



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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the General Secretary

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SNEA/CHQ/CMD/2018-21/143

Dated 14.07.2021.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub:- Mess created by BSNL management by circulating SDE(T) seniority list 9. Only viable option is to promote all the eligible SDEs in list 8 and the SDEs promoted in 2009, 2011 and 2013 (seniority list 9, 10, 11, 12, 13) altogether as done in 2018. All these promotions are to be completed before restructuring and reduction in posts:

Ref: 1. No: BSNLCO-RESTG/15(14)/1/2020-RSTG Dated 28.06.2021.
2. Speaking Order BSNLCO-Pers/13(21)/1/2020-2020 dated 09.07.2021

Respected Sir,

All along this Association was pleading with the management not to publish SDE seniority list 9 as it will lead to fresh litigations. We were pleading to give promotions to DE cadre through the new promotion policy as it addresses the dispute. From our vast experience, we witnessed that litigations on SDE seniority started since 1982 when competitive examination introduced. That dispute continuing today also. Even BSNL management could not complete the review DPC ordered by the Hon Supreme Court in 2015, till today.

Suddenly, during membership verification, to favour one Association, management circulated List 9. This was an illegal action during MV which lead to fresh litigations and ultimately management issued speaking order on 28.06.2021 undoing the earlier order. We are afraid that circulation of any seniority list will lead to fresh litigations as management already sowed the seed for that.

SDE's promoted in 2004 onwards are waiting for AGM promotion. They had completed 17 years of service as SDE! All of them had completed 20 to 30 years of service as Executives and got a single promotion from JTO to SDE only. SDEs promoted for the vacancy years 2001-02 to 2005-06 are in list 8. Those promoted in 2009, 2011 and 2013 are against VY 2006-07, 2007-08 and 2008-09. In the present scenario, all the SDEs are demoralized. **In order to settle the issue once for all, it is requested to consider promotion to all SDEs in List 8, proposed lists 9 to 13 before restructuring through the Time Bound promotion policy or by any means.** Earlier in 2018 also, management broken such deadlock situation by giving promotions to all the Executives together in the disputed list. Knowing the complex issues involved in seniority fixation, management preferred to work out a solution for promotion and framed the new policy but unfortunately not implemented so far. **In order to clear the mess, there is no other option available. This is one way to overcome the Chandigarh court order also.**

In the provisional Manpower norms, drastic reduction in the number of posts is proposed. As mentioned in our letter dated 13.07.2021 management has to complete all the promotions in a time bound manner before any post reduction. Otherwise it will seriously affect the promotional avenues of the Executives working in BSNL which cannot be accepted.

Since BSNL management started promotions before completion of Restructuring, it is requested to promote all the SDEs in list 8 as AGMs followed by the SDEs promoted in 2009, 2011 and 2013. Any post reduction and restructuring in BSNL has to take place only after that.

With kind regards,


(Sebastin. K) 14/07/2021

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.
2-3. PGM(Pers)/Sr GM(SR), BSNL CO for info and n/a pl.