



All India Graduate Engineer Telecom Officers Association Central Headquarters

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No. GS/AIGETOA/2019/12

Dated 08.02.2019

To,
Shri Anupam Shrivastava
Chairman & managing Director
BSNL, New Delhi.

Subject: Non issuance of promotion orders citing the reason as contempt – regarding.

R/sir,

Through the website of SNEA and AIBSNLEA (Two associations which has been recognized by BSNL management for representing the issues of executives of BSNL after the referendum held in December 2016), we have come to know that Personnel section is citing filing of contempt cases by some executives of BSNL as the basic reason behind undue delay in issuing the promotion orders of JTO to SDE Grade through Seniority-Cum-Fitness Quota. (The Screen Shot of Websites of the association containing relevant information is attached herewith).

This has indeed come as a shock to us that seeking justice through Hon'ble Court of Law by some of the executives is resulting into more injustice by the HR group to already aggrieved executives. Such information has been given by officers responsible for ensuring justice to all executives i.e. of personnel section to the office bearers of executive association who have been given recognition as representative association and support association.

It may be appreciated that the said promotions are already delayed due to the wrong practices like awarding of back dated year of recruitment with and undue favoritism to a section of executives, non adherence to DoPT guidelines and 1:1 ratio as stipulated in RRs and non followance of relevant office Orders from 1959/ 1963 MHA, 1986 DoPT etc and most importantly the non followance of Hon Court directions on the subject matter. It is further informed that no court has granted any stay on promotions and so citing contempt case as the reason for non issuance of promotion orders is beyond our understanding.

The judicial conclusion was already made by Hon'ble HC of Kerala on SCF promotions on 05-06-2018 and Hon'ble CAT endorsed pronouncement on 14-06-2018 to extend promotions in 1:1 ratio between Direct Recruits and Promotee Quota executives during interim period. Despite this, promotions have not been extended to the eligible BSNL Recruits while promotions were extended only to the Promotee Quota executives, many amongst them were the one who got promotion after 01.10.2000 without undergoing any exercise for ascertaining if any extra promotions have been made or not. To add

Regn. No. : HR/019/2016/02138

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further salt to the injury is the fact that in the quest for keeping BSNL recruits out of reckoning, even mandatory reservation provisions for ST candidates (as most candidates were BSNL recruits) have not been followed while the same reservation issue has been cited as a reason for non issuance of promotion orders to BSNL recruits.

We have serious doubts about existence of some "uncalled for" nexus between some of the officers who dealt with promotions and some association representatives in the recent promotions where a clear favoritism was seen towards JTOs who got absorbed in BSNL from DOT while the BSNL recruits have been completely deprived off their legitimate promotions. The same also may need an impartial enquiry to dig out the truth.

Now, when Personnel section is informing such type of things to the associations, there is nothing left for us except for seeking remedy through other constitutional authorities and organizational action programs, as our belief in the system is being shattered by such type of utterances by HR group. It can also be termed as a planned coercive action to refrain the aggrieved executive's to seek justice by inducing fear/ reluctance or the same can even be termed as another version of contempt itself, where directly the respondent officer's controlled section and recognized associations openly condemning the citizens right to approach Hon'ble court of justice in line with already pronounced judicial direction on the matter.

In view of the facts mentioned above, we request you to extend justice to the already deprived lot and direct the concerned section to issue the long awaited promotions from JTO to SDE (T) cadre which will alleviate the fear and feeling of injustice from the minds of BSNL recruits and also institute an enquiry into the circumstances under which the contempt at Hon'ble Ernakulum CAT was willfully executed by not extending JTO to SDE promotions in 1:1 despite repeated requests and information by this association as well as the counsel for the applicants in the case.

With Regards

Yours sincerely,

Encl: As above

Sd/-
[Ravi Shil Verma]
GS, AIGETOA

Copy to:

- 1. Smt Sujata T Ray, Director HR, BSNL Board for kind intervention please.**
- 2. Shri Arun Kumar, PGM (Pers), BSNL CO**
- 3. Shri A.M. Gupta, GM (SR) for intervention in settling the genuine grievances**