



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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REMINDER

No. AIBSNLEA/CHQ/CMD/2020

Dated: 28.09.2020

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

Sub: Request for Promotions of Executives in all Streams/Grades in BSNL on "Regular Basis", instead of any 'Look-After arrangement' from among the Executives already drawing Higher Pay 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, 17.02.2020, 08.04.2020, 06.07.2020 & 28.8.2020.

Respected Sir,

Kindly refer to the above cited references, wherein we have continuously pursuing and requesting the BSNL Management for the immediate issuance of Regular Promotion Orders in all the disciplines 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 Administrative Offices efficiently without any financial implication. 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 Pay in the Higher Grades on Regular Basis to empower them to take Higher Responsibilities. Additional Charges given as a temporary measure will not serve the purpose since the new Executives given additional charge of other Exchanges/Areas are not able to take appropriate decisions or to manage the situation as they are posted on temporary basis only. 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, i.e., JTO(T) to SDE(T), JTO(C/E/TF/Arch) to SDE(C/E/TF/Arch), SDE(T) to DE(T), AO to CAO and SDE(C/E) to EE(C/E), as well as SDE(TF) to AGM(TF) etc., are held up for the years together due to various Court Cases on Reservation & Seniority issues. Like that promotions from PA to PS, PS to PPS, PPS to Sr.PPS and in CSS Cadres are also held up, as already explained in the earlier letters.

It is observed that, BSNL Management was deliberately dragging the Promotion and putting the career of the Young Executives at the great risk. At the early stage of their career itself, they are getting demotivated and demoralized. But to our surprise, there are no hurdles in the Promotions at the Top level i.e. Sr.GM/PGM/CGMs even at the cost of BSNL. **Sir, we welcome that, but it will not be out of context to point out here that thousands of Executives in Higher Scales are working in the entry level of JTO equivalent grades for 6 to 30 years and waiting for their 1st Promotion since a JTO(T) joined in 1999 & 2001 is still continuing as JTO, JTOs recruited from 1997 in Electrical and Telecom Factory wings are continuing as JTOs and JTOs recruited in 1998 in Civil Wing are also continuing as JTOs.**

Like that SDEs(C) are waiting for EE(C) promotion from 1998, SDEs(E) are waiting for EE(E) promotion from 2000, SDEs(TF) are waiting for AGM(TF) promotion from 2001, SDEs(T) are waiting for AGM(T) promotion from 2004 and AOs are waiting for CAO promotion from 2005 onwards.

All the Executives are expected that the due promotions will be given during the implementation of the VRS, but even **after 8 months** nothing is moving in the Pers. Branch and making the situation very worst. There is a huge stagnation in promotion among different wings.

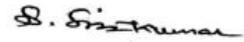
Most of the Executives are drawing Two to Four Stages higher Scales than their Substantive Scale/Grade but waiting for their Regular Promotions from years together. Since the Executives are already working/ drawing in the higher scales, promotion is not going to make any financial implication either to BSNL or DoT. The regular promotion orders can be issued from among the Executives working in higher scales, before the implementation of the Cadre Restructuring in BSNL.

The Look-after arrangement is a stop-gap arrangement and should not be continued for the months/years together. We strongly oppose any look-after arrangement in higher grade but we demand immediate promotions on '**Regular Basis**'. 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 and the Management should not discourage the Executives.

In view of the foregoing, we earnestly request your good self to kindly look into the matter and consider our request 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 disciplines/grades by giving one time relaxation in the qualifying service, wherever required for those who are drawing higher scales, to manage the acute shortage in the Field Units/Administrative Offices of BSNL so as to maintain the vast Telecom Network, OFC, Telephone Exchanges, Administrative Offices etc., 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 S.K. Gupta, Director (Fin), BSNL Board, New Delhi- 110001
3. Shri Ashutosh Gupta, GM (Pers.) BSNL CO, New Delhi- 110001
4. Shri A.M. Gupta, Sr.GM (SR) BSNL CO, New Delhi-110001