



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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No. AIBSNLEA/CHQ/CMD/2025/05

Dated 25.03.2025

To
Shri. A. Robert Jerard Ravi Ji,
The CMD BSNL, Bharat Sanchar Bhavan,
Harish Chandra Mathur Lane,
Janpath, New Delhi-110 001.

Sub : Earnest request for the consideration of regular promotions for all vacant posts across all streams. If any court cases are pending, we kindly request that ad-hoc arrangements be made for all vacant posts until regular promotions are issued reg.

Respected Sir,

At the outset, we sincerely thank you from the bottom of our hearts for your relentless and dynamic leadership, under which BSNL has recorded a Q3 profit of Rs. 262 crores in this financial year after a long gap of over 17 years. We stand firmly behind you in sustaining this momentum and achieving even greater profitability in Q4 and the years to come.

We respectfully submit the following for your kind consideration and favorable decision, keeping in mind the best interests of BSNL and its executives as we prepare to proudly celebrate April 2025 as HR Month.

It is unfortunate that BSNL has been unable to extend regular promotions to many cadres, including those in the largest Telecom and Finance streams, due to various reasons. As a result, a significant number of executives are retiring in their basic cadre, lamenting their misfortune of not receiving their well-deserved promotions before superannuation, which is truly regrettable.

In situations where regular promotions are not feasible, the most viable solution is to implement ad-hoc arrangements. We kindly appeal to your wisdom and request that ad-hoc promotions be considered wherever regular promotions are not possible, until such time that regular promotions can be granted.

Sir , When planning ad-hoc promotions to any cadre we humbly request that all vacant posts be considered independently of SQ or CQ distinctions. This approach aligns with the process followed



for LA promotions, where all vacant posts are taken into account, as both ad-hoc promotions and LA arrangements are temporary in nature, with the substantive cadre remaining unchanged.

The distinction between SQ and CQ is only relevant when BSNL undertakes regular promotions through MSRR . For all the disputed promotions to the cadres, the regular promotions may only can be conducted after the final directive from the Hon'ble Supreme Court of India in the Jernail Singh-Connected cases. However, the timeline for this resolution remains uncertain.

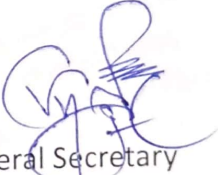
In light of this, we reverentially request your esteemed authority to issue the necessary directions to consider all vacant posts, both SQ and CQ, for ad-hoc promotions, until clearance for regular promotions is obtained from DOPT/Hon'ble courts regarding the disputes. This will allow a large number of executives to receive their long-awaited promotions from one cadre to the next.

Compared to the mass promotions that BSNL executives received in 2018 through the upgradation of thousands of posts, the current request is logical, legally valid, and well within the authority of the esteemed CMD, BSNL. Restricting ad-hoc promotions to the SQ quota alone effectively blocks the promotional avenues of the remaining executives. **One of the successes of VRS 1.0 in BSNL was this mass promotion, after which the exited executives happily opted for VRS 1.0 in large numbers.** We trust that the current management will avoid implementing any measures detrimental to executives and will not approach promotions in a piecemeal manner.

Hence, once again, we humbly request your esteemed authority to make ad-hoc arrangements for all vacant posts (both SQ and CQ) until regular promotions are implemented. Granting this request will undoubtedly motivate a large number of executives and is imperative at this juncture.

Thank you, Sir, for your time and attention to this matter.

With respect and gratitude,


General Secretary
AIBSNLEA

Copy for information and necessary action to.

1. Shri (Dr) Kalyan Sagar Nippani ji , the DIR (HR) , BSNL Board , New Delhi.
2. Shri Rajeev Kumar Kaushik , PGM (Pers), BSNL CO .