



# All India Graduate Engineer Telecom Officers Association

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**No. GS/AIGETOA/2018/14**

**Dated 05.06.2018**

To,

**Smt Sujata T Ray**  
**Director (HR)**  
**BSNL Board,**  
**Bharat Sanchar Nigam Limited**  
**Janpath, New Delhi.**

**Subject: -CPSU Hierarchy- Submission from AIGETOA on the proposed promotion policy.**

Reference:

- i. AIGETOA letter no. GS/AIGETOA/2017/26 Dated 13.11.2017
- ii. AIGETOA letter no. GS/AIGETOA/2017/28 Dated 27.11.2017

Respected Madam,

It is learnt that Uniform Time Bound Functional Promotion Policy (CPSU Cadre Hierarchy) up to AGM Grade has been approved by the BSNL Board meeting held at Hyderabad on 28-05-2018. With regard to the new proposed policy, AIGETOA already has submitted its view and concerns through various representations issued from time to time. We have given our inputs for making the policy a contemporary one with respect to other PSUs and to align with the requirements of the professionally qualified executives. It is learnt that while some of the suggestions have been incorporated but at the same time many important and crucial points / scenarios need to be still addressed to enable smooth implementation of the policy. **Since, this policy is to be kept in public domain for 10 days before its implementation; it is very much needed to address the genuine grievances and apprehensions associated with the policy else the new policy will end up in litigations and court cases which ultimately will result into defeating the very purpose of the policy.**

**We want the new policy to be a rugged and litigation free policy.** We have seen that shortsighted and hurried approach in past has kept on hold various promotions in BSNL for years together where every executive has been waiting for his/her first or next promotion for years due to various litigations arising out of biased, hurried and short sighted approach in policy making.

AIGETOA has always adopted a pragmatic & considerate approach for ensuring a contemporary CPSU hierarchy for the betterment of career prospects and meeting management's/company's need in this highly competitive environment. **We want that the new policy which is going to be a landmark in the history of BSNL should be free from litigations and should be a strong one which cannot be challenged in court of law.**

We hope that the enclosed submissions made by our association on behalf of our members / BSNL recruits will gain its due weightage and management will duly consider the above submissions which are quite serious in nature and have the potential of destroying the careers of executives, if not dealt with properly, in the new proposed policy. I request your good self to kindly consider the points submitted in the enclosure which will have wide and far reaching implications on the career of executives especially the BSNL recruits who are to go many years further in organization.

With Warm Regards

Encl: Annexure-I ( 5 Pages) and II (2 Pages)

(Ravi Shil Verma)  
General Secretary

Copy to:

1. Shri Anupam Shrivastava ji, CMD BSNL for kind information please.
2. GM (Pers), BSNL CO, New Delhi