



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

All Communications
to the General Secretary

M. S. Adasul
General Secretary
(M) : 9423082352
E-mail : gssnea2022@gmail.com

To,

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

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

Dated 13th September 2022.

Sub: Request for posting of SDEs Telecom on promotion to DE /AGM, as is where is basis, minimum changes in case of inevitable transfers due to excess AGMs and giving consideration of requests for change of Circle on DE /AGM Telecom promotions including pending OTP Request in SDE Cadre.

Ref: BSNL CO letter No. Nil dated 01/07/2004.

Respected Sir,

With reference to above subject, SNEA appreciates the efforts taken by your good self and all the officers in Pers DPC Section, BSNL Corporate office under GM Pers BSNL CO in clearing hurdles in SDE to DE /AGM promotions in Telecom wing. We are confident that Pers/DPC/Legal team will be successful in issuing AGM promotion orders by vacating stay granted by CAT Jabalpur. We also appreciate initiatives taken by you as HR Head of BSNL in resolving critical issues related to promotion process with the valuable guidance of CMD BSNL, thereby giving ray of hope for the long-awaited AGM promotions.

Sir, we have already discussed with your good self and requested for posting of all SDEs on their DE /AGM promotions in same Circle as every Circle has ample vacancies of AGMs and all the SDEs who are due for AGM promotions are already discharging duties as AGM under Looking after arrangements. It is well known fact that many of these SDEs were due for AGM promotions in the year 2018 itself as many of their juniors also got promoted but their names were missing and their promotion has been abnormally delayed and they are facing humiliation for no mistake on their part.

Further, the AGM promotion is not going to add any financial benefit to these executives except change in designation from AGM Looking After to AGM Regular as they are already in E5 / E6 scale on Time Bound Basis. By analyzing the situation created due to various court cases, now it is badly required that promotion orders are issued on as is where is basis and all needs to be allowed to join as AGM to avoid any complication due to litigations. Posting on excess/shortage can be decided within shortest possible time of one week. The AGM transferred from Excess Circles if any, can join transferred place of posting in due course of time. This will give breathing time for completion of process of AGM promotions and joining without any hurdles. Thus all these SDEs deserves the posting on as is where is basis as followed in all the promotions issued by BSNL CO in recent past.

We agree to certain extent with the concern expressed by the Hon CMD BSNL that in some of Circles AGMs are in excess and in some of Circles there is acute shortage of AGMs and hence there is need of change of Circles on AGM promotions to equalize the shortage of AGMs. In such cases, where transfer is inevitable due to excess AGMs in any of the Circle, the promoted AGMs, junior most in the seniority needs to be transferred as per the prevailing guidelines and the precedence followed by BSNL for years together. We put on records that this process is followed to avoid humiliating conditions of Senior working under Junior in case of refusal of promotion by any of the senior due to compelling conditions if any.

Though there are no written guidelines for posting on promotions, but there is precedence being followed from years together. The guidelines are available for posting on Looking After arrangements and these guidelines are followed in all Promotions in BSNL where there was need of transfer on promotions (Copy attached for Kind reference please). When this process is followed in temporary and stop gap arrangements, BSNL will have to follow the same guidelines in Regular promotions also. BSNL is already transferring long stayed executives as per new criteria of 26 years, again transferring on promotions will be injustice.

Further, it is brought to our notice that Management has taken stand for posting out of Circle in case of excess AGMs. Also by considering the family and office requirements, many of the SDEs who are under the zone of consideration of AGM Promotions have submitted their requests for choice Circle on AGM promotions. We have consolidated the list of all such requests of SNEA members and soft copy has already been submitted to GM Pers BSNL CO during the last fortnight. Now again the updated list of such requests as on 13/09/2022 is attached for ready reference and with humble request to give consideration to these requests in case they are coming under zone of transfers.

We also request to give consideration to requests submitted by some of the SDEs who have applied through OTP and which are still not given consideration for different reasons. It is requested that OTP request of all such SDEs who are being promoted as AGM may be given due consideration while their posting on AGM promotions.

Sir, we are confident that Management will be successful in vacating stay on AGM promotions and very shortly promotion orders for all the wings will be issued. We once again request to post all promoted AGMs on as is where is basis to best possible extent. In case of excess AGMs in any of the Circles only minimum transfers may be issued by following principles and guidelines issued in earlier promotions orders so that hardship to promoted executives is avoided. Also request given by individuals through OTP or through written representation for change of Circle or posting to choice Circle on AGM promotions may be please given consideration.

With Warm Regards,

Encl: AA

Sd/
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. GM Pers BSNL CO for kind information and n/a please.