



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

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No. AIBSNLOA/CHQ/2019/24

Dated: 21<sup>st</sup> June 2019

To

Shri Sheetla Prasad Tripathi,  
Director (HR),  
Bharat Sanchar Nigam Limited,  
New Delhi.

**Subject: Request for early issue of promotion orders from DE to DGM (T) grade – reg**

R/Sir,

This is in continuation of our discussions yesterday wherein we had brought to your kind notice the frustration and disappointment among executives due to delay in issue of promotion orders from DE/AGM grade to DGM (T) grade.

2. We had pointed out that the Issue of promotion orders from DE/AGM grade to DGM (T) grade has been on the cards since December 2018. Large number of AGMs/DEs have retired during the past six months, eagerly awaiting their promotion, but with disappointment. Nearly 125 AGMs/DEs have been retired from December 2018 to May 2019. The delay in releasing the much-awaited order this time cannot be attributed to any legal hurdle, as there was no court stay except for a week only between 30 April 2019 and 7<sup>th</sup> May 2019.

3. Recently, we came to know that Personal section of BSNL has been advised by the Legal Cell of BSNL to approach Hon'ble CAT, Chandigarh with the final tentative seniority list of DE/AGM and seek leave for conducting DPC for promotion to DGM (T) grade in accordance with the provisional seniority list. It is also learnt that the Legal Cell advice comes on the background of an undertaking by BSNL in Hon'ble CAT Chandigarh that DGM (T) promotion orders will be issued only after finalisation of seniority list of AGM. The CAT, while dismissing the OA as infructuous, had given freedom to the applicants to challenge the final seniority list if it is found adverse to the rights of the applicant.

4. It may be seen from the proceedings dated 30.04.2019 in OA 1571/2018 of Hon'ble CAT Chandigarh, the grievance of the applicants was that BSNL had not called any objection before finalizing the draft seniority list dated 17.12.2018. Later the applicant submitted, "Despite filing of objections to the tentative seniority list, without considering the same and notifying the final seniority list, respondents have called for Vigilance Clearance" [Refer Order sheet dated 30.04.2019]. It is in this background that BSNL gave an undertaking in Hon'ble CAT Chandigarh that "the exercise of carrying out promotion to

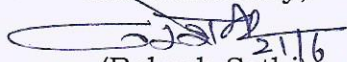
DGM (T) grade on regular basis/adhoc basis will be done only after finalization of seniority list of AGMs" [Refer Order Sheet dated 07.05.2019].

5. We are of the view that the undertaking given by BSNL in Hon'ble CAT Chandigarh that the exercise of carrying out promotion to DGM(T) grade on regular basis/adhoc basis will be done only after finalization of tentative seniority list of AGM and not for issuance of final seniority list of AGMs. Now, tentative seniority list of AGMs has already been finalized and circulated by BSNL. Further, Hon'ble CAT Chandigarh did not give any direction that BSNL will have to submit finalized tentative seniority list of AGMs to Hon'ble CAT Chandigarh for holding DPC. Submission of tentative list to the CAT seeking leave on the matter will only result in undue and prolonged delay in issuing the promotion orders. This will further increase frustration and disappointment among executives.

6. We, therefore, request you to kindly advise the Personnel Section to hold DPC and issue promotion orders from DE/AGM to DGM (T) grade at the earliest, since the undertaking given by BSNL to Hon'ble CAT Chandigarh has already been complied with by circulating the seniority list after considering the objections received.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)

General Secretary

Encl: As stated

Copy to : (1) Shri Arun Kumar, PGM (Pers), BSNL CO ND-1  
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