



**ALL INDIA  
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No. AIBSNLEA/CHQ/MoC/2007-08

Dated: 10-09-2007

To,

**Shri A Raja  
Hon'ble MoC&IT,  
Govt of India, New Delhi 110001.**

**Sub: - Immediate completion of the process of absorption of ITS Group 'A' officers in BSNL- Delay is adversely effecting the viability of BSNL.**

Hon'ble Sir,

We would like to bring to your notice that the absorption issue of ITS Group A officers in BSNL is yet to be resolved. The issue should be immediately settled so that viability of BSNL is not affected adversely. Presently, ITS officers are not concentrating towards developmental and maintenance work. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL and its employees.

As per the government policy, most of the group 'B' level officers throughout the country exercised their option & joined BSNL. Majority of group 'A' officers belonging to Civil / Electrical / Arch Engineering wings and Finance & Accounts officers have taken absorption in BSNL. But the majority of the ITS officers have not taken absorption in BSNL. These are the officers heading the circles / SSAs and are at the helm of affairs to implement the Govt./ BSNL HQ policies. But due to their continuous deemed deputation in BSNL they do not have sense of belongingness and not owning the responsibility. This has adversely affected the maintenance, operation and developmental work of BSNL. In GSM lines expansions, BSNL is now ranked at number 4 in Telecom sector and BSNL share in Telecom sector has drastically reduced to 20 % whereas, being the incumbent service provider (CPSU) its market share should have been 40 %. The BSNL profit for this year has also substantially reduced which has adversely affected the viability of BSNL. Procurement of store/ material has become a distant reality. Due to shortage of equipments and stores in field units, the customers demand is not being

met out. In this manner BSNL's growth & profit is shrinking day by day which is a matter of serious concern to the absorbed BSNL executives. The survival of BSNL is the survival of absorbed BSNL executives and non-executives.

The ITS officers are not at all concentrating towards maintenance and developmental work. The deemed deputation of ITS officers in BSNL ended in Oct 2005 itself but till date they are continuing on deemed deputation in view of court stay order. The court case is pending since last 2 years in hon'ble Delhi High Court wherein, more than 15 adjournments have taken place. Surprisingly on most of the hearings, the Govt. Additional Solicitor General (ASG) sought adjournments due to one or the other reason. It seems that DoT is also not interested to expedite the process of group 'A' officers absorption in BSNL at the earliest. The ITS officers are not at all interested to take absorption in BSNL but they want to enjoy the benefits of BSNL i.e. Vehicles, STD/ISD facilities, unlimited Broadband, allowance of Rs 2750 pm, PLI, BSNL MRS, Foreign Trainings, Management Courses, Promotion against BSNL group 'A' posts etc., keeping them on deputation. They are firm on their main demand to allow them to remain as Govt. Servants and work in BSNL on deemed deputation basis. They never showed any inclination to adopt BSNL & MTNL as their own organizations and shoulder the responsibilities and become accountable for the viability and growth of these two organizations. From the day one, a strong feeling in them started working that "BSNL is a sinking boat, Don't get absorbed and Try to make your own fortune to the maximum extent that you can". These officers are trying to drag the issue of absorption in the court as well as avoiding negotiation with the DoT administration to continue on deputation in BSNL.

Recently DOT vide no. 314-19/2007- STG-III dated 18-07-2007, has issued promotion orders of 144 STS of ITS Group 'A' officers to JAG level against BSNL posts to the deputationists and it is reliably learnt that DoT has processed the DPC for filling up vacant SAG level posts of BSNL from deputationists, is totally illegal. The Group 'A' posts of BSNL i.e. JAG/ SAG/ HAG cannot be filled up by promoting the deputationists ITS officers against these posts. At present, BSNL has not finalized the RRs of Group 'A' grades and in view of this the absorbed group A&B officers are not being promoted against STS/ JAG/ SAG/ HAG level posts in BSNL. The adhoc DEs working for more than 10 years have not been regularized on the pretext that RRs of Group 'A' in BSNL have not been finalized. The post based promotion introduced in BSNL Executive Promotion Policy has also been linked with pending absorption of group 'A' officers and till the time RRs of group 'A' cadres are finalized. Even the adhoc promotion orders are not being issued in BSNL to fill up about 3500 DEs vacant posts.

In this context we would like to draw your kind attention that the Group 'B' and Group 'A' officers who opted for BSNL as sincere and faithful officers by honouring the govt. decision and assurances from time to time, were expecting a preferential treatment from the govt. but surprisingly the deputationists Group 'A' officers are getting preferential treatment in BSNL in turn to have timely promotion.

In the above background, it is evident that the promotional avenues of absorbed BSNL executives in a calculated manner have been plugged, whereas the deputationists are being promoted in a regular manner against BSNLs JAG/SAG/HAG level posts in a illegal manner. About 7 years are over after inception of BSNL but no action has been initiated to RRs of group 'A' cadres, contrary to this BSNL board has unilaterally decided the RRs of Management Trainees in BSNL.

In view of the above, we would, therefore, request you to kindly intervene in the matter so that illegal promotion orders to fill up vacant JAG/SAG/HAG level BSNL posts from deputationists are not issued and ensure that the process of absorption of ITS Group 'A' officers in BSNL is completed at the earliest. After all BSNL has to survive for the sake of survival of the families of over 3.2 lacks BSNL employees who have adopted BSNL as their new destination.

With kind regards,

**Yours Sincerely**



**(Prahlad Rai)**  
**General Secretary**

**Copy to:**

01. Shri D S Mathur, Chairman TC & Secy DoT, Govt of India, New Delhi-110001.
02. Shri Kuldeep Goyal, CMD, BSNL, New Delhi-110001.
03. Shri V A N Namboodri, Convener, Joint Forum to take immediate action as per the decision of National Convention held on 7<sup>th</sup> Sept 2007 at New Delhi in this matter to safe guard the interest of BSNL as well as its 3.2 lacks employees.
04. Com. K Vallinayagam Chairman, Joint Forum, for information and n/a please.
05. Com. M B Vichare, GS NFTE, BSNL for information please
06. Com G L Jogi, GS SNEA (I), for information please.
07. Com V Suburaman, GS, TEPU for information please.