



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications
to the General Secretary

To,

Shri. A. Robert J. Ravi ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Jan path, New Delhi 110001.

No. SNEA CHQ/Corr/CMD/2025-28/AGM LICE

Dated 20th July 2026.

Sub: Request to give a sympathetic review of the AGM (LICE-2023) Promotion Cases and Associated Transfer-Related Issues.

Ref: Letter No. BSNLCO-PETS/12(11)/1/2025-PERS1 Dated 02/05/2025

With reference to the above subject and the letter under reference, your good self is aware that about 19 SDEs who have successfully passed AGM LICE 2023, could not accept their Promotions due to out of working Circle Transfers and the hardship, difficulties and family circumstances at that particular time. All these officers have submitted detailed representations for change of Circle to a nearby Circle or posting in the same Circle against available vacancies. Some of them have genuine medical grounds and were eligible exemption from transfers or eligible for retention as per the guidelines.

But initially it was informed that their representations were under consideration and all were expecting sympathetic consideration of their request against available vacancies. But it was unfortunate that, in the meantime, the issue was dragged to CAT Chandigarh and it was reported by your high office that due to the stay by the Honourable Court, nothing could be done in this case.

But it is seen that there was no official order issued by the Pers Section declaring a stay or status quo order by the court, and many Officers were relieved in the normal course as well as being forcibly relieved during this period. Consequently, all were compelled to join the transferred place or refuse the promotions. This dilemma confused many of these officers and due to uncertainty and non-clarity on the status quo/stay order of the court, many were of the opinion that, due to verbal information about the stay, they should not join their posted places and should wait for consideration of their representations on genuine grounds.

SNEA also has taken up this issue with your good self on many occasions, and many individuals, both personally and in groups, have represented their grievances before your good office. It was informed that, due to the stay, no changes could be made and none of the representations could be considered. We all believed your assurance and the assurances of Director HR and PGM Pers.

These issues have resulted in hardship to a number of executives and we request your intervention to review them in the interest of organizational effectiveness, employee morale, and the principles of fairness.

Due to this compelling situation, many have joined new place of posting with assurances from your high office that if they join duties then their request for Change of Circle to Circles nearby to their home Circle will be given consideration and now period more than one year is completed and it is right time to fulfil the assurances which could not be met due to so called stay from the Court.

Also, around 19 Executives promoted as AGMs, who could not join at transferred place due to circumstances that time and were forced to forgo their AGM Promotions, and the same was accepted vide letter No. BSNLCO-PETS/11(11)/2/2025-PERS1 Dated 27.06.2025 with following stringent conditions, further demoralizing these executives.

- a. As per Paragraph 3 of the said order, the Executives who have refused promotions will not be considered for any promotion (either regular or Adhoc or even look after arrangement) for a period of one year or till the preparation of next panel, whichever is later from the date of refusal by the executives.
- b. The next time bound pay scale upgradation under EPP of the employee after the date of said promotion order shall be postponed for a period of two years from the due date."
- c. As per Paragraph 4, the regular promotion being refused by the executives and refusal being accepted by the appointing authority, on the eventual promotion to the higher grade, the executives will lose seniority vis-à-vis their juniors promoted to the higher grade earlier."

It is pertinent to mention here that neither the notification for AGM LICE promotions nor MSRR 2023 mentions that, on promotion, transfer may be effected, and if someone forgoes the promotion, he/she will have to adhere to the strict terms and conditions of non-consideration for any promotion, either regular, ad hoc, or even look-after arrangement, for a period of one year or till the preparation of the next panel, whichever is later, and the postponement of the next time-bound pay scale upgradation for a period of two years from the due date.

Further, the executives were not given the option of choosing a Circle as per their convenience or of being accommodated in a nearby Circle in accordance with their present Circle, which was normal practice in BSNL.

It is worth mentioning here that the AGM LICE examination result was declared after the CAT Chandigarh judgment dated 27/02/2025, wherein the Original Application was dismissed and the Associated MAs were disposed of accordingly.

Further, on 29.05.2025, the High Court Chandigarh listed the case again on 11.09.2025 and issued the following order:

"In the meanwhile, the effect and operation of the judgment dated 27/02/2025 (Annexure-A) passed by the Central Administrative Tribunal shall remain stayed."

It is difficult to understand that the joining period of promoted executives was 40 days i.e. till 11/06/2025 and the majority of promoted executives did not join owing to difficulties due to out of Circle transfers that to be too far away Circles, still, no cognizance of the High Court order dated 29/05/2025 was taken by BSNL, and no directions regarding the stay as, instructed by the High Court Chandigarh, were communicated to the promoted executives or even any formal letter is issued on this subject.

In fact, till the final disposal of the litigation by the High Court and stay was granted as informed by Management, no executive was liable to join as AGM under the order referred to above. Hence, the forgo order needs to be reviewed in the light of the legal developments.

This is the first time in the History of BSNL that almost all executives promoted have been transferred to other Circles, even though more than sufficient vacancies were available in their working Circles.

