



ALL INDIA
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No.AIBSNLOA/CHQ/2012/31

Dated: 17th May 2012

To

Shri K.C.G.K.Pillai,
Director (Finance),
BSNL, New Delhi.

Subject: Promotion of left out CAOs as DGM (F) on adhoc basis – regarding

Respected Sir,

We are compelled to bring to your kind notice that the distress and agony faced by the CAOs whose names were dropped in the previous DPC for promotion to DGM (F) on adhoc basis, for no fault of theirs.

Orders for promotion to DGM (F) on adhoc basis was issued vide BSNL No. 1-11/2009-SEA- BSNL(Part I) dated 28.4.2010 based on the recommendation of said DPC. but the names of around 90 eligible CAOs did not find a place in the said promotion orders. Later it was known that these CAOs did not meet the selection benchmark for promotion to JAG grade mentioned in BSNL MSRR, viz. Very Good. Grading of 'Good' had never been considered as an adverse entry and hence the same had not been communicated to them.


The practice of showing the APAR to the officer reported upon came in existence from July 2009 only. The Hon'ble Supreme Court of India, in numerous cases, had ruled that promotion could not be denied on the basis of un-communicated entries in the ACRs. All the affected CAOs, therefore represented for review and upgradation of the 'Good' entries in their ACRs as 'Very Good'. Many of them got their grading upgraded too. Although it was agreed that such CAOs who meet the benchmark after such upgradation would be considered for promotion at the earliest but nothing has happened even after the lapse of two years.

Sir, it is the legitimate and bonafide expectation of every Executive in an organization to look into for next promotion, especially after having done hard work in a very dedicated and sincere manner. The frustration and dejection become acute when they are left out for no fault of theirs, without any prior notice and warning, especially when their colleagues have been promoted. The hard feelings of these affected Executives are to be experienced and believed. It would not be impertinent to say that this inordinate delay is acting as a demotivator to otherwise enthusiastic & hard-working officers.

Kindly look into the matter sympathetically and take remedial steps by holding DPC for these leftout CAOs so that they can be promoted in the grade of DGM (Finance). Hoping a favourable action in this regard.

With kind regards,

Yours sincerely,


(Rakesh Sethi) 17/5/12
General Secretary

Copy to:

Shri R.K.Upadhyay,
CMD, BSNL