

# Sanchar Nigam Executives' Association

## (Only Recognised Executives' Association in BSNL)

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All Communications to  
the General Secretary



**Sebastin. K, General Secretary**  
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**SNEA/CHQ/CMD/2018-21/79**

**Dated 07.04.2020.**

**To**

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

**Sub: Onetime relaxation in the qualifying service may be granted for Promotion from DE(T)/CAO to DGM(T/Fin) Grades to fill up all the vacancies on regular basis, with no financial implications. All the DEs are having sufficient experience in the DE cadre on Officiating/Adhoc/regular basis and satisfy the spirit of the RR provisions:**

**Respected Sir,**

As explained in our earlier letters, VRS has created complete vacuum in the DGM(T) and DGM(Fin) grades. More than 80% of DGM(T) posts and 95% of DGM(Fin) posts are vacant today as DE/CAOs completed the qualifying service of 4 years are not available. **The BSNL operations, planning and growth will have huge adverse impact if it is continued as it is.**

	<b>Grade</b>	<b>No of posts</b>	<b>Working</b>	<b>Vacancy</b>	<b>% of shortage</b>
<b>1</b>	<b>DGM (T)</b>	<b>1481</b>	<b>270</b>	<b>1211</b>	<b>80</b>
<b>2</b>	<b>DGM (Finance)</b>	<b>462</b>	<b>32</b>	<b>430</b>	<b>95</b>

BSNL is managing the affairs just with Look After arrangement from DE/CAO to DGM grade. In other words, all these DE/CAOs are already entrusted the charge of DGMs and functioning as DGMs. At the same time they will not get any benefit like counting of service for promotion to the next higher Grade of Jt GM after 5 years etc. Before they are promoted as DE/CAO on regular basis in 2018-19, they were working as DE/CAOs on Officiating /LA basis for years and have sufficient experience. For example, after the promotion on 20.08.2014, next SDE to DE promotion order issued only on 29.06.2018, due to court cases on reservation and seniority. At the same time all these SDEs were officiating/LA as DEs during this period, for years together and they already got sufficient experience as DE. The BSNLMS RR 2009 stipulates 4 years of REGULAR service as qualifying service for DGM promotion which is to be relaxed.

**Sir, considering their experience as DE/CAO for more than 4 years on Officiating/ LA or regular basis and the urgent requirement of Executives at DGM Grade, it is requested to give onetime relaxation for the qualifying service for promotion to DGM Grade. This will help BSNL to fill up the DGM posts on regular basis.**

**With kind regards,**

**(Sebastin. K)**

- Copy to:** 1. Shri. Anshu Prakash, Secretary (T), DoT, Sanchar Bhavan for kind intervention pl.  
2. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.  
3-6. DIR(Fin)/DIR(CFA)/DIR(CM)/DIR(EB), BSNL Board for info and n/a pl.  
7. Shri. Arun Kumar, PGM (Pers), BSNLCO for information and n/a pl.