



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023-24 / 85

Dated 01-09-2023

To,

Shri Arvind Vadenerkar Ji
Director (HR)
BSNL Board, New Delhi

Subject: Protest & Objection regarding Notification for Limited Internal Competitive Examination (LICE) for AGM/EE (E) - regarding.

Ref: efile no:- BSNLCO-11/13(11)/3/2023-RECTT-CO Dated: 01/09/2023

Respected Sir,

We are surprised to see a plethora of actions from Recruitment cell in the midway of Executive Membership Verification, in such a way that the most of the letters issued by section particularly appears to be working for influencing the mind of the employees during the term.

The Examination Notification referenced as [1], which pertains to the **Limited Internal Competitive Examination (LICE) for promotion to the grade of AGM/EE (Elect.)** for the vacancy year 2023 under the 33% Competitive Quota. **AIGETOA wish to express our strong protest and objection on the unilateral action by the management in this regard.**

The hidden agenda of hasty issuance can very easily be derived as the notification lacks the clarity on the starting date of online registration, the last date of online registration, editing/modification in application data by the candidate, and the date of the online examination etc. This lack of clarity regarding essential dates creates an atmosphere of uncertainty and ambiguity on initiating a process where virtually the recognized executive association of executives are yet to be decided as per REA rules and the MV is scheduled for 12-09-2023. The notification does not provide a concrete roadmap or timeline for the entire process, which prompts us to question the necessity of issuing this notification at this juncture. **This clearly appears to be an intended action as recruitment cell is well aware of the prevailing unrest amongst all the executives owing to the curtailment of career opportunities. This letter is next in series of actions taken by management recently and all of them were mostly about the subject on which there is huge resentment in the minds of all executives.**

The timing of this notification is a matter of great concern. Actions of this nature, which potentially have significant implications for the mind of BSNL executives, raises questions about the management's intentions. This gives rise to concerns about whether the chosen timing for this notification is designed to favor or disfavor any particular association, thereby eroding trust and confidence in the membership verification process. We hereby register our

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strong protest on the issuance of aforesaid letter and request your good self to direct recruitment cell to immediately withdraw the same.

The internal fast track method should be executed in a manner that ensures transparency, fairness, and the best interests of all BSNL executives and BSNL itself. **This experiment can never be successful unless the interests of the executives who have already completed their residency period in the grade is taken care of by ensuring their long-awaited promotions to the next grade.** To ensure the success of fast-track mode, two things are essentially required:

1. The Posts envisaged for Fast Track Must be Separately created and the cadre strength must be utilized for ensuring the promotions through Seniority -Cum -Fitness to cover all eligible executives who have already served in the grade for more than the residency period required for the promotions.
2. A fix number of Posts must be made available every year for ensuring that all the executives who become eligible in future gets the chance for availing the fast track.

Without addressing the true concerns of the executives, such type of forceful implementation of the policy shall never be accepted by AIGETOA. **Further if somebody in the corridors of management is having even a thin line of thought that by doing such things, the prospective voters of AIGETOA can be deterred from voting for AIGETOA, then I would like to convey that it is their wishful thinking only, nothing else. In fact, such letters become a reason for greater trust in AIGETOA.**

Hence, we once again request your good self to kindly direct recruitment cell to withdraw the letter to keep the sanctity of the current ongoing MV process intact. **Further we wish to request that management must address the promotional concerns of all the eligible executives for their promotion in the next grade through regular channel of Seniority-Cum-Fitness and also ensure that separate posts should be created to take care of the Fast Track Mode in such a way that every year a fixed number of vacancies remain for Fast Track Mode.**

Thank you for your attention.

With warm regards,



Ravi Shil Verma
General Secretary

Copy to:

1. **Sh. Ravindra Himte Ji, General Secretary BMS for kind information please.**
2. **Smt. Anita Johri with a request to intervene and arrange for abeyance as such orders during MV time will result into unnecessary unrest and demotivation.**
3. **Chief Returning Officer with a request for intervention in the matter and direct the concerned section to withdraw the orders in question.**