



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/57

Dated 03.07.2020

To,

Shri Ravi Shankar Prasad Ji,
Hon'ble Minister of Communication,
Government of India, New Delhi.

Subject: Issuance of First Promotion for qualified professional in BSNL-Regarding

Respected Sir,

At the very first outset, AIGETOA express our sincere gratitude to our respected PMO, MoC on the continued patronage on BSNL from the government and we the BSNL employees are committed to reciprocate the same with our sincere efforts and endeavors to keep the communication services up and running at this crucial time when our country is going through one of the toughest times during this pandemic. Being the essential service category it is our time bound duty to ensure the reliable telecom service and cater the voice / data need of each citizen and households. Your good self is already aware of the efforts we are putting in and we are happy and confident that with your visionary leadership, BSNL will be scaling to new heights very soon.

With the present submission we would like to draw your kind attention towards the plight of thousands of qualified professionals in BSNL especially BSNL recruits including from 2001 batches onwards, who awaits their first promotion in executive hierarchy (i.e. from JTO to SDE) for last 6 to 19 years. It is a matter of fact that even in the erstwhile DoT era such delay has not occurred. We have knocked all doors but still the issuance of promotion is awaited since years and years, which doesn't have any financial implications, while delay is affecting the employees' morale very badly.

Following facts are placed for your kind and brief reference please in this regard to end the stalemate.

1. The JTO cadre in BSNL effected through 50% Direct recruitment (All India Level Exam) and 50% Internal competitive exam and thus the inter seniority in JTO cadre between each cadre was to be fixed as 1:1, as per the DoPT/GOI/DoT guidelines.
2. There was a long dispute on the seniority fixation between the executives recruited by BSNL and absorbed executives promoted in JTO grade for subsequent promotion to next higher grade i.e. to SDE from 2012 to 2018, whereby Hon'ble High Court, Kerala delivered its final judgment on 05-06-2018, which was clear and without any ambiguity.
3. The operating part of the judgment viz para-14 & 15 clearly mentioned to effect the promotions in 1:1 ratio in any case (even in incase of interim order till finalization of list).
4. While affecting promotion in SDE grade on 15.06.2018 the then BSNL management preferred to promote only one set of employees viz DoT absorbed internal quota people leaving BSNL Recruit JTOs who joined in external quota. Even the candidates from SC/ST categories were also not covered which was mainly consisting of BSNL Recruits.

5. Subsequently, the management had to face some contempt for violation of the Hon'ble Court order also in Jan-2019.
6. Even then promotion order was not issued citing one reason or other inspite of the fact that various preparatory works for DPC promotion of JTO to SDE for these BSNL Recruited Executives have been completed long back ago.
7. To our dismay, even though no legal stay is in place in issuance of first promotions to these beleaguered executives, the same is yet to happen which is lingering endlessly.
8. It is further appraise that sufficient number of vacancies are available and JTOs from 2001 to 2014 batches can be given promotion in present condition after VRS. It is not out of place to mention that these executives are waiting for their promotion since years and years while the qualifying service for promotion to SDE grade is only 3 years in JTO grade.
9. The work profile of JTO and SDE are similar in nature and all these JTOs are already discharging the duties as SDEs on Look After basis since many years, which will not be counted for any purpose of their next grade promotion.
- 10. It is also important to note that BSNL has no financial implication on account of these promotions as all the executives are already working in higher scale. In fact, it is only re-designating them as SDE on "As and Where Basis" due to no change in work profile.**
11. Thus it can be seen that, there is no valid reasons for delay in execution of JTO to SDE Promotions – as there is surplus vacancies / operational shortage for SDEs and no legal direction to stop promotions associated.
- 12. Although we are continuously engaged in dialogue with the current HR Team of BSNL Management for release of the promotion order in JTO(T) to SDE (T) grade and some advancement has been achieved but still the order of promotion is awaited.**

Sir, after inception of BSNL, JTO/JAO is entry grade in executives cadre, who are recruited and promoted with professional qualifications with highest grade of examination but these talented and young executives were never groomed to take up higher responsibility even though the department is paying scale of higher grade. Today, BSNL may not be in acute crisis of middle management level officers, even after twenty years of its inception, if they have groomed the entry grade of executives i.e. JTO/JAO properly through some internal fast track career progression, who were having all requisite professional qualifications, administrative skill and business acumen.

In the light of above facts, we humbly request your good office to intervene in the matter and issue suitable direction as deemed fit to render justice to these youngest and qualified executives, who are rendering all responsibilities with utmost care in BSNL and didn't allowed any hiccup in services even after 50% of employees left the company through one of the best volunteer retirement scheme launched by the Government of India. Sir, you have always came to rescue the BSNL family in its tough time and so we are looking once again for your kind intervention and support for issuance of the First Promotion i.e. JTO to SDE to these executives recruited by BSNL.

With warm regards,

Sd/--

[MD. WASI AHMAD]
General Secretary

Copy for kind information please:

1. Shri P. K. Purwar, Chairman and Managing Director, BSNL New Delhi.
2. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi.