



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2024 - 25 / 151

Dated 18.02.2025

To,

Shri Ravi A Robert Jerard Ji,
Chairman & Managing Director,
BSNL, New Delhi.

Subject: Request for executing the promotions from AO to CAO Promotions on without any further delay – Regarding.

Respected Sir,

Your kind attention is invited towards the unrest and demotivation among the executives from Finance Cadre wherein promotions from AO to CAO grade has been kept on hold without any apparent reasons.

In this regard we wish to highlight that the Promotions from AO to CAO grade has been kept on hold for years together citing the legal complexities. On 20th January 2025, in a writ filed by BSNL, the organization emphasized upon the dire need for promotions from AO to CAO cadre and requested Hon'ble Court to allow BSNL to execute the promotions. **Based on the request of BSNL, Hon'ble High Court gave an interim direction wherein a mechanism and way forward to execute the promotions from AO to CAO grade was suggested.** This interim order broke the stalemate in the promotions and **the office bearers of this association were assured by Management that orders shall be issued by 31st January 2025.** We in fact were overwhelmed and appreciative of the expeditious action taken by the concerned section for issuing the promotions from AO to CAO grade.

Subsequently we were informed by Management that some concerns have been raised by one of the stake holders and management is giving a holistic consideration to the genuine apprehensions raised by the stake holders and hence it is taking some time. **Last week, on our pursuance, we were informed that the matter is suitably examined and the concerns of all the stake holders have been taken into consideration and promotion is likely to be issued by next week.**

However, it is extremely sad to note that despite the assurance and all possible legal scrutiny, even the vigilance clearance has not been sought by Pers Section yet. **When detailed discussions and deliberations have taken place and the**

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concerns of all stake holders have been suitably addressed, we fail to understand the reasons behind keeping the promotions on hold. type of undue delay in issuance of the orders is completely uncalled for and HR group must be told to expedite the process and issue the orders. This delay becomes further unacceptable due to the fact that **Hon'ble high court has categorically mentioned the directions as interim and the promotions being subject to the final outcome of the court.** Added to this, Hon'ble Court has also mentioned that the process defined is a process only and **there shall not be any claim of seniority for anyone based on these promotions.**

Further, as per information given, HR section has zeroed in on a solution which is taking care of the concerns raised by all the contending groups and stake holders and we were anticipating the orders immediately. Hence the reasons behind the unnecessary delay are beyond our understanding now.

This avoidable and unnecessary delay is resulting into huge unrest and demotivation amongst the rank and file of all executives. An issue which can easily be settled and the concerns of all the stake holders can easily be satisfied within the ambit of the court orders as well as MSRRs, unnecessary holding the process without any apparent reasons is beyond our understanding. Its high time that management must come forward to address this concern of the eligible executives and issue the much-awaited promotion orders.

We request for your kind intervention in directing the concerned section for taking necessary steps for issuance of promotion orders from AO to CAO grade and from JAO to AO grade immediately thereafter.

Anticipating a positive response from your good self.

**With Regards,
Sd/-
(Ravi Shil Verma)
General Secretary, AIGETOA**

Copy to:

1. Shri (Dr.) Kalyan Sagar Nippani Ji, Director (HR), BSNL, New Delhi
2. Sh. Rajiv Kumar Ji, Director (Finance), BSNL, New Delhi
3. Smt Anita Johri Ji, PGM (SR & Restg), BSNL CO, New Delhi.
4. PGM (Pers-SEA), BSNL CO, New Delhi