



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/526(JTO)

13.06.2022

To

Shri P.K. Purwar
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi – 110 001

Sir,

Sub: - Making posts available for promotions - Management adopting of two different yardsticks for the Executives and Non-Executives, resulting in huge loss to the prospective JTO LICE candidates-reg.

Ref: - 1) BSNLEU letter no.BSNLEU/528(JE) dated 07. 01. 2019.
2) BSNLEU letter no.BSNLEU/528(JE) dated 03. 06. 2019.
3) BSNLEU letter no.BSNLEU/528(JE) dated 10. 08. 2019.
4) BSNLEU letter no.BSNLEU/528(JE) dated 13. 12. 2019.
5) BSNLEU letter no.BSNLEU/528(JE) dated 04. 06. 2020.
6) BSNLEU letter no.BSNLEU/528(JE) dated 10. 06. 2020.
7) BSNLEU letter no.BSNLEU/528(JE) dated 23. 12. 2020.

We would like to draw your kind attention to the above captioned subject and request you to take meaningful action to redress the genuine grievance of the prospective JTO LICE candidates.

The JTO LICE is the most important channel of promotion from the Non-Executive cadre to the Executive cadre. However, this Examination is not conducted for the past many years, despite repeated attempts made by BSNLEU to convince the Management, for holding the Examination. From January, 2019, up to December 2020, BSNLEU has written 7 letters to the CMD BSNL, as cited under reference, requesting to hold the JTO LICE. However, the Management did not take any action to hold the Examination. Whenever the matter was discussed in person by BSNLEU with the CMD BSNL and the Director (HR), BSNLEU was told that, the JTO LICE would be conducted only after the Restructuring of manpower is completed.

At the same time, while rejecting to hold the promotional Examination of the Non-Executives, viz., the JTO LICE, the Management has effected 7 tranches of promotions for the Executives, ie., from JTO(T) to SDE(T) in the calendar year 2021. The details of the promotions effected from JTO(T) to SDE(T) are given below.

- (i) 3697 number of promotions vide order dtd 08.07.2021.**
- (ii) 7 number of promotions vide order dtd. 09.07.2021.**
- (iii) 12 number of promotions vide order dtd. 17.07.2021.**
- (iv) 22 number of promotions vide order dtd. 06.09.2021.**
- (v) 4 number of promotions vide order dtd. 21.12.2021.**
- (vi) 945 number of promotions vide order dtd. 30.12.2021.**

These promotions are justified and we do not have any grudge against the Management for implementing the JTO to SDE promotions. However, the question is why the Management did not show the same generosity to the Non-Executives? ***Even before completing the Restructuring of manpower, promotions are effected for the executives. At the same time, the promotional exam of the Non-Executives, viz., JTO LICE, was not held, on the plea that the Restructuring of manpower was not completed. Why management has adopted such double standards and treating the Non-Executives with step-motherly attitude?***

JTO is main promotional cadre for the Non- Executives. The BSNL Management has done an irreparable damage to the career progression of the Non-Executives, by cutting down the strength of the JTO cadre, in the name of Restructuring. The working strength of JTO cadre as on 31. 12. 2020 was 14,733. Under Restructuring, this strength was cut down to 11,756. Due to this massive cut in the strength of the JTO cadre, the present problem, ie., non-availability of vacancies in JTO LICE has arisen.

Not only that. It is observed that, the Management has liberally implemented the JTO to SDE promotions, over and above the approved number of posts. As per Corporate Office File number 4-02/2021-Restg. Dated 23-11-2021 the approved number of posts, in the cadre of SDE was only 10,687. The BSNL Corporate Office, in reply to an RTI question, has informed vide letter no. BSNLCO – COMN/16(11)/15/2021-PERS-II Dated 11-03-2022, that the working strength of SDEs (T) in BSNL, as on 04-02-2022 is 11,621. This clearly proves that, the Management has effected JTO to SDE promotions, over and above the strength of the SDE cadre, as approved under Restructuring.

On the one side, the Management has given promotions over and above the approved strength of the SDE cadre. On the other side, the same Management is taking a stiff position that the JTO LICE would be conducted only in accordance with the JTO posts approved under the Restructuring. This is nothing but adopting double standards. BSNLEU has suggested workable solutions to overcome the problem of non-availability of posts in 20 circles for the JTO LICE. However The Management is not prepared to consider the suggestions.

The last JTO LICE was conducted on 26-05-2019, for the vacancy year 2017-18. Accordingly, now the JTO LICE should be conducted for the year vacancy years of 2018-19, 2019-2020 and 2020-21. However, the Management says that, there are no vacancies for JTO LICE for the vacancy years of 2018-19, 2019-2020 and 2020-21. Obviously, the JTO LICE vacancies of the aforementioned vacancy years are abolished under the Restructuring scheme. At the same time, the Management has effected JTO to SDE promotions for the vacancy years of 2011-12 to 2018 and also for the vacancy years of 2019 and 2020. These details have been revealed by the management in reply to RTI questions. Again, this is nothing but adopting double standards and treating the Non-Executives with step-motherly attitude.

Since the JTO to SDE promotions have been effected based on year wise vacancies, it goes without saying that, the JTO LICE should also be conducted with year wise vacancies. It is not out of context to mention here that, the Hon'ble CAT Jodhpur, Hon'ble CAT Guwahati, Hon'ble CAT Chandigarh and Hon'ble High Court of Himachal Pradesh have given judgement that, the JTO LICE should be conducted only based on year wise vacancies.

In view of the foregoing it is once again requested to hold the JTO LICE with the vacancies that were available as on 31-01-2020 and also to conduct the examination based on year wise vacancies.

Thanking you.

Yours sincerely,



(P.Abhimanyu)
General Secretary

Copy to:-

- 1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
- 2) Ms. Yojana Das, Director (Finance), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
- 3) Shri Vivek Banzal, Director (CFA), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
- 4) Shri V. Ramesh, Director (EB), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001