

# Sanchar Nigam Executives' Association

## (Only Recognised Executives' Association in BSNL)

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the General Secretary



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**SNEA/CHQ/CMD/2018-21/78**

**Dated 07.04.2020.**

To

**Shri. P. K. Purwar,**  
**Chairman and Managing Director,**  
**BSNL, New Delhi.**

**Sub: No initiative from BSNL management for Regular promotion to different Grades eventhough field functioning is seriously affected due to acute shortage of Officers of DE/CAO and DGM Grade. It will affect the services and the revenue in the coming days. In the name of VRS, Restructuring and court cases on Reservation or Seniority, all promotions stopped since 29.06.2018. The temporary Look after arrangement should end in 3 months, by 30.04.2020 as per the order.**

**After the recent judgment of Hon CAT, Chandigarh declaring the SDE(T) to DE(T) and JAO to AO promotion orders issued on 29.06.2018 as PROVISIONAL and directing BSNL to review the promotions within 6 months by extending reservation as per Nagaraju judgment, no option left with the management other than issuing non-post based time bound functional promotions through BSNL Executives Promotion Amendment & Recruitment Rules, 2017 (BEPPARR 2017or CPSU Cadre Hierarchy) approved by the BSNL Board on 28.05.2018. All along, this Assn is pleading for that, fully knowing the ground realities:**

**Respected Sir,**

Kindly refer the letters from this Association requesting to take immediate actions to give regular promotions in various Grades instead of LA arrangement. The VRS has created vacuum in the middle level managerial cadres at DE/CAO and DGM level. The precarious situation in some of the important cadres in BSNL is given below. The situation in other wings like Civil, Electrical etc are not different.

	<b>Grade</b>	<b>Existing Cadre strength</b>	<b>Working strength</b>
<b>1</b>	<b>DGM (T)</b>	<b>1481</b>	<b>270</b>
<b>2</b>	<b>DGM (Finance)</b>	<b>462</b>	<b>32</b>
<b>3</b>	<b>AGM(T) or DE (T)</b>	<b>9470</b>	<b>700* (plus 800 looking after as DGM)</b>
<b>4</b>	<b>CAO</b>	<b>1347</b>	<b>70**</b>

\* Out of 1500 AGMs, more than 800 AGMs are Looking After as DGM(T). Remaining working AGM(T) is less than 700 whereas 6,500 AGMs were working one year back. At the same time, SDEs with 15 years of service are waiting for promotion as AGM/DE.

\*\* The 70 CAOs are not even sufficient even to man the vacant IFA/DGM(Fin) posts.

**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 1<sup>st</sup> promotion.**

**II.** The Pers section which is supposed to assess the situation and take initiative for Regular promotion is miserably failed or almost defunct we can say, taking shelter of Court cases on Reservation or Seniority, ignoring or hiding the fact that it got approved a new non-post based Promotion Policy, **namely BSNL Executives Promotion Amendment & Recruitment Rules, 2017 or CPSU Cadre Hierarchy** free from Reservation and Seniority related issues which can end all the existing court cases. The Officers of Pers section very well know that all the post based promotions are stopped for the last so many years due to litigations but not taking any proactive step for overcoming it by implementing the new non-post based promotion policy approved by the Board. During last 2 years since 29.06.2018, new assurances are made on each occasion, without any fruitful outcome other than increase in the number of court cases. The main reasons, stopping the promotions are given below:

- i) JTO(T) to SDE(T)** promotion due to i) contempt case on seniority and ii) Reservation.
- ii) JTO(Civil/Elect/Arch) to SDE(C/E/Arch) LDCE** due to court case on Reservation.
- iii) SDE(T) to DE(T)** promotion due to contempt case on Reservation issue and recent court order declaring the earlier promotion as **PROVISIONAL**.
- iv) AO to CAO** Promotion due to court case on Reservation issue.
- v) SDE(C) to EE(C)** due to seniority issue among Diploma and Engg Degree holders.

The Officers on LA basis are supposed to just maintain the services and they are not supposed to focus or plan on the future of the organizations as their posting is on temporary basis.

**The present status of promotions in different cadres is given below to understand the huge stagnation and disparity in promotion among different wings:**

<b>Grade</b>	JTO(Arch) to SDE	JTO(C) to SDE	JTO(E) to SDE	JTO(TF) to SDE	JTO(T) to SDE	JAO to AO
Executives waiting for promotion from	<b>1988</b>	<b>1994</b>	<b>1998</b>	<b>1995</b>	<b>1999</b>	<b>2015</b>
<b>Grade</b>	SDE(C) to EE(C)	SDE(E) to EE(E)	SDE(TF) to AGM(TF)	SDE(T) to DE(T)	AO to CAO	
Executives waiting for promotion from	<b>1998</b>	<b>2000</b>	<b>2001</b>	<b>2004</b>	<b>2008</b>	

