

**No: SNEA/CHQ/CMD/2015-18/95**  
**To**

**Dated 04<sup>th</sup> July, 2018.**

**Shri Anupam Shrivastava,**  
**Chairman and Managing Director**  
**Bharat Sanchar Nigam Limited**  
**Janpath, New Delhi-110001**

**Sub: Parity in promotions in all the streams in SDE and AGM equivalent cadres:**

**Respected Sir,**

It is reliably learned that BSNL Management moved a proposal to promote all the eligible AOs (completed 7 years of qualifying service with 1 year relaxation) as CAOs by post upgradation. It is learned that SEA section proposed the upgradation of JAO posts for the creation of CAO posts. The proposal is sent for the approval of CMD with the approval of DIR(HR). Earlier SEA section created 1,200 AO posts by upgrading JAO posts and promoted all the JAOs completed the qualifying service of 3 years. SNEA whole heartedly welcome this bold initiative of BSNL Management and SEA section to promote all the eligible Executives to AO and CAO cadres.

**However, it is really shocking to know that the proposal is moved only for the AO to CAO promotion, leaving even the core Telecom segment which runs the company, doing all the business and generating revenue for the company. This will not happen in any other organization other than BSNL. Similarly no consideration has been given to the Executives in other streams also. This naturally raises a question whether the Executives in other streams like Telecom/ Civil/ Elect/ TF/ Arch/ CSS and the equivalent cadres deserves no promotion and equal treatment? Are they inferior to Finance and Accounts stream? Finance stream in BSNL is an elite stream? Respected Sir, kindly deploy all the Finance personal to the field units and let them maintain the exchanges, external plant, OF and mobile network and all other neglected and deprived streams should be posted to the offices.**

**Status of promotions in different cadres after the recent promotion orders:**

	JAO to AO	JTO(T) to SDE	JTO(C) to SDE	JTO(E) to SDE	JTO(TF) to SDE	JTO(Arch) to SDE
<b>Executives waiting for promotion</b>	<b>2015</b>	<b>1999</b>	<b>1994</b>	<b>1996</b>	<b>1995</b>	<b>1996/2001</b>
	AO to CAO	SDE to DE	SDE(C) to EE(C)	SDE(E) to EE(E)	SDE(TF) to AGM(TF)	
	<b>2003</b>	<b>2004</b>	<b>1998</b>	<b>2000</b>	<b>2001</b>	

BSNL Board in its meeting held on 28.05.2018 given approval for parity in promotions for all the streams in equivalent cadres. It has to be implemented in true spirit.

We are very much grateful to the BSNL management for the creation of limited DE posts by upgradation which given some relief to the cadre.

SNEA strongly demand that parity should be maintained in all the streams for promotion to SDE equivalent and AGM equivalent cadres. This can be easily achieved by upgradation of JTO/SDE equivalent posts in various streams as done for Finance stream.

**SNEA demands:**

**1. All the JTOs in Telecom/ Civil/ Elect/ TF/ Arch/ CSS and the equivalent cadres and completed the minimum qualifying service of 3 years should be immediately promoted as SDE to bring parity among SDE/AO equivalent cadres by utilizing available vacancies or by upgradation of vacant JTO equivalent posts.**

**2. All the SDEs in Telecom/Civil/Elect/TF/Arch/CSS and the equivalent cadres and completed the minimum qualifying service of 7 years should be immediately promoted as AGM to bring parity among AGM/CAO equivalent cadres. This can be easily done by upgradation of posts.**

**In case management does not accept our demand for parity in promotions in all the equivalent cadres in all the streams, we will be forced to go for agitation on very short notice, even without completing the formalities, from next Monday, 09.07.2018 onwards.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:**

1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri. N. K. Mehta, DIR(EB&CFA), BSNL Board for information and n/a please.
3. Shri. Keshav Rao, GM(Pers), BSNLCO for information and n/a please.
4. PGM(BW), BSNLCO for information and n/a please.
5. PGM(EW), BSNLCO for information and n/a please.
6. PGM(Arch), BSNLCO for information and n/a please.
7. GM(FP), BSNLCO for information and n/a please.
8. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.