



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/526 (JTO)

16.02.2022

To,

**Shri Ashwini Vaishnav ji,
Hon'ble Minister of Communications & IT,
Government of India,
Sanchar Bhawan 20, Ashoka Road,
New Delhi - 110 001**

Respected Sir,

Sub: - **Double standards being adopted by the BSNL Management in the matter of promotions of the Executives and Non-Executives in BSNL – serious heart burning created among the Non-Executives – requesting for your kind intervention - req.**

On behalf of BSNL Employees Union, the Main Recognised Trade Union in BSNL, we would like to draw your kind attention to the following issue, with the request to make necessary intervention.

At the outset, we wish to state that, the BSNL Management is adopting double standards and discriminatory approach, in the matter of giving promotions to the Executives and Non-Executives in BSNL. This has created serious heart burning among the Non-Executives and is adversely affecting their morale.

VRS was implemented in BSNL w.e.f. 31.01.2020. Thereafter, the CMD BSNL declined to conduct any promotional examination for the Non-Executives (Limited Internal Competitive Examinations). The CMD BSNL maintained that, no promotion/promotional examination would take place in BSNL, until the future manpower requirement of the Company is assessed and finalised by the BSNL Board.

The BSNL Management took 22 long months to assess the Company's manpower requirement, which is termed as "Restructuring". Finally, the order on Restructuring of Manpower was issued vide File No.4-02/2021-Restg. dated 23.11.2021 (copy enclosed). During these 22 months, despite our knocking the doors of the CMD BSNL repeatedly, none of the promotional examination of the Non-Executives was conducted. Thus, all the doors for the promotion of the Non-Executives were shut down by the BSNL Management.

However, we would like to bring to your kind notice that, doors were shut only for the promotions of the Non-Executives and not for the Executives. In July, 2021, the BSNL Management promoted 3,697 Junior Telecom Officers (JTOs), as Sub Divisional Engineers (SDEs). We wish to make it very clear that, we are not against the legitimate promotions of the Executives. However, the question is, the adopting of double standards by the BSNL Management.

According to the VRS-2019, all the posts of the Executives who went on VRS were to be abolished w.e.f. 01.02.2020. Further, approval for the new sanctioned posts of the Executives was communicated only on 23.11.2021. As such, the 3,697 promotions given from JTO to SDE in July,2021 itself, were undoubtedly given based on the posts that were supposed to be abolished under VRS-2019.

Once again, 945 JTOs were promoted as SDEs, in December, 2021. We have every reason to believe that these promotions were also effected, based on the SDE posts, supposed to be abolished under VRS-2019.

On the other hand, the yardsticks being adopted by the BSNL Management, in respect of the promotions of the Non-Executives is totally discriminatory. Strictly in accordance with the VRS-2019, bulk of the promotional posts of the Non-Executives, i.e., in the cadres of Junior Telecom Officer, Junior Engineer and Telecom Technician, were abolished w.e.f. 01.02.2020. Thereafter, vide letter No.BSNLCO-A/16(13)/1/2020-ESTAB dated 27.01.2022, the Management has issued the notification for holding the Limited Internal Competitive Examination to the cadre of Junior Telecom Officer (JTO LICE).

It is shocking to note that, not even a single vacancy is available in the circles of Uttar Pradesh (East), Uttar Pradesh (West), West Bengal, Punjab, Jharkhand, Jammu & Kashmir, Himachal Pradesh, NTR, Assam, North East-I, Inspection circle and ALTTC. Further, in the circles of Andhra Pradesh, Haryana, Tamil Nadu and Andaman & Nicobar, vacancies are available only in single digit. Not allotting even a single vacancy for 12 circles and allotting vacancies only in single digit to 4 circles, for the JTO(T) LICE, is a very big injustice to the employees who have been waiting for past 7/8 years to appear in the JTO(T) LICE.

The similar scenario is going to arise in the other promotional examinations of the Non-Executives also, viz., JE LICE and Telecom Technician LICE. Not much vacancies are going to be made available for these LICES also, which is going to adversely affect the career progression of the entire Non-Executive cadres.

We would like to once again bring to your kind notice that, the adopting of double standards by the BSNL management, in the matter of promotions of the Non-Executives and Executives has created a very awkward situation. Hence, we fervently appeal to you sir, to kindly intervene on this matter and to ensure that, the injustice being meted out to the Non-Executive cadres, in the matter of promotion, is undone.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Encl: As above.

Copy to: (1) Shri K. Rajaraman, Secretary, Department of Telecommunications, Sanchar Bhawan 20, Ashoka Road, New Delhi-01
(2) Shri Ashok Kumar Mittal, Member (Services), Department of Telecommunications, Sanchar Bhawan 20, Ashoka Road, New Delhi-01
(3) Shri P.K. Purwar, CMD, BSNL, Bharat Sanchar Bhawan, Janpath, H.C. Mathur Lane, Janpath, New Delhi – 01
(4) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi –01