

**No: Forum/CHQ/2021/05**

**Dated 30.12.2021**

To,

**Shri P. K. Purwar,  
Hon'ble Chairman & Managing Director,  
Bharat Sanchar Nigam Limited, New Delhi**

**Sub: Deferment of Organizational Program on appeal of the BSNL Management -Reg.**

Reference:

1. BSNL/7-1/SR/2020 dated 29.12.2021 of Sr GM SR, BSNL CO New Delhi
2. No Forum/CHQ/2021/04 dt 30.11.2021 of the Forum of BSNL Executives' Assns

**Respected Sir,**

An organisational call was given by the **Forum of BSNL Executives' Associations** comprising of AIGETOIA, AIBSNLEA and SNEA vide letter Forum/CHQ/2021/04 dated 30.11.2021 to seek attention of the management towards resolution of long pending issues of promotions, career progression and settlement of long pending standard pay scale E2 for JTO/JAO and E3 for SDE/AO equivalent grades. In course of discussion, two meetings were held under chairmanship of the Director HR on 14.12.2021 and 29.12.2021 with the Associations representatives and detailed discussion held on each and every issues. It was assured by the Director HR that left out JTO to SDE Promotions of will be issued within 31.12.2021 and point wise reply on the issues raised was issued with an appeal vide letter under Ref#1. But in the above said Appeal, some points are missing as discussed in the meeting held on 29.12.2021. Accordingly, we seek the following additions/amendments in the said Appeal for bringing sustained Industrial peace and growth of the organisation as well as meeting the aspirations of the Executives equally.

1. The process of seeking Legal recourse to find out the solution for AGM /CAO and equivalent and DGM equivalent promotion **should be a Time Bound Exercise of one month.**
2. As Management has assured to consider the issue of stagnation and time bound promotion while completing the RR Revision and Modification exercise. It is requested that a system to ensure Time Bound Promotions up to AGM/CAO equivalent grades should be addressed latest **up to 31.03.2022** by revisiting the stagnation clause of JTO/JAO equivalent in line with the earlier approved policy. The stagnation clause in SDE/AO Equivalent Grades beyond sanctioned strength should be introduced and executives in the cadre should be personally upgraded to AGM/CAO Equivalent post after maximum 8 years of residency period in SDE/AO and Equivalent grade. We once again re-emphasise for introduction of this stagnation clause for promotion to AGM/CAO/Equivalent Grade during this RR Modification Exercise.
3. While it is mentioned that MT RR shall also be revisited as a modification of RR Exercise but the way forward for internal fast track promotion policy for executives of BSNL and scrapping of the current MTRRs/DR DGM RRs **should be finalised by 31.03.2022.**

4. The Long awaited SDE Reversal Issue should be settled **latest by 31.03.2022.**
5. The Agitation period of affected executives should be regularized with the admissible leave to bring positivity and enhancement of trust for honouring the Appeal of the Management and a suitable direction to the Circles/Units should be issued accordingly.

It was also apprised to us that a highly attractive Package for sustainability of the Organisation is also under advance discussion with the Government, which will be crucial for the long survival of BSNL and we do understand the criticality of the situation to ensure a cohesive environment in the Organisation at this crucial juncture.

***Accordingly, AIGETOA and AIBSNLEA has decided to accept the Appeal of the Management and defer the Organisation call with a hope that Management will seize the opportunity to address the lost ground and ensure early settlement of long pending issues and address our serious concerns as submitted vide our notice and above note..***

***This letter for deferment is without prejudice to our rights to re-initiate the organisational action programs without any further notice in case Management drifts away from the promises made to address the issues raised in charter of demands.***

With Warm Regards

-sd-  
**[MD. WASI AHMAD]**  
**General Secretary**  
**AIGETOA**

-sd-  
**[S. SIVAKUMAR]**  
**General Secretary**  
**AIBSNLEA**

Copy for kind information to:

1. The Director(HR), BSNL Board, BSNL Corporate Office, New Delhi
2. All other Functional Board of Directors, BSNL Corporate Office, New Delhi.
3. The PGM(Pers), BSNL Corporate Office, New Delhi.
4. The Sr GM (SR) BSNL Corporate Office, New Delhi.