

**SNEA/CHQ/CMD/2015-18/76**

**Dated 27<sup>th</sup> June, 2017.**

**To**

**Sri Anupam Shrivastava,  
Chairman and Managing Director,  
BSNL, New Delhi.**

**Sub: Increasing the number of DGM(T) posts by matching savings or upgradation, utilising some of the DE posts reserved for MT quota. Number of DGM(T) posts are very less in Telecom Engineering side in comparison with other streams in BSNL resulting stagnation.**

**Ref: SNEA/CHQ/CMD/2015-18/61**

**Dated 06<sup>th</sup> February, 2017.**

**Respected Sir,**

We are continuously bringing to the notice of the BSNL management that the promotional avenues and recognition is much lesser in Telecom Engineering wing, comparing to other streams, which is the revenue earning stream for BSNL, working in the field units in adverse conditions. For the promotions upto AGM Grade, CPSU Cadre Hierarchy is under active consideration. In the case of DGM posts, the situation is worse. Only 1331 DGM posts are sanctioned against the combined strength of 70072 for JTO, SDE and DE. In this limited sanctioned strength of 1331 posts, more than 300 posts are occupied by the ITS officers on deputation, resulting the total sanction less than 1000, hampering the existing promotional avenues for the DEs.

The matter has been discussed with DIR(HR) and your goodself also and all are concerned about the limited promotional avenues in Telecom Engineering wing and suggested to give some concrete proposal. In this regard, the following suggestions are given to facilitate the management to create more DGM(T) posts without affecting the interest of any section.

**a)** Large number of GM post is lying vacant in Circles. Naturally all the workload is coming on the shoulders of the few DGMs. To share the work load, the number of GM posts can be reduced from present 565, atleast by 150 and equal number of DGM posts can be created.

**b)** 1365 DE posts (25%) are reserved as MT quota. At any point of time this much MT recruitment or fast track promotion is not going to happen in BSNL. So atleast 50% of this reserved posts can be upgraded to DGM posts or DGM posts can be created by matching savings.

**With regards,**

**(K. Sebastin)**

**Copy to: 1.** Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.

2. Shri Deb Kumar Chakrabarty, PGM(Pers) for information and n/a please.

3. Shri Ashutosh Gupta, GM(Restg) for information and n/a please.