



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/67

Dated 20.07.2020

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL Board
Bharat Sanchar Bhawan, New Delhi

Subject: Excessive delay in the process of JTO to SDE Promotion through DPC as agreed in the meeting dated 24.02.2020 and 22.05.2020-Reg.

Respected Sir,

We would like to draw your kind attention towards excessive delay in the process of JTO to SDE promotion through DPC, which was restarted after the discussions with your good self in the agenda meeting dated on 24th February 2020. As per the direction of your good self on the next meeting with this association on 22nd May 2020, the formalities to seek legal opinion was to be completed within a week and it was also agreed that efforts will be made to get the legal opinion within few days after sending the formal request. But we are pained to inform that the pace of works in this direction is extremely slow and some formalities for getting the legal opinion are yet to be completed. During the discussions with the association on 22nd May 2020, a clear-cut time line for the whole process was agreed upon and going by that we were expecting that the DPC process for JTO to SDE to be completed by the end of the June, 2020 to first week of July 2020. It was learnt that the things were moving with brisk pace and discussions with senior advocate also took place. However, all of a sudden, things have become abysmally slow and we are apprehensive that the process may have been slowed down under the influence of some other proclaimed corners, who are adverse to these promotions.

It is a well known fact that management as well as the organization expects its executives to devote their day and night for the department and even pay from their personal pocket to maintain the services but when it comes about their dues and benefits, our offices gives least priority for their claims. We have apprised your good self also on many occasions about the injustice done to these young professionally qualified executives, who joined BSNL with a dream life. But the real life fact is that these young professionally qualified people are still waiting for their FIRST PROMOTION despite completing 6 to 19 years as JTO in BSNL. We want to remind here once again that no battle can be won with a de-motivated

battalion and hence these executives should be given due respect and motivation that are putting their best to regain pristine glory of BSNL.If anybody is ignoring crucial HR issues of organization, then he is simply working against the interest of BSNL by keeping executives in state of unrest.

If a simple proposal of seeking legal opinion from the senior advocate dealing with the JTO to SDE DPC which involves some expenditure is not being finalized in two months, it is for all of us to see, how much seriousness our HR team is giving on the crucial aspects related to Pay, Pension and Promotion of executives. It seems that decisions taken at higher levels are simply thrown in the dustbin by officers down the order.

We wish to mention that if activities with respect to one of the most important issues of first promotion of executives continue to remain like this, the association shall be constrained to initiate organizational activities to seek justice to the fraternity as for us nothing is more important than the resolution of issues of our executives and adamancy/inertia of officers of the system has now gone beyond tolerance level. We therefore once again request for your kind intervention to complete the legal process immediately without further delay and thereafter completion of DPC process for JTO to SDE promotion.

We sincerely hope management will realize the prevailing unrest amongst the executives and will take urgent necessary action in this regard for promotions of JTO to SDE through DPC for keeping a smooth employee-employer relationship.

With warm regards,

Dated: 20.07.2020

Sd/--
[**MD. WASI AHMAD**]
General Secretary

Copy for kind information to:

1. The CMD BSNL, BSNL Corporate Office, New Delhi
2. The PGM Pers, BSNL Corporate Office, New Delhi
3. The Sr GM(SR), BSNL CO, New Delhi for kind information please.