

# FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

No: Forum/CHQ/2021/03

Dated 18.11.2021.

To

Shri P. K. Purwar,  
Chairman and Managing Director,  
BSNL, New Delhi.

Subject: Notification of the approved Time Bound Promotion Policy and declaring Promotional Mechanism before notifying the Restructuring and New Sanctioned Strength to ensure immediate issuance of promotion orders for all eligible Executives in various grades and streams w.e.f. 01.07.2018 onwards.

Ref No: Forum/CHQ/2021/01 dated 15.09.2021

Respected Sir,

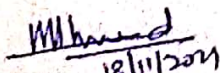
Forum of BSNL Executives' Associations comprising of SNEA, AIGETOA and AIBSNLEA vide its letter dated 15.09.2021 has requested the management that all eligible Executives as on date should be extended Time Bound Promotion up to AGM equivalent Grade in all streams before notifying the Restructuring and New Sanctioned Strength in BSNL. It is important to that BSNL Board has already approved a Time Bound Promotion Policy on 28.05.2018, which is yet to be notified. We have categorically submitted that reservations as per Government of India guidelines may be inserted in the policy and notified. In the aforesaid policy, a JTO/JAO Equivalent grade Executive is envisaged to reach to the post of AGM in a time bound manner of 15 years of service.


It is worth to note that our Executives in JTO Telecom grade are stagnating as high as 11 years of service, while in other streams, the stagnation is running up to 20 years or even more. Executives in SDE Telecom grade are stagnating from 8-17 years of service, whereas in other streams up to 20 Years or even more. Similarly, the Accounts wings officers are awaiting their promotion from quite long time.

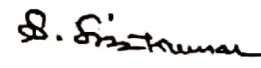
However, it is observed that BSNL Management is going ahead with Restructuring and post reduction without accommodating our submissions in this regard and resolving the promotional avenues to the working Executives and honoring the earlier decision of the BSNL Board for the career progression of the Executives. The repeated assurances of the Hon'ble CMD that Management is not averse to the promotion avenues need to be translated into reality by issuing actual promotion orders of all eligible Executives. Notification of restructuring with reduced sanctioned strength without notifying the promotional mechanism will not only lessen the motivation of the Executives and but also will result into unnecessary panic and unrest in the minds of all Executives. Hence, we are of the considered opinion that the restructuring plan should not be notified without taking care of the promotional avenues and notification of Time Bound Promotion Policy should be done along with manpower plan to avoid unnecessary unrest in the Executives. Further, it is also requested that relaxation in qualifying service should be extended for promotion to the posts of CAO and DGM (Telecom & Fin) to address shortage of Executives in the grade.

It is therefore once again earnestly requested to bestow your attention on the concern raised by the Forum to impart justice to all the Executives by ensuring notification of Time Bound Promotion Policy before notification of restructuring proposal and immediate initiation of activities to ensure promotion of all eligible Executives in line with the BSNL Board approved Time Bound Promotion Policy w.e.f. 01.07.2018 onwards. Otherwise, we will be compelled to resort to organizational actions with immediate effect.

With regards,

  
18/11/2021  
(Wasi Ahmad)  
GS/AIGETOA

  
(Sebastin. K) - 18(11)21  
GS/SNEA

  
(S. Sivakumar)  
GS/AIBSNLEA

Copy to: 1-5. All Functional Directors of BSNL Board, New Delhi for information and n/a pl.

6. Shri. R. K. Goyal, PGM(Pers), BSNLCO for information and n/a pl.

7. Smt. Anita Johari, Sr GM (SR), BSNL CO for information and n/a pl.