



# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

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GS/AIGETOA/2021/106

dated 31.08.2021

To,

Shri P. K. Purwar,  
Hon'ble Chairman & Managing Director,  
Bharat Sanchar Nigam Limited, New Delhi

**Subject: Consideration of restructuring proposal and cadre wise manpower planning submitted by AIGETOA and to extend one Promotion to all eligible executives before restructuring -Reg.**

Reference: 1. GS/AIGETOA/2021/89 dated 16.07.2021  
2. BSNL CO Lr. No. BSNLCO-RSTG/15(14)/1/2020-RSTG dated 28.06.2021

**Respected Sir,**

With reference to the above cited subject and discussion held on 11<sup>th</sup> August 2021 under your Chairmanship on restructuring proposal, it is to submit that, AIGETOA totally opposes the management's proposal for the drastic reduction in the number of promotional posts on the name of restructuring, as it will seriously affect the promotional avenues of the Executives working in BSNL. In the present scenario, when BSNL management has totally failed to provide benefits like timely payment of salary, implementation of 3<sup>rd</sup> PRC, full implementation of SAB as per 2<sup>nd</sup> PRC recommendation, standard pay scale, Timely Medical facility, industry standard TA/DA, LTC etc to its executives, promotion remains the only motivation for the executives. Some of the problems associated in the organization can be attributed to external factors but HR is purely in the domain of BSNL and hence management should give a serious thought to address the issues of promotion of executives before finalization of any restructuring activities.

***It is also bring to your kind notice that, in the year 2018 around additional 4200 AGM posts were created raising the total count to 9200 AGM posts*** (please find enclosed copy of approved note sheet received through RTI) by the department with the approval of the then CMD BSNL (Surprisingly in one single day). It will be pertinent to mention that the posts have been necessarily created as Permanent posts contrary to the notion created by HR group that these posts were temporary in nature. ***If management is of the view that proper procedure was not followed in creation of these posts, then it should institute an enquiry and fix up the responsibility (A demand which this association has been raising since long time but management has not done anything in this regard) instead of calling it an exercise of creating temporary posts to cover up the lapses.*** Simultaneously, BSNL Board also approved the CPSU Cadre Hierarchy Policy, where time bound functional promotion up to AGM and equivalent cadre was assured in 15 years from the entry of executives in the JTO/JAO cadre. ***With these terms in the CPSU Policy, it was envisaged that at any point of time the***

**number of AGMs may go up to around 9000 considering the eligible executives for the post.** Though, the aforesaid policy was never notified despite approval from BSNL Board as certain issues with respect to reservation norms cropped up and the matter was referred to DoT for their opinion which is still awaited. **However, this is an established fact on record that the promotional avenues have been approved by Full Board of BSNL, wherein it has been decided that an executive entering at the level of JTO/JAO/Equivalent should reach the Post of AGM/DE/CAO/Equivalent after completing the service period of 15 years in executive grade and the same cannot be denied now on the pretext of restructuring.**

The present restructuring proposal and proposed cadre strength is completely contrary to above decision of BSNL Board and earlier approval of enhancement of number of AGM posts. **Further, the current manpower proposal of management has completely failed to consider not only the career aspirations/stagnation of executives but also the actual ground needs of field units, geographical spread, difficult terrains, social obligations of department have been totally ignored.** Rather this whole restructuring exercise appears to be a complete pen paper exercise than an exercise which should have been done after undertaking a detailed work study process. Such type of Pen-Paper activity is bound to fail not only the needs of the organization but also will result into huge demotivation for its executives.

*Hence, to keep the workforce motivated, it is utmost necessary to finalize a proper career progression of executives which takes them to the AGM/CAO Equivalent grade in a time bound manner as envisaged in BSNL RRs/CPSU Cadre Hierarchy Policy. Considering the previous approval of the CMD and BSNL Board for assured time bound functional promotion, it is earnestly requested to ensure that the number of posts should be considered as per the submission of the association vide letter under reference GS/AIGETOA/2021/89 dated 16.07.2021, which will assure promotion up to AGM equivalent cadre to all executives without stagnating in any grade.*

**Further, as per BSNL MS RR, mode of promotion should be Selection-Cum-Merit for promotion to DGM/Equivalent Grade posts and beyond. As per clause 2.8 of BSNL MS RR, selection process and criteria of merit for promotion to various grades was to be notified by management but it is really the sad to see that even after 12 years of notification of MS RRs, the selection and merit criteria has yet not been notified. It is understood that after promulgation of MS RRs, a committee was constituted to define the merit criteria but the same could never see the light of the day owing to undue pressure and patronage extended to some groups.** Now, when this restructuring exercise and redefining of staffing norms is being undertaken almost after a span of 20 years, its high time that focus of the HR group should also come back on introducing this Selection-Cum-Merit Concept for promotions to DGM/Equivalent Grade and beyond as envisaged in BSNL MS RRs and a proper methodology to assess the Merit of the eligible executives.

This becomes furthermore important because the deployment of ITS officers may not continue beyond 2022/2023 as per the approved plan and there will be dearth of officers to man the middle and higher management posts. **The BSNL human capital consists of around 25000 professionally qualified executives which includes Engineers (B. Tech, M. Tech, MBA etc.) from leading institutes of India, Account & Finance Professionals (CA, ICWA, MBA Finance etc), yet BSNL has failed to utilize the expertise and potential of this qualified**

**manpower and it is a sad fact indeed that despite availability of such vast qualified manpower, BSNL could not create a succession plan for middle and higher management** and instead is trying to still go for the work around solutions in the name of Look after, Entrustments, Deputation, Deployment etc. in various grades. Such type of temporary measures should immediately stop and instead various issues crippling the promotions in various groups should be resolved.

**So, we request that this restructuring exercise should be utilized as an opportunity to address all the above issues and instead of limiting it to a mere reduction in manpower exercise, focus should be on creating a meritocratic organization, ensuring proper promotional avenues with sufficient emphasis on qualification and output. As BSNL is a commercial organization and its aims are to make company competitive and profitable and to achieve this motivation of employees should be paramount and promotion is one of the best tool to achieve it. Hence, at least three functional promotions to every executive in his/her carrier should be guaranteed by the organization with sufficient age profile on the side of executive. Further, as almost all the executives have been made to stagnate in one cadre or another for quite long, all the eligible executives should be extended one promotion before restructuring is implemented in the organization.**

In the absence of suitable measures to address the promotional aspect of executives, it will be very difficult for the association to control the emotion and resentment of executives. Accordingly, any restructuring exercise without taking into the consideration the promotional avenues of executives will not be accepted by this association and shall be firmly opposed.

With Warm Regards

Sd/--  
**[MD. WASI AHMAD]**  
**General Secretary**

Copy to:

1. The Secretary (T), Dept of Telecom, Govt of India New Delhi for kind information pl.
2. All Functional Directors, BSNL Board for kind information and needful intervention pl.
3. All Government Nominee Directors, BSNL Board for kind information and necessary intervention please.
4. All Independent Directors, BSNL Board for kind information please.
5. The PGM (Pers), BSNL CO and Chairman Restructuring Committee for kind information and necessary action please.
6. All Members of the Restructuring Committee for kind information and NA please.
7. The Sr GM (SR), BSNL CO, New Delhi for information please.