



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**

**Central Headquarters  
New Delhi-110001**

**President  
P. Veneugopal  
Mob:9443200177**

E-mail:presidentaibsnlea@gmail.com

**General Secretary  
Prahlad Rai  
Mob:9868278222**

E-mail:gsaibsnlea@gmail.com

**Financial Secretary  
T.C. Jain  
Mob:9868188748**

E-mail:tcjain\_1957@yahoo.co.in

No. AIBSNLEA/CHQ/DIR(HR)/2015

Date:11.03.2015

To

Shri A.N. Rai,  
Dir(HR),BSNL Board  
New Delhi-110001

**Sub: 1) Regular promotion to the SDE(C) grade under SCF quota.  
2) Regular promotion of executives in the grade of PCE(C) or equivalent for civil engineering stream of BSNLMS.**

Ref: 1) Letter No. 2-2/2014/M(BW-II) dated 26/08/2014 of the O/o PGM(BW), New Delhi.  
2) Letter No. 3(1) Pro/PCE(C)/Reg/M(BW-III)/2014 dated 19/08/2014 of the O/o PGM(BW), New Delhi.  
3) Letter No. 3(1) Pro/PCE(C)/M(BW-CPC)/03/2014 dated 06/02/2015 of the O/o PGM(BW), New Delhi.

Respected Sir,

With reference to the above stated letters, we would like to make the following submission to bring to your kind notice about the apathy of the BW unit towards the JTO/SDE cadres vis-à-vis the over enthusiasm for the cadres of CE/PCE:

- 1) One such glaring example is the fact that DPC could not be conducted for the promotion of around 45 nos JTO© to SDE©s under seniority cum fitness quota since 26/08/2014 (Refer letter under reference-1) and all the VCs got expired. No action has been taken yet whereas BW unit throws all weight behind DPC for the promotion of CE©s to the grade of PCEs (Refer letter under reference-2) even by adding fresh names (Refer letter under reference-3) at regular intervals as per the retirement of PCEs.
- 2) When BSNL needs manpower at lower management level i.e JTO/SDE/EE to carry out the field work in a time bound manner, BW unit does exactly opposite by ensuring filling up posts of PCEs/CEs on regular basis and by ignoring vacancies at the EE/ SDE/ JTO level thereby making the management top heavy. BW unit has done absolutely nothing either for recruitment of JTO(C)/JTO (E) or for the promotion of the existing stagnated JTOs/SDEs to the grade of SDEs/EEs. It has been observed that whereas the BW unit fails miserably in processing so many HR issues related to JTO/SDE/EE cadres they are very much proactive in processing of the cases of the level of CE/ PCE/ PGMs whether it be related to promotion

or regularization or granting transfers at choice locations even if it calls for bending of rules. This attitude of BW unit is perhaps intended to fracture the general motivation of the JTO(C)/SDE(C) and giving rise to various interest groups which is likely to affect the organizational productivity as a whole.

- 3) It has been learnt that there are several cases of promotion in the grade of CEs where promotions have been effected by violating rules by way of not holding DPC, by way of favoring even those cases where the ACRs were adverse, by way of not disclosing the vacancy years and by way of considering a set of ACRs different from those required to be considered as per extant rules, by way of faulty seniority lists and by way of blatant violations of the DOPT orders on the subject etc. But when it comes to lower levels nothing is done even when the rules so demand. Take the example of Looking after arrangement policy of BSNL and its implementation by the CE(C)s in field unit. The policy for Looking after arrangement in the grade of EE(C)/EE(E) is purely based on the Circle seniority list whereas the CEs in many Circles are linking the qualification with the LAA and have barred many SDE@s with Diploma qualification to look after the charge of EE(C)/EE(E).

In view of the above, your good self is requested to kindly look into the matter and arrange for the issuance of the promotion orders of the JTO@s without any further delay. The BW unit shall be instructed to give equal importance to all cadres by adhering to the policy of BSNL in its true spirit and by taking every possible step to undo the damage done to the lower level executives. Furthermore, we would like to request to rationalize the post of PCE/PGM posts in BW/EW/Arch units and ensure integration of PGM(BW)/(EW)/(Arch) posts at Corporate Office level in the run up to formulation of HR plan. Until then, the process of promotion to the PCE/PGM cadres may be kept in abeyance.

With warm regards,

Yours Sincerely,

Sd/-  
(Prahlaad Rai)  
(General Secretary)

Copy for kind information & necessary action to :

1. The ED(NB) ,BSNL CO, New Delhi.
- 2-3. The PGM (BW)/ (Arch), BSNL CO, New Delhi.
4. The PGM (EW)/ BSNL CO, New Delhi.