



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

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No: AIBSNLEA/CHQ/CMD-BSNL/2026/

dated 10.04.2026

To,

Shri A. Robert J. Ravi
CMD BSNL
Corporate Office, New Delhi

Subject: Request for Promotion against Vacant Posts in All Streams (Telecom, Finance, Civil, Elect., CSS, CSSS, PA, PS, PPS, OL etc.) for eligible BSNL Executives- reg.

Respected Sir,

On behalf of AIBSNLEA, we would like to draw your kind attention to the growing dissatisfaction and demotivation among executives due to the prolonged delay in promotions across all streams.

At present, a sufficient number of vacancies are available across all streams whereas several eligible executives are waiting for their legitimate promotion for years together. It is fact that in few cadres there are some court cases related to seniority and reservation etc. are pending such as Telecom and Finance, and BSNL is not issuing for regular promotions in these streams. However, in several other streams such as Civil, Electrical, PA/PS, CSS, CSSS, Hindi Rajbhasha Adhikari etc. there is no such court case pending but eligible promotions are not issued in time.

In such situations where regular promotions are not feasible at present due to pending litigations, the most practical and equitable solution is to grant ad-hoc promotions. A large number of posts are currently lying vacant across Circles, leading to several operational and administrative difficulties are being faced, as indicated below:

1. Increased Workload:

In the absence of regular or ad-hoc promotions, look-after arrangements are being issued everywhere including field units. This has substantially increased the workload on executives. Consequently, many executives are reluctant to accept such look-after assignments due to the additional responsibilities without corresponding career advancement.

2. Career Stagnation:

Many eligible executives have already completed the prescribed residency period as per the Recruitment Rules (RRs) and have been waiting for years for their legitimate career progression.

3. Operational and Administrative Challenges:

The shortage of officers due to vacant posts adversely affects critical decision-making, statutory compliance, project execution, and administrative efficiency.

4. Retirement without Promotion:

A significant number of eligible executives are retiring every month without receiving their due promotions despite the fact that they are eligible and sufficient vacancies are also available, resulting in permanent loss of career progression, financial benefits, and social recognition.

In view of the above, we earnestly request your kind intervention to direct the concerned officer to expedite the promotion process. In streams where court cases are pending, ad-hoc promotions may kindly be considered against all available vacancies. In streams where no court cases are pending, regular promotions may be considered without further delay.

Further, while considering ad-hoc promotions, we humbly request that all vacant posts be taken into account without making separate distinctions between Seniority Quota (SQ) and Competitive Quota (CQ) vacancies. This approach is consistent with the existing practice followed for Look-After (LA) arrangements, wherein all available vacancies are considered because both ad-hoc promotions and LA arrangements are temporary in nature and do not alter the substantive cadre position of the executive. The distinction between SQ and CQ becomes relevant only when regular promotions are effected under the applicable MSRR provisions.



This step will not only boost the morale of executives but also help ensure smooth functioning, improved administrative efficiency, and effective service delivery within BSNL.

We sincerely hope for a positive and time-bound resolution of this long-pending issue.

With warm regards,



Abhishek Jain
General Secretary
AIBSNLEA CHQ

Copy for kind information and necessary action to:

1. Shri Dr. Kalyan Sagar Nippani Ji, Director (HR), BSNL Board New Delhi-110001.
2. Shri. Rajeev Kumar Kaushik Ji, PGM (Pers.) BSNL CO, New Delhi-110001.