



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

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GS/AIGETO/2019/46

Dated 25.07.2019

To,

**Shri Pravin Kumar Purwar,**  
Chairman & Managing Director,  
BSNL, New Delhi.

**Sub: Non-issuance of promotion in JTO to SDE grade despite of availability of 8K+ vacancies-Reg.**

Reference: 1. L. No. GS/AIGETO/2019/30 dated 15.05.2019

2. L. No. GS/AIGETO/2019/32 dated 30.05.2019

**Respected Sir,**

We would like to draw your kind attention towards non issuance of long pending promotion orders for BSNL Recruits in JTO to SDE cadre. **These promotion orders have been kept pending since last one year despite of availability of more than 8000+ vacancies, availability of eligible candidates and completion of all preparatory works required for the promotions through DPC.** Both streams of Promotions from JTO to SDE i.e. LDCE & DPC have been kept pending from vacancy year 2011-12 for one or other pretext. When the last promotion carried out in June-2018 under DPC, only DoT absorbed executives were considered and BSNL recruited executives were left in spite of the availability of sufficient number of vacancies in SDE(T) grade. **Irony is that the so called fast track promotion i.e. LDCE for JTO to SDE has not happened after year 2015.**

It is indeed painful truth of our department that, whereas every organization strives to promote its young and qualified lot well before time so that they can be groomed to take up higher responsibilities, but in BSNL the younger ones, the qualified ones and the efficient ones are left behind to frustrate. **It is a harsh fact that even the first batch JTO, who joined BSNL in 2001/02 are waiting for their first promotion along with other BSNL recruits, who have completed 10-15 years in the cadre in spite of availability of 8000+ vacancies in SDE(T) cadre. This shows sluggish attitude of the department to take care the aspirations of these executives.** One side, being younger, we expect these executives to bear larger burden on their shoulder but other side we have completely failed to take care of their aspirations as well as BSNL needs and prosperity.

Here some officers say that the promotions are not happening as Court Cases have been filed, which is hampering the process. It is a well known fact that the birth of these Court Cases have originated due to wrong practices like awarding of back dated year of recruitment with undue favoritism to a particular section of executives, non adherence to DoPT guidelines and 1:1 ratio as stipulated in RRs and non following of relevant office Orders from 1959/ 1963 MHA, 1986 DoPT etc and most importantly the non following of Hon'ble Court directions on the subject matter. It is a matter of great concern that since some executives have exercised remedy available through legal means, the same is being used by the department as an excuse to delay the promotions.

**Here we would like to put it on record that no court has granted any stay on promotions on JTO to SDE and so citing court cases as the reason for non issuance of promotion orders is beyond our understanding.** We believe that it is being used as a tool to punish thousands of executives for the voice raised by few people against erroneous procedure adopted earlier by the department in JTO Grade. We have already submitted a detailed letter bearing number GS/AIGETOA/2019/12 dated 08.02.2019 in this regard.

It is important to mention here that this promotion of JTO to SDE [either through DPC or LDCE] doesn't have any financial burden on the company as all eligible executives are already drawing higher scale of E3/E4 and don't required fixation on promotion to the post of SDE. So, what they are demanding is higher responsibilities and not the monetary benefits, as its gives satisfaction to work with honor. Many of them are working as SDE look-after since many years (8-10 Years) causing serious embracement and de-motivation. This embracement is slowly but steadily turning into serious unrest among suffering executives and entire BR fraternity.

You will appreciate that our BSNL team including suffering executives are doing their best to provide services despite of all odds and limitations in field units but non issuing of promotion order of JTO to SDE(T) on pretext of some constraints & complexity will be a great injustice to them. At this juncture, when our beloved company is going through its toughest phase, igniting the sense of dissatisfaction & injustice amongst the youngest and hard working group of executives will be against the interests of the company.

**As a responsible association, we have always shown our readiness to extend cooperation in resolving stalemate if any towards issuance of promotions through dialogue and persuasions but stubborn attitude of some section of the establishment is spoiling career of thousands of our fellow colleague JTOs, which can't be waited endlessly. This precarious situation will ultimately result into a situation where all affected executives shall be forced to come on street and that is the last thing which this association as well as management will like to happen.**

*One side AIGETOA is fighting tooth and nail and standing with all decisions of the Management and Government to revive the BSNL even the tough ones as we are the real stake holders of the company having highest shell life. So, we wouldn't like any industrial unrest to happen due to stubborn attitudes of some section of the department. It's better to resolve the matter by issuing promotions from JTO to SDE amicably as this is precious time which needs to be utilized for the growth and development instead of hostility towards each other.*

**Therefore, it is requested to your good self to kindly intervene in the matter and render justice to thousands of young engineers working in the company under your esteemed leadership. We have a high hope towards you and looking forward to bring the company from its lowest ebb to respectable position as well as ensuring career growth of thousands of young executives by implementing JTO to SDE promotion, which doesn't have any financial implication.**

With warm regards,

Yours Sincerely,  
Sd/--

**[MD. WASI AHMAD]  
General Secretary**

Copy to:

1. The Director (HR), BSNL Board, for kind information intervention please.
2. The PGM (Pers), BSNL CO, New Delhi for kind information & n/a PI.
3. The GM(SR), BSNL CO for kind intervention in settling the long due grievance