



# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

President

**Ravi Shil Verma**

8373967633

General Secretary

**Md. Wasi Ahmad**

9431200347

Finance Secretary

**Yogendra Jharwal**

9414000877

All communication at E-mail - "chqaigetoa@gmail.com" only

GS/AIGETOA/2020/130

Dated 23.11.2020

To,

Shri Arvind Vadnerkar,  
Director (HR), BSNL Board  
Bharat Sanchar Bhawan, New Delhi

**SOS MESSAGE**

**Subject: Issuance of Promotion Orders in the cadre of JTO(T) to SDE(T) within current month as per the final commitment given in the last meeting, failing which Organizational Action is inevitable-Reg.**

**Respected Sir,**

We would like to draw your urgent attention towards the inordinate delay in the issuance of promotion orders from JTO(T) to SDE(T) under Seniority cum Fitness Quota and failure of the management to meet various timelines given in different meetings for the said order. It is indeed very disappointing that even after repeated reminders and time lines after time line, the poor hapless JTOs(T) of BSNL have to wait endlessly for achieving their first promotion of SDE(T). They are waiting for the promotion even after working in the organization for 6-19 years, while the requisite residency period in JTO(T) is just 3 years for the said promotion and sufficient vacancies are also existing in the SDE(T) grade. In contrast, the similarly placed fellow batch mates of these JTOs, who joined other PSUs, have already achieved 2-3 functional promotions during these periods. In the light of above, the sequences of event are narrated once again for kind recall and consider the importance of the prevailing alarmed situation.

A formal meeting was held between the Recognised Representative Association i.e. AIGETOA and the BSNL Management on 15<sup>th</sup> September-2020 under the chairmanship of your good self, where it was assured by the management side that SDE(T) Promotion Order will be issued in one month. However, even after passage of one month time, orders were not issued as assured in the meeting in spite of a regular follow up. Though, the basic reason for this delay was cited as joining of a new incumbent as PGM (Pers) and we also understood the problem and cooperated with management. In the next follow up meeting with your good self, it was apprised that the work is already in progress and again assurance was given that the order will be issued by Deepawali (14<sup>th</sup> Novemebr-2020). But even after passage of second timeline, the very near in sight order of SDE(T) Promotion was not issued. These instance of the management to not honour its own commitment twice regarding issuance of SDE(T) Promotion order in recent time has made the executives completely restless.

Now the works related to AIEL1 and AIEL 2 are almost finished and management has to take a call on convening the DPC at the earliest. But it seems that there is no progress on that part despite of the fact that preparatory exercise for the DPC is almost over and shall be finished in next 2-3 days. We request your good-self to direct the concerned cell to initiate the DPC proceeding immediately without any further delay to ensure that promotion orders are issued within this month, as committed.

**Regn. No. : HR/019/2018/02138**

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

We would like to intimate that containing emotions of the executives on continuous denial of their long awaited promotion is getting difficult with each passing day. The continued neglect of HR issues by BSNL management is making executives in all cadres as restless. It has already reached to a flash point, where any further delay may trigger a serious conflict between employees and management. So, to ensure industrial peace in the organization, SDE(T) Promotion order must be issued as assured within this month.

In case of non issuance of the order in the timeline given, the association will have no option but to proceed on organizational action programs to fulfill the due rights of executives. We sincerely hope that management will take note of the prevailing unrest amongst the executives and ensure issuance of the SDE(T) promotion in the committed time to maintain healthy employee-employer relationship at this crucial juncture in BSNL. This letter should be considered as a final attempt on the part of this association to ensure the resolution of the HR issues in an amicable environment.

With Warm Regards

Sd/-  
[MD. WASI AHMAD]  
General Secretary

Copy for kind information to:

1. The PGM Pers, BSNL Corporate Office, New Delhi for kind information and NA please.
2. The Sr GM(SR), BSNL CO, New Delhi for kind information and necessary Intervention to ensure industrial peace in the organization.