

# Sanchar Nigam Executives' Association

## (Only Recognised Executives' Association in BSNL)

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All Communications to  
the General Secretary



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**SNEA/CHQ/CMD/2018-21/86**

**Dated 18.05.2020.**

To

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

### **REMINDER**

Respected Sir,

**Sub: BSNL Executives are waiting for their Regular promotion from 01.07.2018 onwards through the amended EPP approved by the BSNL Board on 28.05.2018 which provides non-post based time bound functional promotions upto AGM Grade in E4 scale as followed in other CPSUs. There is No financial implication for BSNL or DoT. After VRS, upto 95% positions in important Grades lying vacant, seriously affecting the field functioning. Executives are getting demoralized day by day and it started affecting the services and the revenue. Look after arrangement should be stopped; instead, Regular promotion is to be provided for the smooth career growth of the Executives as assured by DIR(HR) and his team in the meeting held on 05.05.2020.**

**Ref: 1. SNEA/CHQ/CMD/2018-21/78 Dated 07.04.2020.**  
**2. SNEA/CHQ/CMD/2018-21/70 Dated 12.02.2020.**  
**3. SNEA/CHQ/CMD/2018-21/65 Dated 14.01.2020.**

Kindly refer the letters under reference above and the earlier letters dated 14.08.2019, 14.10.2019, 16.11.2019 and 22.11.2019, continuously requesting the management to take immediate actions for regular promotions in various Grades, instead of LA arrangement. As explained in the earlier letters, promotion to almost all the cadres, i) JTO(T) to SDE(T), ii) JTO(C/E/Arch) to SDE(C/E/Arch) LDCE, iii) SDE(T) to DE(T), iv) AO to CAO and v) SDE(C) to EE(C) are held up for years together due to court cases on Reservation & Seniority. The JAO to AO and SDE(T) to DE(T) promotion issued on 29.06.2018 also come under litigation and in the contempt case on Reservation issue, Hon CAT declared the promotion as "**Provisional**". Same situation prevails for promotion to other cadres also due to various Supreme Court and lower court judgments on "Reservation in promotion". DoP&T also not giving any clarification on this subject.

In order to overcome the litigations related to Seniority and Reservation which arise out of the Govt. structure followed by BSNL and to change over to the CPSU structure, BSNL management decided to switch over from "**Post based promotion followed in Govt. Depts**" to Time Bound functional promotion policy namely, "**BSNL Executives Promotion Amendment & Recruitment Rules, 2017 (BEPPARR 2017 or CPSU Cadre Hierarchy)**" as followed in all other CPSUs by amending the existing EPP 2007. The decade old seniority related court cases started in DoT era and the Reservation issue due to post based promotion is proposed to address in the new policy. The amended EPP 2007 is approved by the Board on 28.05.2018 and by that policy, the Executives are due for their promotion from 01.07.2018, i.e. the immediate review date as defined in the promotion policy. **In other words, the promotion to all the eligible Executives is due from 01.07.2018 onwards.**

**In the last agenda meeting with the Director(HR) and the HR team on 05.05.2020,** detailed discussion held regarding the deadlock situation in the promotion to different Grades. After examining various judgments on reservation, management come to the conclusion that post based promotion cannot be given in the near future and BSNL will work out the implementation of the non-post based Time Bound functional promotion approved by the BSNL Board.

It is observed that, BSNL management was deliberately dragging the promotion and putting the career of the Executives at great risk. At the early stage of their career itself, they are getting demoralized and dejected. Same time there is no hindrance in the promotion at the top level!

- 1. BSNL top management and those in the Board level are getting atleast 4 to 5 promotions. Is it not their responsibility to ensure promotion for their Executives? Can they simply ignore the fact that JTOs recruited in 2001 year through an All India Competitive examination from among lakhs of applicants are waiting for their first promotion? Thousands of Executives in higher scales are working in the entry level of JTO for 5 to 30 years (joined in 1988) and waiting for their 1<sup>st</sup> promotion?**
- 2. When a Group A Officer in BSNL gets time bound promotion along with designation change from E4 to E9 scale with the designations of Asst General Manager → Dy General Manger → Jt GM → Addl GM in 17 years and then GM to Sr GM also, a JTO(T) joined in 2001 is still continuing as JTO! JTO(Arch) joined in 1988 still continuing as JTO!**
3. Un-interrupted promotion, in some cases excess promotion is given at GM and CGM level for which management is not having any reluctance at all. Even on their last working day, some are given promotion, we welcome that. But in the case of BSNL's own Executives, thousands of Executives retired without promotion when there was no hindrance for giving them promotion.
4. Government approved the VRS package on 23.10.2019 and implemented it by 31.01.2020. The VRS has created huge vacuum in all the Cadres, upto 95% in some Grades, as shown below. The situation in other wings like Civil, Electrical etc. is also the same.

	Grade	Sanctioned strength	Working strength after VRS		% of shortage
			Number	%	
1	SDE(T)	20399	7550	37.03%	62.97%
2	AO	3725	2060	55.35%	44.65%
3	AGM(T)/DE (T)	9470	1426	15.06%	84.94%
3	CAO	1347	70	05.12%	94.88%
4	DGM (T)	1481	270	18.23%	81.77%
5	DGM (Finance)	462	32	06.92%	93.08%

5. The Pers section knowing very well that post based promotions are not possible in the near future due to litigations but not taking any proactive steps for overcoming it by implementing the new non-post based promotion policy approved by the Board. Last 2 years, new assurances are made on each occasion, without any fruitful outcome other than increase in the number of court cases. The contempt case and the recent judgment in SDE to DE and JAO to AO promotion on reservation issue complicated further promotions and any other post based promotion will end up in the same type of litigations.
6. There is no financial implication for BSNL or DoT. 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, upto Hon SC.

7. Naturally, everyone expected that the due promotion will be given during the implementation of VRS. However even 3 months after the VRS on 31.01.2020, nothing happened, making things worse. The present status of promotions in different cadres is given below to understand the huge stagnation and disparity in promotion among different wings:

Grade	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>
Grade	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>	

8. 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, 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 to become a regular DGM or GM.
9. Considering the abnormal delay for promotions in different cadres due to Reservation and seniority issues, 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. There are two promotion dates in each year, 1<sup>st</sup> Jan and 1<sup>st</sup> July of the year.
10. While approving the new Policy by amending EPP 2007, 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. The Govt guidelines from time to time will automatically apply on BSNL.
11. **The LA arrangement should be purely temporary one and should not be extended as LA service is not counted as service for future promotions.** The Officers on LA basis are supposed just to 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.

**Sir, last two years, no one promoted, that also when all are working hard for BSNL Revival. Revival is possible only with a motivated workforce, especially Executives. The implementation of the new non-post based promotion policy approved by the BSNL Board w.e.f. 01.07.2018 for all the eligible Executives is the only alternative to ensure timely Regular Promotions and parity with those promoted on 29.06.2018.**

With kind regards,

(Sebastin. K)

**Copy to: 1. Shri. Anshu Prakash, Secretary, DoT for kind intervention pl.**

2. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for urgent intervention pl.

3-5. DIR(Fin)/DIR(CFA)/DIR(CM), BSNL CO for info and n/a pl

6. Shri. Arun Kumar, PGM(Pers), BSNL CO for info and n/a pl.

7. Shri. A. M. Gupta, GM/SR, BSNL CO for info and n/a pl.