



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

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**No: AIBSNLEA CHQ/CMD/AC.Promo/2025-28/154**

**Dated: 18.09.2026**

**To**

**Shri A. Robert J. Ravi Ji,**  
**Chairman cum Managing Director BSNL,**  
**Bharat Sanchar Bhawan, H.C. Mathur Lane,**  
**Janpath, New Delhi-110001**

**Subject: Request for immediate issuance of Promotion orders from Accounts Officer (AO) to Chief Accounts Officer (CAO) on Regular basis.**

**Ref. No:- Hon. High Court CHD. order dt 15.09.2026 in CM-14431-CWP-2026 & CM-14432-CWP-2026 in CWP-12795-2024**

**Respected Sir,**

On behalf of AIBSNLEA and reference of Hon'ble High Court of Punjab & Haryana Chandigarh order dated 15.09.2026, cited above, we earnestly submit the following for your kind consideration and request for your kind intervention and necessary directions to the concerned authorities for early conduction of CPC and issuance of regular promotion orders from AO to CAO in Accounts cadre.

Sir, the Hon'ble High Court of Punjab & Haryana at Chandigarh, in its interim latest order dated **15.09.2026**, while considering the matter, observed that the Hon'ble Supreme Court of India vide order dated 24.03.25 had passed that *"there are vacancies and the promotions are not being allowed whereas, in the present case, the promotions have already been allowed...."* The observations of the Hon'ble Court may kindly be considered while taking further action in the matter.

It is also pertinent to mention that the Hon'ble Punjab & Haryana High Court has observed in the matter that:

*"Since there is no legal impediment regarding this cadre, the management should proceed to provide relief to the working executives."*

It is also not out of point to mention here that there will be NO FINANCIAL IMPLICATION while issuing the AO to CAO promotion orders in E4 IDA pay scale since all eligible AOs are already getting over and above E4 scale.

The Finance stream is the backbone of BSNL's financial and operational administration. However, a considerable number of CAO posts, more than 90%, are lying vacant in various Circles, resulting in the following difficulties:

- **Increased workload:** Existing CAOs are required to handle additional charges of multiple units.
- **Career stagnation:** Eligible AOs who have completed the prescribed residency period under the Recruitment Rules have been awaiting promotion for a considerable period.
- **Operational difficulties:** The shortage of regular CAOs affects financial decision-making, statutory compliance, audit-related functions and effective financial administration.
- **Retirement of eligible AOs:** A number of eligible AOs (1996 batch JAOs onwards are waiting for their 2<sup>nd</sup> promotion as CAO) are retiring every month without receiving their due promotion, resulting in permanent loss of their legitimate career progression.

In view of the above, we earnestly request your kind intervention and suitable directions to the concerned unit to expedite the process for regular promotion from AO to CAO.

The preparatory activities, including Vigilance Clearance (VC), verification/finalization of the seniority list and identification of eligible executives, may kindly be completed in a time-bound manner so that there is no administrative bottleneck in convening the Departmental Promotion Committee (DPC) and issuing promotion orders at the earliest.

Early completion of the promotion process will provide long-awaited career progression to eligible AOs and simultaneously strengthen the financial administration and functioning of BSNL.

We therefore request your kind intervention for a positive and time-bound resolution of this long-pending issue.

With warm regards,



**Abhishek Jain**

General Secretary, AIBSNLEA

Copy to:-

1. Shri K. Balaji , JS(Admin) for information and kind intervention pl.
2. Dr. Kalyan Sagar Nipani Ji, Director (HR), BSNL Board for information and kind intervention pl.
3. Shri Rajiv Kumar Ji, Director (Fin) BSNL Board for information and kind intervention pl.
4. Sh Rajeev Kumar Kaushik Ji, PGM(Pers) for information and necessary action pl.
5. Shri Shailendra Kumar Bhardwaj Ji, PGM(EF) for information and necessary action pl.