge vacuum created due to VRS-2019 and to maintain the vast BSNL Telecom Network fault free and the Administrative Offices efficiently without any financial implication. But to our dismay, it is observed that even after the huge vacuum created in the Field Units, no action has been taken by the BSNL Management so far to promote the Executives, already drawing higher scales, to the Higher Grades on Regular Basis to empower them to take Higher Responsibilities. Additional Charges were given in many places as a temporary measure and they are not able to take decisions in the absence of officers at the level of AGM/CAO/DGM. The new Executives given additional charge of other Exchanges/Areas are not able to take appropriate decisions or to manage the situation as they are posted on temporary basis. This has created operational issues in many places.

**It is constrained to bring to your kind notice that the Promotion to almost all the Cadres, i.e., JTO(T) to SDE(T), JTO(C/E/TF/Arch) to SDE(C/E/TF/Arch), SDE(T) to DE(T), AO to CAO and SDE(C) to EE(C), SDE(E) to EE(E) and SDE(TF) to AGM(TF) etc., are held up for the years together due to various Court Cases on Reservation & Seniority issues. Like that promotion from PA to PS, PS to PPS and CSS Cadres are also held up, as explained in the earlier letters.**

It is observed that, BSNL Management was deliberately dragging the Promotion and putting the career of the Young Executives at great risk. At the early stage of their career itself, they are getting de-motivated and demoralized. But to our surprise, there are no hurdles in the Promotion at the Top level. It is pertinent to mention that Un-interrupted promotion orders were issued in the grade of GM and CGM level, in some cases excess promotions were also given at GM and CGM level for which BSNL Management is not having any reluctance at all. Even on their last working day, some ITS Officers were given promotion, we welcome that.

But thousands of Absorbed BSNL Executives were retired without getting due promotion when there was no hindrance for giving them promotion

When a Group 'A' Officer in BSNL gets Time Bound Promotion along with designation change from E4 to E9 Scale with the designations of Asst General Manager ->Dy General Manger ->Jt GM ->Addl GM in 17 years and then GM to Sr.GM also, **but a JTO(T) joined in 1999 &2001 is still continuing as JTO, JTO(Arch) joined in 1988 still continuing as JTO, JTOs recruited from 1997 in Electrical and Telecom Factory wings are continuing as JTOs and JTOs recruited in 1998 in Civil Wing are continuing as JTOs.**

**In this regard, we hereby furnish the vacancy position of Executives in Various Streams on Post VRS for your kind perusal.**

<b>Cadre</b>	<b>Sanctioned</b>	<b>Working</b>	<b>Vacant</b>
	<b>Telecom Stream</b>		
DGM (T)	1331	150	1181
AGM/DE (T)	9471	1500	7971
SDE	20399	7564	12835
JTO	37608	14710	22898
	<b>Finance Stream</b>		
DGM (Fin)	402	12	390
CAO	1347	70	1277
Sr.AO/AO	5125	2065	3060
JAO	6703	2384	4319
	<b>Civil Wing</b>		
SE	68	12	56
EE	222	67	155
SDE	1083	324	759
JTO	1379	164	1215
	<b>Electric Wing</b>		
SE	34	04	30
EE	134	41	93
SDE	574	265	309
JTO	1112	331	781
	<b>Factory Wing</b>		
DGM (TF)	14	01	13
AGM	26	03	23
SDE	98	25	73
JTO	149	20	129

**Considering the huge vacuum created in PS/PPS/CSS Cadres, the vacant posts are to be filled up on immediate basis by conducting CPCs.**

All the Executives are expected that the due promotion will be given during the implementation of VRS. But even **10 months after the VRS**, nothing is moving in the Pers. Branch and making the situation very worst. There is a huge stagnation in promotion among different wings. **It is pertinent to mention that Thousands of Executives in Higher Scales are working in the entry level of JTO equivalent grades for 5 to 30 years and waiting for their 1st promotion, viz:**

- i) JTOs recruited from 1988 in Arch wing,
- ii) JTOs recruited from 1997 in Electrical and Telecom Factory wings,
- iii) Thousands of JTOs in Telecom wing from 1999, 2001 to 2008, 2010, 2013 etc., batches
- iv) JTOs recruited in 1998 in Civil Wing are waiting for their first promotion.

**Like that:-**

- a) SDEs(C) are waiting for EE(C) promotion from 1998
- b) SDEs(E) are waiting for EE(E) promotion from 2000
- c) SDEs(TF) are waiting for AGM(TF) promotion from 2001
- d) SDEs(T) are waiting for AGM(T) promotion from 2004
- e) AOs are waiting for CAO promotion from 2008

BSNL Management could not issue regular promotions to the above said Grades for many years due to Various Court Cases on Seniority, Reservation or due to Contempt of Court etc.

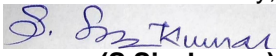
**Most of the Executives are drawing Two to Four Stages higher Scales than their Substantive Scale/Grade viz., a JTO of E-1 Scale is drawing E-4/ E-5 (AGM/DGM) scale and a SDE or AO equivalent of E-2 scale is drawing E-5/E-6 (DGM/SG-DGM) Scales and waiting for their Regular Promotions from years together. Since the Executives are already working/drawing in the higher scales, promotion is not going to make any financial implication either to BSNL or DoT. The regular promotion orders can be issued from among the Executives working in higher scales.**

We strongly oppose any look-after arrangement in higher grade but we demand immediate promotions on 'Regular Basis', considering the post VRS vacuum. If immediate steps are not taken, Services will be severely affected since the Executives are reluctant to take higher responsibilities on short-term/temporary/look-after basis.

**In view of the foregoing, we earnestly request your good self to kindly consider our suggestions in the interest of BSNL and cause to issue necessary instructions to the officers concern for the immediate issuance of promotion orders in all the disciplines/grades by giving one time relaxation in the qualifying service, wherever required for those who are drawing higher scales, to manage the acute shortage in the Field Units as well as in the Administrative Offices of BSNL so as to maintain the vast Telecom Network, OFC, Telephone Exchanges etc., in an efficient manner.**

With kind regards,

Yours Sincerely,

  
(S.Sivakumar)  
General Secretary

**Copy for kind information and necessary action to:**

1. Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi- 110001
2. Ms. Yojana Das, Director (Fin), BSNL Board, New Delhi- 110001.
3. Shri R.K.Goyal, PGM (Pers.) BSNL CO, New Delhi- 110001.
4. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi-110001.