



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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RAKESH SETHI**

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Dated: 17th July 2014

To

Shri A.N.Rai,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.

**Subject: Retention of Executives promoted as DE - case of Chennai
Telephones and Tamilnadu Circles - regarding.**

R/Sir,

We seek your kind attention to the plight of Executives belonging to Chennai Telephones and Tamilnadu Circles, mostly female Executives, due to recent instructions from Personnel Section directing the circles to relieve them, while they were hoping to get further retention in their parent circles.

2. While Personnel Section initially accepted the genuineness of individual grievances, especially those of ladies and temporarily retained them in Chennai upto 31.3.2014, now it refuses to accept the fact that these grievances or other inabilities of these Executives still persist, despite repeated pleas duly supported with medical documents as evidence. It is obvious that female Executives aged 50 years and above have numerous medical issues day in and day out that cannot be explicitly expressed in paper.

3. We recollect the discussions with you on 2.5.2014, when you were Director (HR), wherein you were kind enough to empathies with these executives, saying that you did not want them to be disturbed. When we requested you to cause initiation of process of holding CPC to fill up the vacancies in DE/AGM grade, thereby paving the way for permanent retention of these executives in their circles, you told us that although there was no stay by any court on holding CPC, there was a status quo order by Supreme Court and therefore there is lack of clarity in promoting a few executives among the 147 executives, to DE grade. You had said that an IA had already been filed in Hon'ble Supreme Court of India and filling the DE vacancies could be done depending upon the court direction on the IA.

4. Now, it is learnt that Hon'ble Supreme Court of India has allowed BSNL to give the promotion subject to final verdict of the court. Once the CPC is completed and promotion orders are issued, there will be sufficient number of Executives in Circles where acute shortage of DEs is reported, which is being cited by Personnel Section as reason for posting the above mentioned Executives from Chennai Telephones and Tamilnadu Circles. As pointed out by us many times earlier,

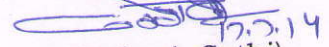
during the past one year after the promotion orders were issued in July 2013, a significant number of DEs have retired in these circles resulting in more vacancies.

5. These Executives are really and genuinely not in a position to go on transfer and have been left in a precarious situation where they cannot go and cannot also decline promotion, as they have already joined and functioned as DEs.

6. We therefore request you to have a fresh look into this issue and direct the Personnel Section to retain all those who were retained earlier for varied periods, in their parent circles and till such orders are issued, not to relieve them forcibly.

With kind regards,

Yours sincerely,


(Rakesh Sethi)
General Secretary

Copy to: Shri S.S. Aggarwal,
Sr. General Manager (Pers)
BSNL CO, New Delhi-1