Some have accepted the promotions even though they were facing difficulties and hardship in joining on promotion at the transferred place. In all these cases of forgone promotions, executives were posted out of their working Circle, and due to transfers on promotion, along with the strict terms and conditions governing the acceptance of forgone promotions, the executives are facing serious issues such as:

1. A number of executives who qualified through a merit-based competitive examination were posted to locations far from their existing stations, resulting in significant personal and family hardships and the same is continued.
2. In several cases, requests for retention or modification based on genuine humanitarian grounds, such as spouse grounds, medical grounds, caregiver grounds, children appearing in Class12th Board Exams, tenure station stay etc. were not given due consideration.
3. Hence, due to transfer-related difficulties, some executives were compelled to forgo their AGM promotions. It is unfortunate that, despite clearing the competitive examination, the affected executives could not render their services in the higher grade and even though willing, could not shoulder responsibility.
4. Even women executives having ailing parents, spouse-related constraints, children's education, or serious medical issues were also transferred to other Circles and later had to forgo their LICE promotion for Gr A level post owing to compelling family circumstances.
5. Executives have been subjected to consequential restrictions on forgoing promotions, including deferment of future career progression and time-bound pay-scale upgradations.

6. The affected executives have consequently suffered additional career and financial disadvantages over and above the loss of the promotion itself.

All these executives have spent their six months to one year preparing for and successfully clearing this LICE and securing merit positions, and were dreaming of promotion as well as higher responsibilities and were enthusiastic about giving their best to BSNL, but it is unfortunate that instead of getting promotional positions, they have been reverted and blocked from further promotions, even under look-after arrangements.

It is really disappointing and disheartening that BSNL has introduced LICE with the objective of providing scope for internal talent, but due to last-minute actions and the manner in which postings were made by transferring the majority of successful candidates to outside their Circles and that to be far away Circles, while vacancies existed in own as well as nearby Circles.

The promoted executives who accepted promotions on posting out of their Circles are facing financial issues as due to compelling family conditions, the majority have not shifted their families. There is not a single rupee increase in the salary of the executives as BSNL Management has already withdrawn the only increment available on Promotions. However, these executives are facing additional expenditure on double establishment and the hardship of being away from their families.

It is brought to your kind notice that Executives who have accepted promotions under all adverse conditions are facing hardship, and the Executives who have submitted the forgo option are also facing hardship because, instead of receiving a promotion, and the financial benefit of an increment, they have been reverted and their due salary is being reduced.

Your good self has given an assurance of giving them a posting to a nearby Circle after completion of one year, but this assurance has not been honoured. Hence, instead of feeling motivated after the successful completion of the LICE and, all these LICE-passed executives are feeling frustrated and cheated and nowadays many have even stopped thinking for appearing LICE for any promotions.

The office of the Honourable Prime Minister of India and the Honourable Minister of Communications has given clear directions for exploring internal talent of BSNL and giving an opportunity to meritorious Executives. In this case, whatever the reason may be, unfortunately, these instructions from the Hon'ble authorities have not been adhered to.

As such, it is required that the affected promotion cases be reviewed in light of the subsequent legal developments and that the consequential restrictions imposed on executives who were compelled to forgo promotion due to genuine hardships be examined sympathetically, so that such cases do not result in disproportionate career and financial setbacks beyond the loss of the promotion itself.

With the above submissions, and to adhere to the mission of the Office of the PMO for exploring internal talent and to give justice to the meritorious Executives

who have not only qualified AGM LICE 2023, but have also secured higher ranks among the successful candidates, we request you to review of these forgo cases as well as give consideration to the request for change of Circle for AGMs who have joined their transferred place of posting due to the uncertainty created by the Court case and confusion regarding the stay on the promotion order, and to give consideration to their genuine grievances through the following measures:

- A. The AGMs promoted and posted to transferred Circles who have already submitted representations for change of Circle to their home or nearby Circle, and who are now also ready to exercise their option or submit a new option for change of Circle, may be given a fair opportunity so that they can give adequate attention to their families and also focus on the higher responsibilities assigned to them on successful completion of the LICE and on securing a higher rank among the successful candidates.
- B. It is requested that a one-time review may be undertaken for executives who qualified through AGM LICE-2023 but could not avail the promotion due to transfer-related hardships, and that one more opportunity may be given to them to accept their promotions by posting them to a nearby Circle having vacant posts. Suitable relaxation, waiver, or withdrawal of such restrictions may also be considered in deserving cases.
- C. The restrictions and adverse consequences imposed on executives who were compelled to forgo promotion due to genuine and unavoidable circumstances may be reviewed.

This review action on the part of the Management will not only motivate and give relief to these affected Executives, but it will also motivate all other executives in BSNL to appear in such Competitive examinations for demonstrating their talent. It will create the impression among executives that the BSNL management is considerate of the grievances of the executives and has a genuine intention to restore employee morale and promote a fair and transparent service environment.

With Warm Regards,

Sincerely Yours,


28/07/2026
M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. Director HR BSNL for kind information please.
2. PGM Pers/SR/RSTG BSNL CO for kind information and n/a please.