



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/Dir (HR)/2016

Dated 25th April 2016

To,

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

Subject: Request for filling up of all vacant SDE (C/E) / EE(C/E) posts on Seniority – cum – Fitness (SCF) basis

Reference: This Association letters of even no. dated 24/09/2015 and 22/03/2016.

Respected Madam,

We would like to bring to your kind notice regarding the acute stagnation in the grade of JTO (C/E) and SDE (C/E). The condition is so pathetic that the JTOs (C/E) completing more than 24 years of service in the same grade are still waiting for their first promotion to the grade of SDE(C/E). Similarly SDEs (C/E) have completed more than 20 years of service and their promotions are being stalled due to one reason or other. For the last seven years no CPC could be conducted for EE(C/E) promotion and as a result our executives are retiring without getting their legitimate promotions. This is also blocking the career progression of JTOs (C/E)

Madam,

The stagnation in the grade of JTO(C/E) is getting wider due to three reasons. The first one is due to arbitrary reduction of sanctioned posts in the grade of SDE (C) from 1383 to 1073 by the BW unit alone. The unilateral action by BW unit is very much unjustified and anti-staff. The second reason is that CPC could not be conducted for EE(C/E) grade for last seven years due to some indifferent and biased attitude of our senior BW officers when there was no court interference. Now there are around 150 vacancies in EE (E) grade and nearly 200 vacancies in EE (C) grade. Had the CPC been conducted on time, these number of JTOs(C/E) could have been promoted to SDE(C/E) grade which did not happen unfortunately. The last reason of stagnation is wrong calculation of vacancies in SCF and LDCE due to one or other reasons. To overcome the above stalemates the following proposals are submitted:

- i) Sincere efforts may be made for conducting CPC for promotion to the grade of EE(C/E) grade by considering all vacancies. It is worthwhile to mention that there is no provision of MT in MSRR for C/E streams. As far as court interference is concerned, adhoc promotion orders may be issued subject to the outcome of court decision in similar line with CAO/ DGM promotion cases. This will at least give some satisfaction & motivation to our senior executives besides paving way for promotion of JTOs to SDE grade.
- ii) There is a provision in SDE(C/E) RR that "... unfilled vacancies in LDCE can be diverted to SCF subject to the condition that the quota shall be restored in subsequent years." As the JTO(C/E) cadres are suffering like anything in terms of promotion and are feeling rejected and dejected all the vacancies including that of LDCE may be filled up under SCF in this recruitment year and the quota of LDCE may be restored in subsequent year. Further the posts of Looking after EEs may kindly be added in the vacancies of SDE for giving adhoc promotions as well. This will be a great relief to the senior JTOs (C/E).
- iii) If possible, a logical approach may kindly be made in calculation of vacancies under SCF & LDCE by stipulating it at 67% and 33% respectively. The calculation of quota of SCF & LDCE goes on changing from vacancy based (up to 1988) to post based (up to 2007/2013) and again to vacancy based as per Hon'ble Supreme Court's judgement/ DOPT guidelines/ BSNL endorsements. It is our sincere request to review the calculations as per the extant rules so as to bring some relief to our senior executives.
- iv) The arbitrary reduction of sanctioned posts in the grade of SDE© from 1383 to 1073 by the BW unit alone is unjustified and uncalled for. This has not been approved by the BSNL MC or BSNL Board and thereby reducing the BW unit's self-styled order as non-bonafide and will not stand the scrutiny of Law. Therefore the sanctioned strength may kindly be restored as reflected in the SDE (C) RR-2002. This will go a long way in improving the pathetic promotion scenario of Civil Wing.

In view of the above, your esteemed self is requested to kindly look into the matter and arrange for mitigation of stagnations/ frustrations/ court cases etc. by taking every possible step. And the process for filling up of all vacancies in the grades of SDE(C/E) & EE(C/E) shall be expedited and promotion orders shall be issued without much delay.

With Kind regards,

Yours sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy for kind information & necessary action to:

1. The ED (NB), BSNL CO, New Delhi.
- 2-4. The PGM (BW)/ (EW)/ (Arch), BSNL CO, New Delhi.