



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/132

dated 26.11.2021

To,

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

Subject: Reduction in promotional posts by negating our submission in this regard, provision of unreasonably high 12 Years stagnation in JTO/JAO grade for promotion through personal up-gradation, provisions of External MT and DR DGM in the notified Restructuring and Manpower Planning. We demand complete roll back of the restructuring proposal notified vide letters dated 17.11.2021 onwards and immediate extension of Promotion to all eligible Executives -Reg.

Reference: 1. BSNL CO Restg File No.4-02/2021-Restg dated 23.11.2021
2. GS/AIGETOA/2021/106 dated 31.08.2021
3. GS/AIGETOA/2021/89 dated 16.07.2021

Respected Sir,

Your kind and immediate attentions is solicited towards the autocratic Norms and Count in the notified Manpower Planning-2021 (issued vide letter under reference-1 above) on sanctioned strength, external recruitment on MT/DGM, down-gradation in executive cadres. This association calls for immediate withdrawal / review of such clauses in the said proposal. Being the recognized representative association of executives, we had a series of discussions and submissions on the manpower planning with your esteemed self and Dir (HR)/ PGM Pers & Restructuring Cell. Detailed submissions were also made vide letter under reference 2 & 3. To our dismay many things which were agreed earlier to this association in such meetings seems to be ignored deliberately or rather discarded by the Restructuring cell on its letter dated 23-11-2021. We are also astonished to see the scrapped DR DGM recruitment by the earlier management finding a place in the new proposal.

The severe curtailment of Promotional Posts, unreasonable period of 12 Yrs for JTO to SDE Promotions on Personal Up-gradation Basis, Provisions of External MT and DR DGM are some of the key elements, which have created serious uproar and resentment across the executive fraternity. The current provisions are not only agitating the employees but the field requirements have also been completely ignored while deciding the restructuring strength in various grades and streams. The management seems to be more engaged in shrinking the career opportunities to the executives than expansion of the business for BSNL. It is important to note here that outsourcing model being deployed in BSNL has not cut short the activities of executives but enhanced it many times especially after VRS. The current model requires more supervision and involvement of executives to deal with the new agencies roped into the systems for ensuring optimum service.

Another worrisome part evident from the restructuring order is that BSNL Board has been misguided on existing stagnation period in the JTO to SDE cadre, which explicitly referred as 15 to 20 years in the letter, whereas the same is 10-11 years at the time of putting up the proposal with Board. **We hereby call upon for an inquiry and action against the persons responsible for putting wrong facts on record to BSNL Board, who have acted not only against the interests of organization's but also against its workforce.** It is worth to note here that the same BSNL Board has approved a Time Bound Promotion Policy on 28.05.2018 with JTO to SDE equivalent Promotion in 5 years and reaching to AGM equivalent grade in total 15 years. In the light of above, how the new proposal can deviate from the previous approval of the BSNL Board and stagnate the JTO equivalent grades for 12 yrs for the promotion to next grade.

In the post VRS scenario, in fact the responsibilities, works and its scope have further increased when weighed against the present competitive scenario in Telecom Sector. The working executives at lower level and the middle level management who cater for more than 98% of the work force in the company and who actually run this mammoth organization with their hard work and sincerity in the post VRS scenario are completely dejected by seeing such a regressive proposal from the management which has made a roadblock on their career progression and belied their expectations about organizational structure because the proposal has failed to consider various important administrative as well as operational requirements of the company. Unfortunately, the career of existing executives is tried to being dumped in such a way that a JTO will be virtually forced to retire in a same working level at the time of superannuation also. Which type of promotion organization is offering to its executives and further glorifying it as Best HR Practices in the letter. It's not a Best HR Practice as claimed in the letter but this practice in fact has no vision for the Career Progression of the qualified Executives and is completely devoid of Merits and scientific basis. Even smallest organization with moderate knowledge of HR practices does not keep such type of HR proposal. It seems organization doesn't want any Management Succession Plan and just wants to keep on borrowing the same from outside and ignoring internal talents despite passage of 21 years of BSNL formation.

This association submit its strong protest on the below points, and We once again seek your benign authority to intervene in the matter and review/modify the clauses in Manpower Planning and staffing Norms before finalization of the proposal in the cadre of Executives.

1. Huge stagnation period (12 years) defined in the cadre of JTO to SDE may be relooked and changed to 5 years. Such huge stagnation period will demoralize the basic cadre in the department and hamper the motivation level of younger executives who are working pillars of organization. Even the existing JTO RR on normal course gives eligibility for promotion with 3-year regular service on LDCE/DPC channel. Also, when the cadre of SDE is demoted and made interchangeable with JTO in the same policy, the purpose of keeping 12 years stagnation period is hard to understand. It is devoid of congruence with organizational objectives or individual aspirations and the new policy is fit to be called as a Stagnation policy than a restructuring plan that is mutually beneficial to the organization and its workforce.
2. The Four-layer reporting structure in the telecom stream needs to be kept for ensuring the administration and operational requirement of the company. By making the posts as interchangeable and further by defining a huge stagnation period the management virtually is keeping the executives to retire in JTO level, which is not at all acceptable.
3. Scrapping of external recruitments in MT/ DGM cadre: When the organization is having qualified and experienced executives of more than 25000, we are surprised to see that external recruitment of MT and DR DGM still finds a place in the approved proposal. It may kindly be noted that the DR

DGM recruitment was already scrapped by the earlier management and now again bringing back such external recruitments in the form of MT/DR DGM and ignoring the internal talents will directly affect the career prospects of entire executives. We once again demand for introducing a fast-track career progression for internal executives through some internal fast track mechanism as detailed by this association on various occasions.

4. Review on the sanctioned strength of AGM(T)/CAO/DGM(T): Keeping in view, the operational needs of the organization and for ensuring smooth career progression of executives, this association had demanded sufficient strength in AGM(T)/CAO/ DGM(T) cadre. But the same was restricted in such a way that many executives will be forced to stagnate for more than 12-14 years in a particular cadre. Even though earlier Board had cleared a proposal for time bound functional promotion with 5 years period in each cadre, the new proposal post VRS keeps stagnation at very high level, which is a huge blow on the existing working executives.

Hence, we demand for an immediate roll back of the restructuring and manpower planning proposals and demand to implement the submissions made by the association through letters, presentations and meetings and introduce Time Bound Promotion in line with the BSNL Board Approved Policy to ensure rightful career progression of the Executives and placement of Management Succession Plan for the internal talents through Fast track Promotional Mechanism up to highest grade to meet the requirement of the organisation.

With warm regards,

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

Copy to:

1. The Director (HR) BSNL CO New Delhi for kind information and NA Please.
2. The PGM (Pers), BSNL CO for kind information please and N/A please.
3. The Sr GM SR, BSNL CO, New Delhi for kind information please.
4. The GM (Restg), BSNL CO, New Delhi for kind information and N/A please.