

**Sub: Details of BSNL Absorbed/ Recruited Officers in E3 and above scale, who are ready to take over the Managerial posts in BSNL**

BSNL management is wrongly projecting in response to directions of DoT for succession plan of ITS officers that there are no eligible and suitable officers in BSNL for meeting succession plan starting from 2027, but factually there are about 2000 excellent, experienced, well experienced own officers of BSNL. The details are as follows.

1. 60 absorbed ITS Officers who are senior to all ITS officers on deputation to BSNL and are ready to take over position of ITS officers on Deputation. These officers can immediately take over charge of about 20 post of CGMs vacant for months together and this will save Money of BSNL. List attached.
2. 25 Jt GM//Add GM/ GM/PGM/CGM level officers from Civil, Electrical and Account wing and some of them are successfully holding the posts in Telecom wing for many years but they are not given the important portfolios and their posting is limited to GM HR or BA/OA Heads of small units. But none of these officers are given opportunity but majority of them are used in office works or as OSD/PS to senior Officers/CGMs. These officers can immediately take over charge of many BA Heads, but the posting of these officers is limited only to HR/Admn or OSD posts.
3. 25 BSNL recruited DR DGMs who are holding important portfolios of GMs/PGMs but their career progression is twisted in MSRR 2023 in such way that they cannot reach to Managerial positions even though they were specially recruited as succession plan for ITS officers on Deputation. Now, these officers are working at E9 Scale but none of them are given responsibility of PGM /CGM and it is being falsely projected that these are inefficient officers. If these are inefficient officers, BSNL management should take action against them but how can be specially recruited officers for BSNL Management are being projected as inefficient by the management which has prime responsibility to extract work from them to maximum possible extent.
4. This is failure of management, but same is being projected by the management as weakness of management. Factually many of these officers are recruited by BSNL under succession plan for ITS officers on deputation, and now many of them are on verge of retirement, and their junior ITS officers are deputed to BSNL, but these specially recruited officers for BSNL Management are kept away from Managerial plan and excluded from so called succession plan. If BSNL management is not ready to use services of the Officers recruited before 14 years as substitute to ITS Officers on deputation, how BSNL will use these SET recruits as succession plan needs to be understood to depth
5. There are 1300 BSNL absorbed AGMs/DGMs who are in E6 scales and holding OA/BA Head positions under looking after arrangements and about all have experience of this work for minimum 25 years in BSNL. All these officers are senior to MTs and SET and will be promoted before SET/MTs
6. Apart from this BSNL is having more than 5000 Executives who are already working in E3 Scale who are recruited through rigorous Competitive examination and who are regularly undergoing Internal examination even for nonfunctional promotions and ready in all respect to lead BSNL from front and can be most appropriate substitute as succession plan for ITS on deputation in BSNL as and when required in phase manner.

7. In Year 2022, BSNL has recruited 180 Internal MTs as per MSRR 2009 and MTRR 2015 as succession plan as substitute to ITS Officers on Deputation, but their career progression conditions are modified by replacing MSRR 2009 to MSRR 2023 and MTRR 2015 are scrapped and SET RRs are added. Due to these arbitrary changes, the MTs will never reach to take over position of GMs/PGMs. The SET being recruited now, will be junior to these MTs and if MTs will not reach to GM/PGM positions, how SET will reach to this position needs to be critically analysed and the same is lacking on part of BSNL management.
8. All these officers are working at low salaries before 20 years i.e. fixed as on 01/01/2007 and taking higher responsibility and dedicated attached to BSNL for years together.
9. It is important that all these officers are recruited after rigorous process of Competitive exams GATE, LDCE/LICE and only top talent in the market is incepted in BSNL that to be after successful completion of rigorous training of two years and are undergoing regular upgradation training through strict Examinations. All of them are following and meeting all norms defined by BSNL Management viz. IPMS targets and achievement, online attendance, strict APAR marking, BSNL app monitoring, and individual targets and its achievements.
10. All these officers have taking higher and multiple responsibilities under looking after arrangements and not considered for Regular Promotions for years together, now, with notification of SET DR recruitment by BSNL Management, all are feeling neglected and demotivated to meet the targets assigned by BSNL Management.
11. It is important that out these BSNL Executives many are called on deputation at higher posts by Govt Organisations and PSUs and in recent MT Recruitment in Airport authority of India 150 Executives out these BSNL Executives are given opportunity as MT, but the same opportunity was not given by BSNL.
12. The number of working in different E3 and above Pay scales is as follows.

<b>BSNL Officers with E3 and their pay scales 2026</b>								
<b>Cadre</b>	<b>E3</b>	<b>E4</b>	<b>E5</b>	<b>E6</b>	<b>E7</b>	<b>E8</b>	<b>E9</b>	<b>Total</b>
Addl. Chief Architect						1		1
Addl. Chief Engineer						11		11
AGM	5	42	2201	1455				3708
AO	295	951	440	31				1741
Architect			3					3
Assistant Manager	6							15
CAO		1	29	3				33
CAO (Adhoc)				3				3
Chief Architect						1		1
Chief Engineer						23		23
Deputy manager	8	9						20
DGM			2	9	8			19
DGM (Adhoc)				108				108
Executive Engineer			40	109				149

GM						<b>18</b>		<b>18</b>
Jt. Chief Architect						<b>1</b>		<b>1</b>
Jt. Chief Engineer						<b>9</b>	<b>4</b>	<b>13</b>
Jt. GM						<b>15</b>		<b>15</b>
PGM							<b>20</b>	<b>20</b>
Principal Chief Engineer							<b>1</b>	<b>1</b>
SDE	<b>500</b>	<b>4955</b>	<b>3883</b>	<b>69</b>				<b>9483</b>
Sr. Architect			<b>2</b>			<b>1</b>		<b>3</b>
Sr. Chief Engineer							<b>40</b>	<b>40</b>
Sr. GM							<b>31</b>	<b>31</b>
SE/DGM				<b>27</b>	<b>3</b>	<b>1</b>		<b>31</b>
<b>Grand Total</b>	<b>814</b>	<b>5958</b>	<b>6600</b>	<b>1814</b>	<b>37</b>	<b>151</b>	<b>0</b>	<b>15491</b>

When BSNL is having these many officers within BSNL who are equally capable and can be substitute as immediate succession plan for replacement of ITS officers on deputation in phase manner but BSNL management is not recognizing talent, expertise and experience of these officers and wrongly projecting at SET only can solve the problems.

As such, it is crystal clear that BSNL is having more than sufficient Executives to meet succession plan after repatriation of ITS officers from BSNL if it is really proposal from DoT but Management is focusing only on SET DR RRs, which is not correct and hence there is mass unrest among executives of BSNL.

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