



**ALL INDIA
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No.AIBSNLOA/CHQ/2010/25

Date: 3rd May 2010

To
Shri Kuldeep Goyal
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: **Promotion from CAO to DGM Telecom Finance on adhoc basis – Consideration of requests for modifications and permitting requests for declining promotion**

Sir,

Orders of promotion were issued to the grade of DGMs on adhoc basis for 219 officers in Telecom operation vide BSNL No. 314-13/2010-Pers dated 01-04-2010 and for 269 officers in the Telecom Finance vide orders No. 1-11/2009-SEA-BSNL (Part-1) dated 28-04-2010.

2. Para 4 of the BSNL orders dated 01-04-2010 in the case of promotion in the Telecom Operation reads as follows.

*“Para-4 : The officer(s) is/ are required to join their promotion assignment within a time period of 40 (Forty) days from the date of issue of this order. In case, the officer concerned failed to join his promotional assignment within the prescribed time period of 40 days, he should not be allowed to be relieved or join the post thereafter. **In such an event, the promotion order shall become in operative and the matter shall be reported to this office for further necessary action. Further, no request for the modification of promotion / posting orders shall be entertained after the expiry of the 40 (Forty) days period.**”*

3. Whereas paras 4 and 8 of the orders of promotion dated 28-04-2010 in the case of Telecom Finance reads as follows.

“Para -4: Any request for declination of promotion will not be entertained by Administration due to administrative exigencies.

Para- 8: The Executive(s)is / are required to join their assignment on promotion within a time period of 30 days from the date of issue of the order to the concerned circle / station of posting”.

4. Though these orders have been issued by the same BSNL Management the principles followed in issuing the two orders differ on the following counts.

- (i) In the orders of Telecom operation the officers concerned are permitted to make a request for modification of the promotion / posting orders within 40 days of issue of orders, whereas this right of the officers is deprived in the case of Telecom Finance.
- (ii) In the orders of Telecom operation, in the event of non compliance of the orders within 40 days, the orders become inoperative, that is, it implies that the officers promoted are deemed to have declined the promotion whereas in case of Telecom Finance there is a clear mention that declination of promotion will not be entertained.

5. After long wait of about 10 years after formation of BSNL, first time the orders of promotion to the grade of DGMs have been issued by the BSNL management. On account of this inordinate delay most of the officers who are promoted in the orders are in the age group of 57 - 58. These officers have served outside their Home States on several spells, even 4/5 spells during their career, especially the officers from Southern Circles. Most of the officers in the age group of above 56 years have to shoulder lot of family responsibilities which include arranging the marriage of their daughters and settling the career of their children.

6. Keeping all the above in mind and also the advantage vis-à-vis the difficulties in accepting the orders of promotion some of the officers may be forced to elect to decline the promotion cursing their fate. This act of an officer declining the promotion is natural corollary to the human sufferings and as such their request need to be considered on compassionate grounds instead of forcing them to obey the orders and to move outside their home circle on the plea of administrative exigencies as is incorporated as a condition in the orders of promotion of Telecom Finance personnel.

7. We shall be very much thankful if the above facts are considered in their true perspective and request for modifications in postings are considered in deserving cases on the basis of merits. The officers who ever tend to decline the promotion may be permitted to do so as is available in the Government rules, wherein they lose opportunity of further promotion for one year.

8. Necessary orders on the matter may kindly be caused to be issued early in order to alleviate the sufferings and mental agony of the officers who have been given orders of promotion.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das
Director (HR), BSNL
2. Shri S.R.Kapoor,
Executive Director (Finance), BSNL