

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



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**No. AIBSNLEA/CHQ/CMD/2021**

**Dated: 09.07.2021**

To  
**Shri P. K. Purwar Ji,  
CMD, BSNL  
New Delhi -110001.**

**REMINDER**

**Sub: Request for Promotion in all the Grades in Telecom Factory-BSNL on 'Regular Basis' without any financial implications, instead of any Look-After arrangement' from among the Executives already drawing Higher Scales -reg.**

Ref: 1. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2019 dated 19.12.2019  
2. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 16.01.2020  
3. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 17.02.2020.  
4. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 08.04.2020.  
5. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 06.07.2020.  
6. AIBSNLEA letter No: AIBSNLEA/CHQ/CMD/2020 dated 27.11.2020.

**Respected Sir,**

Kindly refer to the above cited letters under reference, wherein we have continuously requested the BSNL Management for the immediate issuance of Regular Promotion Orders in all the **Grades in Telecom Factory** in order to fill up the huge vacuum created due to VRS-2019 and to maintain the vast BSNL Telecom Network fault free and the maintenance of Administrative Offices efficiently without any problem. But to our dismay, it is observed that even after the huge vacuum created in the Field Units, no action has been taken by the BSNL Management so far to promote the Executives, already drawing higher scales, to the Higher Grades on Regular Basis to empower them to take Higher Responsibilities. Additional Charges were given in many places as a temporary measure and they are not able to take decisions in the absence of Officers at the level of EE/SE. The Executives given with additional charge are not able to take appropriate decisions or to manage the situation as they are posted on temporary basis. This has created operational issues in many places.

**It is constrained to bring to your kind notice that the Promotion to almost all the Cadres of Telecom Factory i.e., JTO(TF) to SDE(TF), SDE(TF) to AGM(TF) are held up for years together due to various Court Cases on Reservation & Seniority issues.** All the Executives are expected that the due promotion will be given during the implementation of VRS. But even **18 months after the VRS**, nothing is moving in the Pers. Branch and making the situation very worst. There is a huge stagnation in promotion in Civil Wing. **It is pertinent to mention that so many Executives in Higher Scales are working in the entry level of JTO in Telecom Factory for 23 years and waiting for their 1st promotion, i.e**

- 1) JTOs recruited in 1997 in Telecom Factory Wing
- 2) Like that SDEs in TF Wing are waiting for AGM promotion from the year 2001 onwards

It is observed that, BSNL Management was deliberately dragging the Promotion and putting the career of the Young Executives at great risk. At the early stage of their career itself, they are getting de-motivated and demoralized. But to our surprise, there are no hurdles in the Promotion at the Top level. It is pertinent to mention that Un-interrupted promotion orders were issued in the grade of GM and CGM level, in some cases excess promotions were also given at GM and CGM level for which BSNL Management is not having any reluctance at all. Even on their last working day, some ITS Officers were given promotion, we welcome that. But thousands of Absorbed BSNL Executives were retired without getting due promotion when there was no hindrance for giving them promotion

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, **but a JTO recruited in 1997 in Telecom Factory Wing is continuing as a JTO**

**In this regard, we hereby furnish the vacancy position of Executives in the Telecom Factory Wing on Post VRS for your kind perusal.**

Cadre	Sanctioned	Working	Vacant
	<b>Telecom Factory Wing</b>		
DGM (TF)	14	01	13
AGM	26	03	23
SDE	98	25	73
JTO	149	20	129

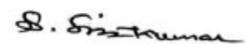
**Sir, most of the Executives are drawing Two to Four Stages higher Scales than their Substantive Scale/Grade viz., a JTO of E-1 Scale is drawing E-4/ E-5 (AGM/DGM) Scale and a SDE of E-2 scale is drawing E-5/E-6 (DGM/SG-DGM) Scale and waiting for their Regular Promotions from years together. Since the Executives are already working/drawing in the higher Scales, promotion is not going to make any financial implication either to BSNL or DoT. The regular promotion orders can be issued from among the Executives working in higher Scales.**

We strongly oppose any look-after arrangement in higher grade but we demand immediate promotions on 'Regular Basis', considering the post VRS vacuum. If immediate steps are not taken, Services will be severely affected since the Executives are reluctant to take higher responsibilities on short-term/temporary/look-after basis.

**In view of the foregoing, we earnestly request your good self to kindly consider our suggestions in the interest of BSNL and cause to issue necessary instructions to the officers concern for the immediate issuance of promotion orders in all the grades of Telecom Factory Wing, to manage the acute shortage in the Telecom Factories in an efficient manner.**

With kind regards,

Yours Sincerely,



**(S.Sivakumar)  
General Secretary**

**Copy for kind information and necessary action to:**

1. Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi- 110001
2. Shri R.K.Goyal, PGM (Pers.) BSNL CO, New Delhi- 110001.
3. Shri.B.B. Bisoyi, Sr.GM (TF) BSNL CO, New Delhi- 110001
4. Ms.Anita Johri Gupta, GM (SR) BSNL CO, New Delhi-110001.