**III. Management should have plan for the smooth career progression of the Executives, especially the young generation who is having 20 to 30 years of service left. Unfortunately management is planning just the opposite:** Today the career of an Executive recruited as a JTO/JAO is ending up as an SDE/AO or maximum as a AGM/CAO/EE. They are not even allowed become a regular DGM or GM. It is suspected that it is a clear strategy to continue the ITS officers on deputation even after 2023. DoT and BSNL management is reluctant to give timely promotion on regular basis to the Executives and did not allow the Executives to move forward. To deny future career growth in all possible manners, management introduced Adhoc or Officiating or LA promotion instead of regular promotion. Conveniently, management implemented some of the provisions of CPSU Cadre Hierarchy by declaring the posting of JTOs and SDEs interchangeably. If post based promotion and Hierarchy is to be maintained, then the hierarchy of JTO reporting to SDE and SDE to DE should have continued. **Management is creating conflict among the Executives and different Assns to implement their agenda of NO REGULAR PROMOTION.**

**IV. The contempt case and the recent judgment in SDE to DE and JAO to AO promotion on reservation issue complicated further promotions:** As per the information (judgment copy to be received), Hon CAT Chandigarh declared the SDE to DE and JAO to AO promotion **PROVISIONAL** and directed BSNL to form a Committee and review the promotions within 6

months by extending reservation as per Nagaraju judgment. Any post based promotion to DE cadre is possible only after this review and endless litigations, endorsing the need for non-post based promotion. This means no promotion from SDE to DE or AO to CAO Grade is possible in the near future. Similarly any other post based promotion also will end up in the same type of litigations. **Is it the intension of BSNL management?**

**V. BSNL Board approved BSNL Executive Promotion Policy Amendment & Recruitment Rules 2017 (BEPPARR) in the meeting held on 28.05.2018:** While approving the Policy, Board directed the management to comply with: "**Reservation Policy Requirements of the Govt of India and Court orders**". Implementation of the new Promotion Policy as approved by the Board, complying with the "**Reservation Policy Requirements of the Govt of India and Court orders**" will protect the interest and career aspirations of all sections of BSNL Executives. There is no need for apprehension from any corner. The Govt guidelines from time to time will automatically apply on BSNL.

**VI. Huge savings for the Management in terms of legal expenditure and additional increment:** BSNL got the new promotion policy approved in order to save huge legal expenditure on court cases and savings on the additional increment provided on post based promotion which is opposed by DoT. BSNL is spending lakhs of Rupees as legal expenditure and fighting about 100 cases related to promotions, from Tribunal to Hon Supreme Court. All these litigations are for promotions and once promotions are streamlined, all the litigations will end with huge savings for BSNL. Similarly the additional increment also automatically goes.

**VII. The new promotion policy is to be implemented w.e.f. 01.07.2018 for maintaining Parity and relative seniority with the juniors promoted on 29.06.2018:** Considering the abnormal delay occurred for promotions in different cadres due to Reservation and seniority issues (last JTO to SDE promotion issued in 2011), BSNL proposed to implement the new promotion policy w.e.f. 01.01.2017 but BSNL Board approved it from 28.05.2018 onwards only. Since the juniors in other streams are already promoted on 29.06.2018, to maintain the parity and to protect the relative seniority, the new promotion policy is to be implemented w.e.f. 01.07.2018 itself. This will give some relief to the seniors who are waiting for promotion for many years and lost many years of service and weightage for their future promotions. There are two review (promotion) dates in each year, 1<sup>st</sup> Jan and 1<sup>st</sup> July, the new policy can be implemented w.e.f. the immediate review date of 01.07.2018.

**VIII. Residency period for promotion from SDE/AO to AGM/CAO for the existing SDE/AOs can be reduced from 12 years to 8 -10 years after the massive VRS:** After examining the retirement profile upto the year 2027, BSNL proposed SDE/AO to AGM/CAO promotion after 8 to 12 years. Now, large number of Executives working as SDE/AO/AGM/CAO took VRS and now the residency period can be reduced from 12 to 8-10 years, uniformly.

**Sir, implementation of the new non-post based, time bound functional promotion policy approved by the BSNL Board w.e.f. 01.07.2018 for all the eligible Executives is the only viable alternative to ensure timely Regular Promotions and parity with those promoted on 29.06.2018. Further, it will end all the litigations for promotion.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:** 1. Shri. Ravishankar Prasad, Hon MoC, Sanchar Bhavan for kind intervention pl.  
2. Shri. Anshu Prakash, Secretary (Telecom), DoT, Sanchar Bhavan for kind intervention pl.  
3. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.  
4-7. DIR(Fin)/DIR(CFA)/DIR(CM)/DIR(EB), BSNL Board for info and n/a pl.  
8. Shri. Arun Kumar, PGM (Pers), BSNLCO for information and n/a pl.