



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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No:-AIBSNLEACHQ/CMD/Prom/2025-28/142

Dated:-10.07.2026

To,

Shri A. Robert J. Ravi Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi.

**Subject: Request for Promotions of Eligible Executives in the Telecom Wing
Against all Vacant Posts.**

Respected Sir,

We sincerely appreciate your visionary leadership and continuous efforts to transform BSNL into a technology-driven organization. Under your guidance, the management has successfully introduced several innovative indigenous applications and digital platforms such as My Office, Sanchar Mitra, and other in-house solutions by effectively utilizing the exceptional talent available within BSNL.

However, it is unfortunate that the same in-house talent has not received its legitimate career progression. The Departmental Promotion Committee (DPC) promotions from SDE (Telecom) to AGM (Telecom) have remained pending since 2024, whereas the promotions through the Limited Internal Competitive Examination (LICE) were completed last year.

Similarly, the promotions from AGM (Telecom) to DGM (Telecom) have remained stalled in the name of a court case. As a result, the entire promotion chain has come to a standstill, leaving a large number of middle management posts vacant. To meet operational requirements, these vacancies are being managed through look-after arrangements at the Circle level instead of regular promotions.

Under the present arrangement, AGMs are entrusted with the look-after charge of DGM posts due to administrative exigencies. Consequently, they are effectively discharging the responsibilities of both AGM and DGM but practically on look after posting only. This adversely impacts the promotional prospects of eligible executives in

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the feeder cadres, despite there being no legal impediment to their promotions and no additional financial implication for BSNL.

We, therefore, respectfully request the management to consider taking appropriate steps to expedite the pending promotion process. Wherever promotions are held up due to judicial proceedings, the management may consider filing the necessary affidavit seeking permission to effect promotions subject to the final outcome of the court case.

Alternatively, wherever regular promotions to a particular grade cannot be carried out for a prolonged period because of legal constraints, the sanctioned strength of that grade may temporarily be merged with the sanctioned strength of the feeder grade until the matter is finally decided by the Court. Promotions may then be granted in the feeder cadre so that the combined working strength equals the combined sanctioned strength.

It is pertinent to mention that an executive holding a look-after, ad hoc, or officiating charge performs the duties of the higher post only on a temporary basis, while the substantive post held by that executive continues to remain vacant. Therefore, a single executive should not be treated as occupying two posts simultaneously. The substantive vacancy should be considered available for regular promotion, thereby enabling deserving executives in the lower grades to receive their due career progression without affecting the outcome of the pending litigation.

Such a pragmatic approach would ensure continuity of administration, improve organizational efficiency, enhance employee morale, and provide long-awaited career progression to deserving executives. It would also reinforce BSNL's commitment to recognizing and nurturing its in-house talent, which has been instrumental in the organization's ongoing digital transformation.

We firmly believe that the management will take a sympathetic and positive view of this genuine issue and initiate the necessary action to expedite the promotion process in the larger interest of both the organization and its executives.

With kind regards,

Your's sincerely,



[Abhishek Jain]

General Secretary,
AIBSNLEA

Copy to:

1. The Director (HR), BSNL Board New Delhi for kind information and necessary action.
2. PGM (Pers.) BSNL Corporate Office, New Delhi for information and necessary action.