



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
Central Headquarters New Delhi**

**President**  
**RAJ PAL**  
Mob: 9868123459

**General Secretary**  
**Shaji V.**  
Mob: 9446450450

**Dy.General Secretary**  
**J.K. Patel**  
Mob: 9427300300

**Financial Secretary**  
**Dinesh Kumar**  
Mob: 9868155681

**No. AIBSNLEA/CHQ/CMD/2022**

**Dated: 05.08.2022**

**To**

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

**Subject: Unfair and divisive language of revulsion from one Association in BSNL interpreting BSNL MSRR from narrow minded vision; only help to derail or delay the ongoing SDE/AO to AGM/CAO and equivalent promotion process- regarding**

**Ref: Speaking order issued by BSNL CO regarding Ambiguity in Foot-Note -2 below Schedule 1A of MSRR, 2009 vide No.437-01/2017-Pers-I dated 27 June 2018.**

**Respected Sir,**

BSNL Management Service Recruitment Rule, BSNL MSRR 2009 had been released on 14-July -2009 mentioned that the rules were in effect from 11-June-2009 with powers for relaxation/Modification/amendment to these rules will vest with BSNL Board. Generally, it is perceived that the BSNL MSRR is devised for the smooth progression of promotion to the Executives including executives recruited in the grade of JTO/JAO equivalent either directly or through LICE up to the grade of DGM etc., and no executive recruited in the grade of JTO/JAO equivalent must be denied from promotion in the name of qualification as they have been recruited to the basic executive grades through some cut off qualifications which is sufficient for their promotion up to the grade of DGM. Moreover, in BSNL as per MSRR 2009, the qualifying years in a cadre as on 1<sup>st</sup> Jan of a year is the criteria for promotions to the higher posts.

**Schedule IA of MSRR: Serial No: 1, Point (b)**

Selection -Cum -Seniority: - For Promotion to the AGM/DE under the "**Field of Selection/minimum qualifying service for promotion inter-se seniority**", it is mentioned that the total qualifying service of 7 years as on 1st January of the

year. Here, the qualifying service only important as per the column title. Moreover, the executives were selected to the basic grade of JTO/JAO and equivalent through the relevant basic qualifications and nowhere in the process of recruitment was mentioned that for getting promotions additional qualifications are to be acquired, if not there with any executive.

**Schedule IA of MSRR:** Method of Recruitment Field of Promotion & minimum qualifying service in the lower grade appointment of Executives on promotion to higher grade... is reproduced as below:

"From regular SDE/AO or equivalent grade of concerned stream, who are engineering graduate/**graduate** (as detailed at note 2 below) from an Indian Institute/University reconsider under India Laws, with total qualifying service of 7 years as on 1st January of the year."

Here the wording including "**graduate**" implies that any graduate may be promoted to the higher grades.

**Schedule IA of MSRR: Note 2 /Page No.8**

"Educational Qualification for executives to be promoted to the grade of DE/AGM/CAO (see serial no 1b, column 5) shall be engineering degree **or equivalent** in Telecommunication, Electronics & Computer Science/ IT/ Electrical for Telecom operation & graduate or equivalent for Finance of BSNLMS. However, existing incumbents holding the posts of **Executives on regular basis** on the date of notification of these RRs shall continue to be eligible for promotion to the grade of DE/AGM/CAO."

*Here the word 'or Equivalent' is nothing but the qualifying degree as mentioned in the recruitment in the basic cadre, unambiguously. Also the word "Executive" means & clearly implies that all JTO/JAO or equivalents on regular basis on the date of these RRs i.e. 14.07.2009 are eligible for promotion to the grade of DE/AGM/CAO.*

Further, in this regard **Speaking order has been issued by the BSNL Corporate Office, New Delhi** vide the above cited reference to the Hon'ble CAT, Chennai through CGM, Chennai with a copy to the respondent Association AIGETOA, wherein it was clearly mentioned that "However the Competent Authority i.e., BSNL Board could not remain oblivious to the fact that both through the absorption of erstwhile DoT/DTS/DTO employees and through recruitment under its own 2001 RRs for JTO, a homogeneous mix of engineering graduates and other graduates were available in its human resource in the JTO/SDE grades on the date

promulgation of BSNL MS RRs. Also, it could not ignore the fact that at no point in the past were any of the SDEs, where engineering graduate or otherwise, made in eligible for promotion to DE/AGM grades." **Besides, in the instructions/guidelines for making RR issued by DOP&T, vide O.M.No.AB.14017/48/2010-Estt..(RR) dt.31.12.2010, it has been very clearly stipulated that [3.1.3 Where the eligible Service for promotion prescribed in the existing rules is being enhanced (to be in conformity with the guidelines issued by this Department) and the change is likely to affect adversely some persons holding the feeder grade posts on regular basis, a note to that effect that the eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date notification of the revised rules, could be included in the revised rules.]** Hence existing incumbents holding the posts of Executives on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of DE/AGM/CAO. Here Executives means, the persons holding the feeder cadre posts i.e. JTO/JAO or equivalent "Executive Post" on regular basis on that date i.e. 14.07.2009.

Pursuant to the orders contained in the above said speaking Order by the BSNL CO on 27.6.2018, more than 4500 SDE(T) to DE/AGM promotion orders has been issued by the BSNL CO on 29.06.2018 and in the month of July'2018 also.

Hence there is no Ambiguity in Foot-Note -2 below Schedule 1A of MSRR, 2009 as interpreted by the so called Majority Association in an unfair manner and divisive language of revulsion from narrow minded vision. By the letter addressed to CMD, BSNL, the so called Majority Association wants to derail or delay the ongoing SDE/AO to AGM/CAO and equivalent promotion process.


Sir, in view of the foregoing facts, Promotion order of SDE(T) to AGM(T) for all who are present in current seniority Lists 8, 9 & 10, 11, 12 & 13 may be issued without accepting any room for divisive politics. Same treatment in Promotion may be extended to all other streams. Understandably the DPC for Promotion from SDE(T) to AGM(T) is in the pipeline. Any kind of non-conventional twists and turns will help to delay the process of Promotions. During the SDE(T) to AGM(T) promotions in 2018 also, some vested interest groups of people tried to sabotage the promotion process but they could not succeed.

**Sir, due to your relentless efforts, you could arrange two numbers of back to back revival packages to BSNL. This created history and we bow down to your envious achievement for the prosperity of BSNL. We hope you could pave way for 3<sup>rd</sup> PRC to your work force through the whopping second revival package worth Rs.1.64 trillion. We are damn sure that your wisdom will not ear to**

narrow minded divisive politics and you would cause to release all promotion orders in the due course of time in a very conventional way without any space for ambiguity. On the aforesaid grounds we fervently appeal your Kind intervention for the same.

With kind regards

Yours Sincerely,

  
Shri. Shaji V.  
General Secretary  
ATBENLEA CHQ

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

1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board New Delhi- 110001.
2. Shri. S.N. Gupta, PGM (Pers), BSNL Corporate Office, New Delhi- 110001.
3. Ms Anita Johri, PGM (SR) BSNL CO, New Delhi-110001.