



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

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No. AIBSNLOA/CHQ/2017/23

Dated: 11th May 2017

To

Smt. Sujata Ray,
Director (HR),
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: Promotion and postings in DGM (T) grade on adhoc basis – request for re-allotment to Parent circle to the extent of available vacancies – reg

Ref: BSNL letter No.314-6/2017-Pers.I dated 3.5.2017

Sir,

While thanking you for causing issue of orders of promotion to DGM (T) on adhoc basis, though the orders were issued belatedly, we would request you to kindly examine the following facts in respect of posting of the executives in other circles, while vacancies exist in their parent circles.

This promotion has been made available to most of the executives at the fag end of their service, when dislocation is the least desirable consequence of promotion. Most of those who have been posted outside their circles have already crossed 56 years and some even 58 years. Attributing equalization of shortage in DGM grade among various circles as a reason for posting outside the circles when sufficient number of vacancies are available in the parent circles, will not be fair since the number of DGM posts in each circle is comparatively less and any shortage is easily managed by the circles by ordering looking on. Unlike other grades, DGM grade carries mainly managerial functions and executives from other circles may not be able to effectively carry out these functions in a completely unfamiliar environment.

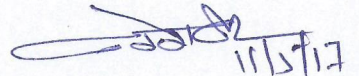
We find another category of Executives who were earlier transferred to other circles in DE/AGM grade in order to relieve executives of DE/AGM grade on transfer from those circles, but have been given retention for specific periods in their parent circles, on some medical/family grounds. These executives on their promotion to DGM grade have been posted to the same outside circle, which we feel is unnecessary, since now they cannot join as DGM in the other circles and relieve the DEs/AGMs as originally intended.

11/5/17

Promotion at the fag end of service should not put the Executive's family in confusion and disruption but should act as a reward for the long service. We, therefore, request you to kindly favorably consider requests from the executives promoted to DGM (T) grade vide the orders cited above for re-allotment to their parent circles, if vacancies are available, even by taking into account future vacancies due to retirement.

With kind regards,

Yours sincerely,



(Rakesh Sethi)

General Secretary

o/c

Copy to: Shri Debkumar Chakravarti,
Principal General Manager (Pers), BSNL CO, New Delhi