



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

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No. AIBSNLEA/CHQ/CMD/2020

Dated: 18.05.2020

To

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

**REMINDER**

**Sub: Request for Promotion in all Streams/Grades in BSNL on 'RegularBasis' instead of 'Look After arrangement' from among the Executives already working in Higher Scales without any financial implications-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 8 04 2020

Respected Sir,

Kindly refer to the above cited letters dated 19 12 2019, 16 01 2020, 17 02 2020 and 8 4 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. 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 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 as explained in the earlier letters, Promotion to almost all the cadres, i.e., a) JTO(T) to SDE(T) b) JTO(C/E/TF/Arch) to SDE(C/E/TF/Arch) c) SDE(T) to DE(T), d) AO to CAO and e) SDE(C) to EE(C) are held up for years together due to various Court cases on Reservation & Seniority. Like that promotion from PA to PS, PS to PPS and CSS Cadres are also held up.

Recently, Hon'ble CAT, Chandigarh pronounced Judgment in the Contempt case on Reservation issue in respect of SDE(T) to DE(T) promotion issued by the BSNL Management on 29 06 2018 as well as the JAO to AO Promotion issued during June, 2018 as "Provisional". Similar situation prevails for promotion to other Cadres also due to various Hon'ble Supreme Court / High Court/CAT Judgments on "Reservation in Promotion". Till date no clarification issued in this regard by the DO P&T also.

In the last Agenda meeting held with the Director (HR) and the HR Team on 05.05.2020, detailed discussion took place regarding the deadlock situation in the Promotion to different Grades. After examining the various Judgments on reservation, BSNL Management has come to the conclusion that Post based Promotion cannot be given in the near future up to the level AGM and equivalent and BSNL will work out the implementation of the Non-Post based Time Bound Functional Promotion up to the Grade of AGM and equivalent.

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 demotivated 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 promotions 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

*S. Sivakumar*

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.

Cadre	Sanctioned	Working	Vacant
<b>Telecom Stream</b>			
DGM (T)	1481	270	1211
AGM/DE (T)	9471	1500	7971
SDE	20399	7564	12835
JTO	37608	14710	22898
<b>Finance Stream</b>			
DGM (Fin)	462	32	430
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 3 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 as detailed below.

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

*S. S. Kumar*

**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.**

Most of the Executives are drawing Two to Four Stages in the 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. The Contempt case and the recent Judgment in SDE to DE and JAO to AO promotion on reservation issue complicated further promotions and any other post based promotion will end up in the same type of litigations. **Since the Executives are already working/drawing the higher scales, promotion is not going to make any financial implication either to BSNL or DoT. The Non-Post based Functional Promotion orders on 'Regular Basis' can be issued from among the Executives working in higher scales, just by designation change.**

**We strongly oppose any look-after arrangement in higher grade but we demand immediate Non-Post based Functional Promotions on 'Regular Basis' which can be effected just by designation change and not going to make any financial implication either to BSNL or DoT, 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 basis.**

In view of the foregoing, we 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. Shri S.K. Gupta, Director (Fin), 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.