

No: SNEA/CHQ/CMD/2015-18/96  
To

Dated 09<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/AO and AGM/CAO equivalent cadres. Uniform promotional avenues for the Executives in all the streams is already approved by the BSNL Board on 28.05.2018. Request to consider the proposal for upgradations for all the cadres together to give a message to all the Executives that "NO CADRE IN BSNL IS INFERIOR TO OTHERS":**

Ref: SNEA/CHQ/CMD/2015-18/95

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

Respected Sir,

Kindly refer the letter under reference above by which the **Association being the Recognised Executives' Association demanded equal treatment and parity in promotions for all the streams in SDE/AO and AGM/CAO equivalent cadres.**

Last month, SEA section created additional 1,400 AO posts (existing AO vacancy was 900) by upgrading JAO posts and promoted all the JAOs of 2010 and 2012 batch. Subsequently SEA section proposed the **upgradation of JAO posts for the creation of CAO posts** to promote all the eligible AOs (promoted upto 2009) as CAOs by JAO post upgradation. The proposal is sent for the approval of CMD with the approval of DIR(HR). **SNEA once again whole heartedly welcome this bold initiative of BSNL Management and SEA section to promote all the eligible JAOs to AO and AOs to CAO cadres.**

**All BSNL Executives in other streams are very much disturbed, demoralised and agitated to know that the proposal is moved only for the AO to CAO promotion.**

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

	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>	

**Similar proposal for upgradation of posts to promote all the Executives at par with the Accounts wing is already prepared by Telecom/ Civil/ Elect/ TF/ Arch/ CSS etc wings for promotion to SDE/AO and AGM/CAO equivalent cadres.** The proposal is now available with Pers section. Pers section not processing the proposals from **Telecom/ Civil/ Elect/ TF/ Arch/ CSS etc wings** further as there is no direction from your goodself or DIR(HR).

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

**It is requested to direct Pers section to process the proposals from all the wings. The approval for upgradation of posts for all the wings for all the equivalent cadres, ie. Telecom/Finance/ Civil/ Elect/ TF/ Arch/ CSS etc may be given simultaneously so that no cadre or stream will get preferential treatment as "NO CADRE IN BSNL IS INFERIOR TO OTHERS":**

**With kind regards,**

**(Sebastin. K)**

**Copy to:**

1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri. Keshav Rao, GM(Pers), BSNLCO for information and n/a please.
3. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.