

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/Dir HR /2022-23

Dated 20th December 2022.

Sub: Request for kind intervention for settlement of the ongoing stalemate in SDE to EE Civil promotions.

Respected Sir,

We would like to express our sincere thanks and gratitude to the BSNL management for giving promotion to the AGM cadre in BSNL. The promotion has happened in almost streams except Civil and Accounts wing and on this front also the action by management is very proactive. We convey thanks and appreciate the efforts taken by the management for finding solutions for the court cases.

With feedback from all parties involved in the pending court cases granting stay on EE Civil Promotions and review on the issue pertaining to the promotions to the cadre of EE Civil it is seen that, it is not the dispute on the seniority list created the problem, rather, it is the drastic reduction of vacancies on restructuring has led the executives of the wing in despair thus compelling them to complain, moving to court and further litigations.

It is needless to mention the importance of civil wing in revival of BSNL post VRS scenario, as they are pivotal in land monetization, renting out BSNL properties and 4G saturation projects which are key areas for the Revival package 2.0. It is a well known fact that BSNL is unable to achieve the milestones and targets set out by the ministry and DOT in land monetization and renting out of BSNL properties which has direct impact on revival and progress of BSNL.

It can be seen that, lack of right manpower at right positions, mainly at SE/EE post is the main reason for this level below the desired performance. Due the stalemate in promotions of civil wing, many big circles are not having a single SE or EE at the helm of affairs to perform the duty of middle management. The working strength of Executive Engineers is 49 against 135 sanctioned posts and 86 posts of EEs are vacant. Rather, highly qualified and vastly experienced executives are utilized at lower posts with much higher salary and it is affecting the increased works of land monetization and the civil wing activities overall. There existed a post of AGM (Land & Building) in each circles before restructuring.

If those 31 posts of AGM L&B are reinstated, the land monetization and renting out business will be improved drastically, which is the need of the hour. These extra posts created by such an action, to meet the additional works for next 3 years can be surrendered once the equal number of AGMs retired on superannuation in the year 2026.

The Executive Engineer post contains specific vested powers to meet out the requirement of State Government authorities and LSGs for land related and other statutory works. The state governments normally do not entertain any correspondence below the rank of EE/AGM or its equivalent cadre. Considering the fact that all eligible SDEs are in E5 and E6 scales, no financial implications will be incurred on this account, these executives can be utilised better by giving promotions.

There were 222 Executive Engineer posts existed in BSNL in the pre-restructuring scenario. The restructuring in BSNL was done based on BA concept with DEL and allied criteria which was not fitting to the nature of Civil wing, which SNEA had pointed at the time of restructuring. In fact the work load of Civil Wing increased manifold when the land monetization and renting out became one of the major portfolio of the department and the target set for the same is closely monitored by the GOI/DoT. Rather than reducing the posts, an increase in posts would have served the purpose in better way for scarce revenue in time bound manner.

Further, there is no recruitment of MT in civil wing till date means there will be no eligible candidate from MT quota for promotion of EE (C) at least in coming 5-6 Years. Considering all SDEs in the Civil wing have crossed the age of 50 which is the maximum age limit in MSRR, these 27 posts can be diverted for promoting the eligible SDEs Civil as EEs Civil as there is no single SDE eligible for MT vacancies.

Further the land monetization work will be for limited period of 3 to 5 years and thereafter the post of AGM vacant with retirement can be reviewed and reduced if situation demands for same.

As the restructured vacancies is due for a review , but yet to discuss in BSNL, a practical solution to the stalemate can be made by converting the 27 vacancies earmarked for MT in civil wing at EE cadre and make promotions from the SDE cadres, where enough eligible candidates drawing DGM salaries are available in-house. It is evident that recruitment of MT would rather make extra burden on the exchequer when in-house highly competent eligible executives are being paid heavily under EPP and underutilized.

As we all reckon, the revival package is highly depended up on the revenue generated from land monetization which is expected from the dedicated efforts of executives in civil wing. When the government is making its earnest effort to revive the company with Hon. Minister of Communication is leading the revival path with inspiring leadership, any act of solving the stalemate and making the civil wing stronger and dynamic will help our company to flourish.

It is submitted that, there is essential and immediate need of more numbers of Superintending Engineers and Executive Engineer (Civil), which will not only end the stalemate in promotions but also to meet the field requirements for fast land monetization, optimum renting out and 4G execution project in BSNL. The point wise details are given below.

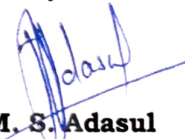
- There are 12 posts vacant in SE/DGM (Civil) cadre and 8 eligible candidates are waiting for the promotions since 2019 and more will be eligible by 01/01/2023.
- There are 108 internal quota + 27(MT) quota, total 135 sanctioned posts of Executive Engineer (Civil) in BSNL as per approved restructuring plan of BSNL. Apart from this, 31 posts of AGMs for land monetization works needs to be reviewed and added in strength.
- Thus there are 86+31=117 posts of Executive Engineer (C) vacant as per the existing workload which makes the working of Civil wing more difficult.
- It may be seen that with availability of 107 posts of EE Civil and here with a review, 117 posts will be available for EE promotions, the applicants and private respondents will be covered in SDE to EE promotions and the ongoing court case and stay thereof will come to end.

Thus if your good office is taking review of the importance of the works of Civil wing in general and Land monetization & renting out BSNL properties in particular are given due consideration by promoting SDEs under SCF quota by addition of MT posts, post vacant with SE promotions and justified post of AGM Land Building together then all eligible SDEs due for EE promotions, the present dispute and pending legal battle on seniority of SDEs will come to conclusion and your vision to promote SDEs in Civil wing will come true by overcoming all ongoing hurdles.

Hence, it is humbly submitted to consider the above mentioned proposal and implement them at the earliest please.

With Warm Regards,

Sincerely Yours,


M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Shri. P.K. Purwar ji CMD BSNL for kind information and with request to look into the long awaited promotions SDE to EEs in Civil wing and AO to CAOs in Account wing.
2. Shri. P. Dayal, CGM BW BSNL CO New Delhi for kind information and n/a please.
3. Shri. S.N. Gupta, GM Pers CO New Delhi for kind information and n/a please.