



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/35

Dated 01.06.2020

To,

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

Subject: Apparent Misrepresentation of facts by GM(Restg) in the ongoing restructuring exercise by not presenting correct strength of AGM/DE (Telecom) grade. The sanctioned strength of AGM(T) should be counted as 9470 (5303+4167) for all calculation purposes and there should not be any reduction in posts of any promotional cadre by virtue of restructuring - Further we demand for free and fair enquiry into the whole process adopted in June-2018 for creation of thousands of AGM posts in a single day - Reg.

Reference: AGM Promotion order No 412-03/2017-Pers-I of dated 29-6-2018/04.7.2018 of BSNL CO.

Respected Sir,

We would like to bring to your kind information that 4167 posts of AGM (T) were created through matching saving basis in June 2018 and afterwards in multiple go to promote SDEs of list 5, 6 & 7 to the post of AGM (Telecom) simultaneously on pretext of court cases. The RTI reply document (dated 18.03.2019) received from BSNL CO New Delhi has stated that the total 4167 posts were created in AGM (T) grade by matching saving basis. Earlier available posts for AGM(T) through DPC were only 3978 (75% of 5303) and hence new 4167 posts were created in AGM(T) to accommodate SDEs of list 5,6,7 simultaneously. **Therefore, the total sanctioned strength of AGM (T) cadre in the Pre-VRS Scenario was 9470 [5303+4167 i.e. "Previous AGM(T) post + New AGM (T) Posts created"] for all calculation purposes.**

Although the whole process of upgrading the posts and increasing the sanctioned strength were done in a highly hurried manner without following stipulated guidelines and the orders were hastily issued, which raised several questions on the working of the personnel section at that time. The copy of the note-sheet received from BSNL Corporate Office, New Delhi through RTI surprisingly reveals that **such a critical exercise of creating 3105 posts in AGM cadre by way of surrendering posts in SDE cadre was taken in a single day (upward file noting marked by AGM Pers-I on 25.06.2018 and returned back after approval of CMD-BSNL to AGM Pers-I on same day i.e. 25.06.2018)**. It will be pertinent to mention that the reasons for creation of these posts were given as settlement of long drawn Court cases, which never happened and in fact it gave rise to new court cases. It may be appreciated that current GM (Restg) in the then capacity of Jt GM (Pers) has played a pivotal role in the whole up gradation exercise. It will be further important to note here that the persons down the order involved in processing this whole case were direct beneficiary of these promotions and hence suppression of facts by them cannot be ruled out, as reasons captured in note-sheet for post creation do not appear tenable. **Despite the promotions being pending in SDE cadre and thousands of JTOs were awaiting their first promotions, it was stated that further promotions though DPC will not take place and the SDEs posts were hastily eaten away by the authorities in a hush-hush manner.** This association through its earlier letters has requested time and again to enquire into the whole issue and to take corrective action but same was ignored for reasons best known to the authorities.

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

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

The said new creation of 4167 posts in AGM(T) by way of up-gradations of SDE(T) posts were neither taken to MC/Board nor the administrative ministry (DoT) though it was having financial implications as many executives, who were promoted against newly created posts were granted one increment through EPP as they were working in E4 scale at the time of promotion orders and hence it has implication on their pension, which is borne by the DoT. The copy of note sheet received in RTI reply clearly mentions that the aspects for up-gradation of posts was **“Matching saving”**, which is supposedly **carried out in extreme exigencies in government departments**, while ground mentioned in the note sheet doesn't seem to qualify in this category. So, whole exercise raises serious question on legitimate sustainability of the entire process. As far as administrative exigency is concerned, it will be worth to mention that all the promoted AGMs were posted at their previous places and promotions were done on “as is where is” basis and in fact places deficient of AGMs were being managed by posting SDEs on Look After basis. **However, despite all these drawbacks in the process, the posts were finally created permanently in AGM (Telecom) grade which raised the sanctioned strength to 9470 and regular promotions were made in AGM (T) cadre.**

