



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/527 (JAO)**

**06.11.2023**

To,

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

Sir,

Sub: - **Non-conducting of the JAO LICE, due to the massive abolition of JAO posts in the name of "Restructuring of Man power - requesting to conduct a meaningful review of the "Restructuring" and to pave the way for conducting the JAO LICE expeditiously - req.**

Ref: - **BSNLEU letter no.BSNLEU/527(JAO) dated 29.12.2021.**

We wish to urgently draw your kind attention to the subject mentioned above and also seek your kind intervention for the solution of this grievance of the Non-Executives.

The JAO LICE has not been conducted for the past many years. BSNLEU, vide letter cited under reference, has already demanded that the JAO LICE should be conducted. However, nothing fruitful has taken place in this regard.

It is not out of context to mention here that, the last JAO LICE was conducted in 2016. It is also needless for us to mention that, the JAO LICE is the main promotional avenue for the Sr.TOA stream (OS/AOS/SOA/JOA). Since the JAO LICE was not conducted for the past 7 years, the Non-Executives in the above mentioned cadres are denied of their promotional avenue. While, LICES are being conducted for all other cadres, non-conducting of the JAO LICE is causing dejection and frustration among the employees belonging to the OS, AOS, SOA and JOA.

**It is learnt from the Management that 1,400 JAO posts have been upgraded into AO posts.** Even though, JAO posts belong to the Executive category, it cannot be denied that it is the promotional post of the Non-Executives. Surrendering of 1,400 JAO posts for the creation of AO posts has undoubtedly delivered a big blow to the Non-Executives, by way of blockage of their main promotional avenue. It is deplorable that, such manoeuvrings are being made by the Management without discussing the matter with the Recognised trade unions of the Non-Executives.

**It is also learnt from the Management that, presently there are only 2,075 sanctioned posts in the cadre of JAO after the completion of Restructuring of Manpower, whereas, the working strength in the cadre of JAO is 22,881.** From the aforementioned figures, it becomes clear that there is no scope for the conducting of the JAO LICE for many more years to come. This is really an injustice to the Non-Executives belonging to the Sr.TOA stream. Closing down the promotional channel of an important cadre is demotivating the employees who aspire to get promoted as JAOs. Such demotivation among an important cadre does not augur well for the future of the Company.

The fact that, the sanctioned strength in the cadre of JAO is only 2,075 and that the working strength in the cadre of JAO is 22,881, speak volumes about the haphazard manner in which the exercise of “Restructuring of Manpower” has been done, without undertaking any scientific study.

BSNL is all set to launch it’s 4G and 5G services shortly. Thus, the advent of 4G and 5G services in BSNL will certainly increase the volume of the business of the Company substantially. In view of this, the sanctioned strength of 2,075 in the cadre of JAO is nothing but abysmal in comparison to the requirements of the Organisation. Hence, the sanctioned strength in the cadre of JAO needs a complete review under the above mentioned circumstances.

In view of the foregoing, we earnestly appeal to you sir, to kindly take the above factors into consideration and to undertake a logical review of the Restructuring of Manpower, as regards the cadre of JAO is concerned. We request you to kindly ensure that realistic steps are undertaken to augment the strength of the JAO cadre and thereby to pave the way for the early conducting of the JAO LICE.

Thanking you,

*Yours sincerely,*



**[P. Abhimanyu]**  
**General Secretary**

Copy to: (1) Shri Sandeep Govil, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001  
(2) Shri Rajiv Kumar, Director (Finance), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001  
(3) Ms. Anita Johri, PGM (Restg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001  
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(5) Shri S.P. Singh, PGM (Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001