

FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

No: Forum/CHQ/2021/01

Dated 15.09.2021

To

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

Sub: Promote all the eligible Executives on Time Bound basis before Restructuring and post reduction. Define road map for promotion to higher posts. No Looking After/Adhoc Promotions, only regular promotions. We will be compelled to oppose any Restructuring and post reduction before Promotions:

Respected Sir,

It is observed that BSNL management is going ahead with Restructuring and post reduction without working out the promotional avenues for its Executives and finalizing the future road map to fill up the top management positions in the company with meritorious candidates. Normally, norms are framed after conducting extensive work study in the field units but no work study took place. Many meetings and letters given by us highlighting the shortcomings in the proposal but Management did not give due consideration. It is understood that management wants to move ahead by ignoring not only our objections but the interest of the organization also. It is further understood that through this proposal, management wants Executives to stagnate in JTO/JAO/SDE/AO/Equivalent grade for as long as more than 12 years for their first promotion as SDE/AO and 25 years for the second promotion as AGM/CAO/EE, ignoring the fact that on 28.05.2018, BSNL Board has approved a proposal where Board want JTO/JAO/Equivalent level officer to reach to post of AGM in a time of 15 years of service. Such type of demeaning of Executives where management wants them not only to stagnate them in a Grade for so long but also wants to kill the employment opportunities for talented and young people of India by going for reduction in post beyond the numbers which has taken VRS in 2020. Any decision taken by earlier Board simply cannot be overlooked by the current management and it becomes furthermore objectionable considering the fact that in last three years, the condition of company both in terms of revenue as well as operations has not gone any major change and remains same to what they were in year 2018.

The Association leaders held discussions on the ongoing Restructuring process and unanimously decided to demand the following:

1. Before implementation of any Restructuring proposal, all eligible Executives as on date should be extended Time Bound promotion, up to AGM equivalent Grade in all the streams. It is pertinent to mention that BSNL Board approved the Time Bound Promotion Policy on 28.05.2018 which was put in cold storage without notifying on the pretext of seeking guidance from DoT on Govt of India guidelines pertaining to Reservation. Herein, it is submitted that directions of the Board for following the reservation guidelines can be followed by incorporating a provision for following Govt/DoP&T guidelines on Reservation and suitable measures for protecting the Constitutional rights.

2. The promotions should be extended to all w.e.f. 01.07.2018 onwards as and when the Executives fulfill their eligibility criteria.

3. Other issues which have been raised by Associations from time to time on the policy may be addressed by involving all the stake holders and drawing a consensus. It is pertinent to mention that Management Committee of the Board is empowered to decide on such changes in the said policy and accordingly suitable relaxation in the qualifying service may be extended for promotion to CAO Grade since eligible Executives are not available.

4. Before Restructuring, all Adhoc DGM (T/F) should be made regular DGM (T/F) as sufficient vacancies are available and thereafter all DGM(T/F) posts should be filled up on regular basis. A merit based fast track promotion should be introduced for DGM and above Grades for promotion to higher positions from among meritorious BSNL Executives to lead BSNL by creating adequate number of such additional posts. Current MTRR and DR DGM RRs should be scrapped altogether and replaced with internal Fast Track mechanism.

5. No Looking After/Adhoc/Entrustment Promotions should be provided in BSNL and only Regular promotions to BSNL Executives be given. These so-called temporary measures to deal with temporary shortage of staff in a Grade is being used by BSNL as a permanent measure in complete contravention to the stipulated guidelines and this practice should immediately be stopped.

The meeting of the Associations unanimously decided to oppose the move for Restructuring and post reduction without addressing the Promotional issues of all the Executives. The career progression of all the Executives will be blocked if promotion is not extended to eligible executives in a Time Bound basis as being done in other CPSUs, delinking it from availability of vacancies. The Associations will be compelled to resort to organizational action programs without any delay if management do not consider our genuine demand as stated above.

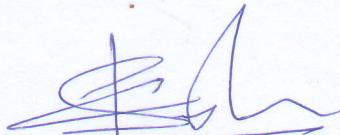
We urge BSNL management to consider this most important issue of BSNL Executives on topmost priority before Restructuring and post reduction and avoid any industrial unrest in the company at this crisis period.

With kind regards,

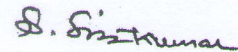
Date: 15-09-2021



(Wasi Ahmad)
GS, AIGETOA



(Sebastin. K)
GS, SNEA



(S. Sivakumar)
GS, AIBSNLEA

Copy to:

1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.
2. Smt. Yojana Das, Director (Fin), BSNL Board for info and n/a pl.
3. Shri. Vivek Banzal, Director (CFA), BSNL Board for info and n/a pl.
4. Shri. S. K. Mishra, Director (CM), BSNL Board for info and n/a pl.
5. Shri. V. Ramesh, Director (EB), BSNL Board for info and n/a pl.
6. Shri. R. K. Goyal, PGM (Pers), BSNLCO for information and n/a pl.
7. Smt. Anita Jauhari, Sr GM (SR), BSNL CO for information and n/a pl.