



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2020

Dated: 17.02.2020

To

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

Sub: Request for Promotion in all Streams/Grades in BSNL on 'Regular Basis' 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

Respected Sir,

Kindly refer to the above cited letters, wherein it was requested for the immediate issuance of Regular Promotion Orders in all the disciplines before the second week of January, 2020 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 absences 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.

In this regard, we hereby furnish the vacancy position of Executives in Various Streams on post VRS (01.02.2020) for your kind perusal.

Cadre	Sanctioned	Working (01.02.2020)	Vacant (01.02.2020)
Telecom Stream			
DGM (T)	1481	57	1424
AGM/DE (T)	9471	1746	7725
SDE	25591	7564	18027
JTO	37608	14710	22898
Finance Stream			
DGM (Fin)	462	32	430
CAO	1347	70	1277
Sr.AO/AO	5125	2065	3060
JAO	6703	2384	4319
Civil Wing			
SE	68	12	56
EE	222	67	155

SDE	1083	324	759
JTO	1379	164	1215
Electric Wing			
SE	34	04	30
EE	134	41	93
SDE	574	265	309
JTO	1112	331	781
Factory Wing			
DGM (TF)	14	01	13
AGM	26	03	23
SDE	98	25	73
JTO	149	20	129

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. JTOs recruited from 1988 in Arch wing, JTOs recruited from 1997 in Electrical and Telecom factory wings, Thousands of JTOs in Telecom wing from 1999, 2001 to 2008, 2010, 2013 etc., batches and JTOs recruited in 1998 in Civil Wing are waiting for their first promotion. BSNL Management could not issue regular promotions for many years due to 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 the years together. 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 regular promotion orders 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 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 concerned 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,

Sincerely Yours,
-sd-
S.Sivakumar
(General Secretary)

Copy 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 Arum Kumar, PGM (Pers.) BSNL CO, New Delhi- 110001.
4. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi-110001.