



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/Director (HR)/2017

Date: 24-04-2017

To,

**Smt. Sujata Ray,**  
Director (HR),  
BSNL Board,  
New Delhi-110001.

**Subject: Request for conducting CPC for promotion of SDE(C) to the grade of EE(C)-reg.**

**Reference:** Letter No. 2-2/2014/M (BW-II) dated 26/08/2014 of the O/o PGM (BW), New Delhi.

**Respected Madam,**

We have been consistent in our efforts to ventilate the grievances of hundreds of SDE(C)s who have been denied their legitimate promotion to the grade of EE (C) due to one reason or other. It is a matter of concern that BW administration is paying a deaf ear to this vital HR issue and we fear that the senior executive's morale is suffering. This has caused much personal frustrations and even more wasted time. This has a bearing on the overall performance of the company and which BSNL can't afford to.

When the issue of degree/ diploma qualification got resolved by Pers. & EW unit, some negative approach officers of BW unit flung into action to derail the CPC and finally succeeded in bringing in new court cases. Some people filed writ petition in the hon'ble High Court of Punjab and brought some kind of injunctions. Though BW unit had completed the CPC long before, they perhaps intentionally restarted the CPC again to delay the case. Otherwise they could have issued adhoc promotions similar to EE (E) promotion. Even then, BW unit is sitting on the writ petition quietly. This indicates that BW unit seems to be illogical in their approach and irresponsible to their own cadres and to the court case. It is learnt that they are yet to file the reply in the hon'ble court even more than six months has passed.

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When BSNL needs manpower at lower management level i.e. JTO/SDE/EE to carry out the field work in a time bound manner, management does exactly opposite by ensuring filling up posts of PCEs/CEs on regular basis and by ignoring vacancies at the EE/ SDE/ JTO level thereby making the management top heavy. The vacancies in the SAG grade are being filled up immediately even twice in a year. But when it comes to lower levels nothing is done even when the rules so demand. It would be very helpful if BW/Pers. cell could explain what has halted the CPC for EE (C) and what the bottleneck was in the entire process un-similar to EE (E) ad-hoc promotions.

In view of the above, your esteemed self is requested to kindly look into the matter sincerely and cause submission of appropriate reply in the hon'ble court without any further delay. The BW unit shall be instructed to take every possible step to fill up all vacant EE(C) posts either regular or ad-hoc within a satisfactory time period. Failing which we may be compelled to start agitation programs and BSNL will be responsible for the industrial unrest.

Thanking you.

Yours Sincerely,  
-sd-  
**(Prahlad Rai)**  
**General Secretary**

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

1. The PGM (Pers.), BSNLCO, New Delhi.
2. The PGM (BW) BSNL CO, New Delhi.
3. The PGM ((EW) BSNL CO, New Delhi.
4. The PGM (Arch), BSNL CO New Delhi.