



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/56

dated 10.06.2022

To,

The Director (HR),
BSNL Board, BSNL CO,
H. C. Mathur Lane, New Delhi

Subject: Strong objection for leaving behind the executives of list-12 & list-13 from the VC calling initiated by BSNL CO and keeping them away from the purview of AGM promotions –Reg.

Reference: 1. BSNL CO letter no. BSNLCO-PERS/13(11)/2/2022-DPC dated 09.06.2022
2. BSNL CO File No U.O. No. BSNLCO-PERS/13(11)/2/2022-DPC dated 08.06.2022
3. Our letter number GS/AIGETOA/2021/45 dated 02.05.2022

Respected Sir,

The Letter under reference no # 2 is doing circulation in Social Media vide which Personnel Section of BSNL CO has sought Vigilance Clearance for 3354 SDEs. While indeed, it is a welcome step by management that they are finally moving towards executing of promotions in SDE to AGM grade but at the same time **we also wish to highlight that calculation of vacancies is not in line with the discussions held with this association earlier at various levels including that at the level of CMD BSNL. Such types of fall back from own commitment is not at all good for maintaining good employee-employer relationship. Till recently it was apprised to us that the vacancy will be discussed only after finalisation of the methodology but sudden calling of vigilance clearance and updating of pending offline period APAR only up to seniority list 11 has created serious resentment in the field units.** This is nothing but undermining the merit as well as injustice to the all LDCE Qualified Executives and putting the organisation at turmoil.

We wish to once again highlight the commitments made to us during various meetings which are reiterated as below:

1. **Consideration of complete strength of 4500 Posts by diversion of Posts from MT/LDCE quota to that under DPC quota as one time measure** and vacancies under internal competitive quota to be extended by adjusting the same through vacancies created on account of future retirements on yearly basis. We have categorically rejected any move for external MT recruitment, and we once again reiterate our firm opposition to any lateral entry of external candidates in the organization. Presently BSNL Board has also put a stop to any external recruitment in BSNL.

2. **Consideration of vacancies arising out in AGM cadre due to DGM (Ad-Hoc/LA) by considering them as occupying the vacancies of regular DGMs and using them for DPC in SDE (T) to AGM (T) grade in line with the mechanism followed in JTO to SDE Promotions.** This will also enable smooth promotions for AGM to DGM Regular Grade.
3. **Review of sanctioned strength and creation of Posts in various cadres including AGM in view of the proposed merger and takeover of BBNL operations by BSNL and roll out of more than one Lakh 4G BTS as per the expansion plan.**
4. **Introduction of Stagnation Criteria in MS RRs as committed to this association vide management letter no BSNL/31-3/SR/2020 dated 02.03.2022 under minted point number 2(d), which will make these promotions time bound in case regular vacancies falls short. The association has demanded that the stagnation criteria in this case should be eight years.**

Vide our letter bearing GS/AIGETOA/2021/45 dated 02.05.2022, we have already highlighted the huge injustice which has been meted out to the competitive quota people of VY 2006-7, 2007-8 and 2008-9 **who despite being eligible for an earlier vacancy year have been placed in seniority list en-bloc junior to those selected for later year vacancies belonging to seniority cum fitness quota.** This happened because of one sided interpretation of Hon'ble Supreme Court Judgement in the S.K Dubey case and ignoring the basic provision of quota in the SDE RR 2002 **despite this association submitting the correct interpretation of the RRs as well as that of Hon'ble Supreme Court Judgement from a Hon'ble Retired Justice of Hon'ble Supreme Court.** In the ongoing DPC, if the Seniority List circulated by department is to be believed then the meritorious executives who qualified the LDCE exam against the vacancy year of 2006-07 and 2007-08 shall be getting promotions after the executives who were junior to them and qualified for the VY 2008-09 in the SCF Quota. **After eating away the seniority, if department promotes the executives who have qualified against the earlier vacancy years of 2006-07 & 2007-08 through LDCE later than those qualified against later year vacancies through SCF, the injustice to these meritorious competitive quota executives becomes double. It will be pertinent to mention that many of the candidates under SCF quota are the candidates who failed the LDCE exams for VY 2006-7, 2007-8 etc and hence were ineligible for getting promotions earlier than the competitive quota people of 2006-7 and 2007-8 VYs.**

If the meritorious executives who qualified the fast track mode LDCE examination are pushed after those who could not qualify the exam, the very basic purpose of introducing the concept of meritocracy and fast track will be defeated and that too only because department failed to hold the exam and declare the results and promotion orders in time. It was not the fault on the part of any executive. The lag happened entirely due to administrative reasons and so executive can't be forced to suffer. This not only delayed their promotions but they were also denied one increment on functional promotion.

We also place our strong objection to the selective usage of DoP&T guidelines, whenever it suits the designs of management to deny the genuine dues of Executives. While department negated the applicability of DOP&T guidelines in case of VY based Seniority, at the same time, same DOP&T Guidelines were used to make one more modification in the Seniority List 12. This is needless to mention that every time candidates from competitive quota and youngsters of the organisation are

found at the receiving end. The basic motive of HR group of any organisation is always to push meritorious and qualified candidates at top and if BSNL fails to adopt this basic concept of best HR practices, it is not only creating injustice to the merit and competition but also is failing in its duty to secure the long term interests of our beloved organisation.

Hence to avoid another injustice to these executives, department should take all necessary actions to ensure that these meritorious executives are not left behind in the promotion orders. Accordingly, we demand:

- ***Calling of vigilance clearance particulars of the eligible SDEs up to list 13.***
- ***Completing of pending APAR (if any) including offline period of the eligible SDEs up to list 13.***
- ***Carrying of the SDE to AGM Promotions of all SDEs, who have completed seven year residency period i.e. upto seniority list-13.***

This is the only way to impart justice and provide a soothing hand to these suffering executives, who are in complete frustration, turmoil and unrest in the field since the information of restricting the VC only upto list 11 has been received to us. This is also in contrary to the discussion held with the association earlier on the number of vacancies and recent denial to discuss the numbers only after finalization of methodology. As a representative of the executives, we will never allow this injustice to prevail and will take all necessary actions to ensure justice to the candidates of competitive quota of List 12 and 13. We hope that your goodself will take cognizance of the situation and will take all necessary actions to extend justice as demanded above.

Thanking You.

Yours Sincerely

Sd/--

(MD. WASI AHMAD)

General Secretary

Copy to:

1. The CMD BSNL, New Delhi for kind information please.
2. The PGM SR, BSNL CO New Delhi for kind information please.