Now, all of a sudden, we have been apprised by the GM(Restg) that the total sanctioned strength of AGM(T) is 5303 for all calculation purpose for the post VRS restructuring methodology. We have also come to know that Restructuring Cell is utilizing AGM(T) sanctioned strength as 5303 in all its representations at various levels including HOCC meetings to formulate the new cadre strength. In recently concluded meeting, he apprised that the above said upgraded post can't be taken as sanctioned strength of AGM (T) as it was one a one time measure, where as the RTI reply (dated 18.03.2019) explicitly mention that 4167 AGM(T) posts were created by abolishing SDE cadre posts on matching saving basis. **So, such type of vague statement by GM (Restg) puts a serious question mark on the validity of the whole exercise of promotions in June 2018 making all the executives promoted against the upgraded AGM(T) posts susceptible to be reverted back to SDE(T) cadre by cancelling the said orders as regular promotions can't be issued against Temporary posts.** If GM (Restg)/ Restructuring Cell have placed this fact on record, then validity of their presentations needs a thorough enquiry and a revisit to the whole process.

However, going by the facts evident from the RTI Notesheet, the posts have been created on a permanent basis and hence GM (Restg) has apparently presented wrong information before management by mentioning sanctioned strength of AGM(T) cadre as 5303 which raises a serious question on the validity of the whole restructuring exercise in BSNL. It will not be out of place to mention here that the present GM(Restg) in his tenure as Jt GM(Pers) was also instrumental in other controversial decisions including JTO to SDE Promotion through DPC in June-2018 along with SDE(T) to AGM(T) promotion in June-018. **The JTO to SDE promotion through DPC was executed partially for a particular group and other JTOs (BSNL Recruited) were completely ignored even when sufficient vacancies as well court directions were clearly available to execute the promotion in 1:1 ratio.** He completely ignored the plea made by this association on that occasion also to issue the SDE Promotion through DPC for all available vacancies as per the Hon'ble court directive in 1:1 ratio between DR and PR quota JTOs, which ultimately led to serious legal and financial implications to BSNL at later stage.

It may be appreciated that due to improper handling of HR in past, BSNL and its whole HR structure is marred with court cases and other complexities. At least in post VRS era, we expect that the HR policy adopted by BSNL should not have any lacunae and hence it becomes far more essential that officers handling the sensitive HR posts should avoid acts of giving misleading information. **Further, any reduction in the posts will result into stagnation of executives in their existing cadre and almost all the executives shall be forced to retire as SDEs. So this association and its members cannot accept any reduction in the posts in promotional cadre. Keeping the sanctioned strength unchanged in promotional cadres will make the career progression of all the executives seamless and all will get sufficient opportunity to move up in the hierarchy as per the existing RRs. Only the posts abolished by virtue of VRS may be taken into consideration for such reduction.**

Hence in the light of the new disclosures and chain of events of creation of 4167 AGM(T) posts by up-gradation from SDE(T), we demand:

- 1. To consider the Pre-VRS sanctioned strength of AGM (T) grade as 9470 (5303+4167) and no reduction in sanctioned strength of the AGM grade should be there in the Post VRS Scenario.**
- 2. A free and fair enquiry into the whole process adopted in June-2018 and afterwards for up-gradation of SDE(T) posts to AGM(T) in a haste, not following due procedures and conditions laid down for creation of posts; fixing of responsibilities and initiation of departmental proceedings against guilty officials, who have ignored critical points and misrepresented facts on paper.**
- 3. All erroneous promotions orders issued against newly created 4167 posts of AGM(T) be cancelled and reversion of all such candidates to their substantive grade be done if the process is not found in order and action be taken against the guilty officers for mishandling the process.**
- 4. Removal of few controversial officers from HR group who have consistently been accused of bias and deliberate ignorance of facts.**

Therefore, we request your good self to kindly look into the above issues raised and direct to issue suitable instructions as deemed fit to address our concerns and ensure a fair probe into the whole process. Any reduction in sanctioned strength in any cadre will result into stagnation of executives and hence cannot be accepted by this association. We hope that your good office will render justice to the executives waiting since long for their promotions in various cadres.

With warm regards,

Dated: 01.06.2020

Sd/-

[MD. WASI AHMAD]
General Secretary

Copy for kind information and n/a to:

1. Shri Arvind Vadnerkar, Director (HR), BSNL Board New Delhi.
2. Shri Arun Kumar, PGM (Pers), BSNL CO, New Delhi.
3. Shri A. M. Gupta, Sr GM (SR), BSNL CO, New Delhi.