



## **SANCHAR NIGAM EXECUTIVES' ASSOCIATION(INDIA) KERALA CIRCLE**

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To

Shri.Premachandra  
Chief General Manager Telecom,  
BSNL, Kerala,Trivandrum.

Sir,

Sub: Officiating arrangements in the Circle.

Your kind attention is invited to the following facts highlighting the sanctioned strength and working strength of executives in Kerala Circle w.r.t JTOs, SDEs, DEs and DGMs.

	S/S	W/S Reg/ Adhoc	Offtg	Total W/S	Vacancy
JTO	2364	755	331	1086	1278
SDE	1803	1115	235	1350	453
DE	382	39(R)+123 (adhoc)	156	318	64
DGM	66	9(R)+6 (Adhoc)	38	55	11
	4615	2047	460	2507	2100

From the above table it is clear that the total working strength including that of officiating posts in all cadres is somewhere around 50% of the sanctioned strength. Due to certain court cases further officiating arrangements in cadres like SDE and DE have been pending for sometime now while officers with more than 12 years of service in JTO cadre and 12 years of service in SDE cadre are waiting for their promotion with a huge number of vacancies, existing and unfilled. Since the promotions are held up due to court case, the accumulated job pressure in the field has gone to unsustainable limits. At the same time the stagnation has been mounting beyond imagination. With everyone waiting and waiting patiently for Court remedies, the situation is desperate and may be slowly getting out of control.

Despite the prevailing hapless circumstances, where everyone hopes and waits for an immediate relief, perhaps the Circle Management appears to have unwittingly put the wrong foot forward by reportedly deciding to stop all officiating arrangements w.e.f 31.3.2012. The above decision is a self-invited and a self-imposed one, as evidently there never has been any such instruction from the Corporate Office. It is reported that this cruel decision has been arrived at by taking refuge under the provision of Time bound/ post based executive promotion policy for Gr.B level officers of BSNL vide No. 400-61/2004-pers-I/308 dated 18 th Jan 2007. As per the Clause II. vi of the said order" The provisions of ad hoc/ officiating arrangements will cease to exist in the company consequent upon completion of group A absorption and implementation of promotional avenues in respect of group A officers as well." The quoted clause without ambiguity expects that the present arrangements of officiating/ adhoc promotions shall continue till both conditions are satisfied viz. 1) Group A absorption is completed and 2) implementation of promotional avenues in respect of group A officers are completed.

In the instant case both conditions remain unfulfilled and therefore the Circle Management decision on officiating arrangements is per-se illegal, motivated and uncalled for. The facts remain that the DOT has merely issued orders for repatriation of all non opted ITS offices from BSNL to DOT , but has not taken any steps to implement it, with a majority of the non-opted ITS officers still working and holding on to their positions in BSNL, without being repatriated to as required. **Moreover it is pertinent to note that BSNL corporate office is still continuing the process of Adhoc promotions in STS and JAG cadres, both of which are now in an advanced stage. When the Corporate Office, which sets down the Rules and guidelines, is by example, processing and continuing with Ad hoc Promotions, it is not understood how the Circle Management could even contemplate the stoppage of all officiating arrangements.** And therefore, further arguments are not required to stop forthwith any thoughts of discontinuing officiating arrangements. Any adventurous thoughts or steps in that direction will be met with by the strongest protest and resistance from this Association. It may be noted that in spite of the huge shortages in all cadres of the executives in the circle, the Executives have been exerting and going the extra mile to ensure that the Circle continues as a profit-making Circle in the midst of a majority of red Circles. The hardworking Executives of the Circle cannot therefore put up with any cruelty and will not entertain any second thoughts, if their eligible and due officiating promotions are curtailed or terminated.

We hope that the Circle Management, will therefore, take stock of the situation in its real perspective and refrain from any hostile attempts to damage the meager career prospects of the Executives.

It is, therefore, requested to issue officiating promotion orders against all vacant posts as per the existing practice in the Circle.

Thanking You

Yours Sincerely



George Varghese,  
Circle Secretary,  
SNEA(India). Kerala Circle

Copy to

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