



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Only Recognized Executives' Association in BSNL)

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All Communications to  
the General Secretary

**K. Sebastin, General Secretary**  
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**No: SNEA/CHQ / Assns/2018-21/02**

**Dated 28<sup>th</sup> October, 2019.**

**To**

**Com -----,**  
**General Secretary,**  
**SEWA BSNL/AIBSNLOA / BEA/ BSNLOA / TOA BSNL / AITEEA.**

**Sub: Agitation programs demanding implementation of non-post based time bound functional promotion approved by the BSNL Board on 28.05.2018. Request to support and join the agitation w.e.f 04.11.2019:**

**Dear Com,**

As we all know, the limited promotion avenues available in BSNL also not materializing for the last so many years due to various reasons. This is mainly due to the post based promotion policy followed in BSNL. BSNL Executives are absorbed /recruited on the promise of non-post based time bound functional promotion upto JAG Selection Grade. Instead of implementing the non-post based time bound functional promotion upto JAG Selection Grade, BSNL deliberately continued with post based promotion followed by DoT and Govt Depts. By this BSNL management denied the opportunity to the highly qualified, talented and experienced BSNL Executives get the timely promotion and reach the higher positions like GM/CGM. It was a conspiracy to keep the Executives below DGM level.

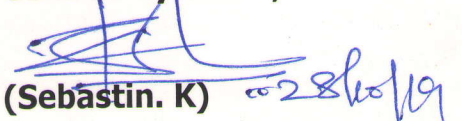
Against this high handedness, several agitations took place and succeeded to great extend by the approval of the non-post based time bound functional promotion policy upto AGM Grade in E4 scale by the BSNL Board. BSNL Board approved the policy on 28.05.2018 and directed BSNL to implement it complying with the Govt guidelines on reservation. We are trying for its implementation for the last 16 months. The unabsorbed ITS officers working on deputation to BSNL are given designation change but the BSNL Executives are continued to deny the designation change even after the decision of BSNL Board.

Now BSNL management is going ahead with post reduction in the name of VRS and restructuring without switching over to non-post based time bound functional promotion approved by the Board. By this, the existing promotion avenue also will be choked.

In this contest we are duty bound to protect the interest of the Executives. SNEA, being the Recognised Executives Association is having more responsibility also. It decided to launch agitation programs w.e.f 04.11.2019 demanding switch over to non-post based time bound functional promotion approved by the BSNL Board, before the post reduction, VRS and restructuring of BSNL.

**We seek the support of your Association with a request to join the agitation for the welfare of all the Executives.**

**Comradely Yours,**

  
**(Sebastin. K)**