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SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL (SEWA)

(The Recognised Association in BSNL, Regn. No. S/58891/07 Delhi)

CENTRAL HEAD QUARTER



Chief Advisor

P.N. Perumal

M : 09444545696

President (CHQ)

S. Titussam

M : 09486102676

Finance Secretary

S. Parneer Selvam

M : 09486106630

General Secretary

N.D. Ram

M : 09868094176

SEWA BSNL CHQ /DIR (HR)/ Qtrly Meeting/2021-24

Dated 02.11.2021

To,

The Director (HR)
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi- 110001.

Sub:-Submission of Agenda Points for the 7th Quarterly Meeting of SEWA BSNL with BSNL Management
-regarding.

Respected Sir,

With due respect, we submit the following Agenda points for your kind consideration and favourable disposal in the ensuing 7th Quarterly Meeting to be held with the Office Bearers of SEWA BSNL CHQ. The date of meeting may kindly be fixed as early as possible.

Agenda points

1. Filling of all Backlog Vacancies in all cadres in BSNL:

It is requested to furnish the cadre wise status of backlog vacancies for SC/ST in all cadres and fill up all the post accordingly.

2. Violation of DPC rules in promotion from AO to CAO:

BSNL Management has not yet taken any corrective action including fixing responsibilities of erring officers and to promote the affected executives of SC/ST category. It is requested to take necessary action immediately to promote all the affected executives of SC/ST category. An action plan in this regard may kindly be informed.

3. Left out AGM Promotion: Many senior executives of SDE (T) cadre have been left for AGM promotion because of sudden stoppage of the promotion of AGMs since 2018. These cases may kindly be considered for promotion as their juniors are already working as AGM.

4. Promotion from SDE to AGM: it is requested to issue promotion orders to the post of AGM (T) for all the shortfall vacancies of SC/ST categories..

: Correspondence :

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5. **Considering the promotion orders with notional effect in respect of left out SC/ST categories JTOs in the recent promotion orders dated 08.07.2021 from JTO to SDE(T) under SCF quota- request for immediate necessary action regarding :** This case was represented several times but in recent orders dated 08.7.2021 Pers.Cell of BSNLCO has not given promotion with notional effect for which they are actually entitled. During the last DPC held in the year 2018 for the promotion from JTO(T) to SDE(T), Pers. Cell in violation of rules of reservation didn't promote the SC/ST executives but merely kept around 216 ST & 58 SC vacancies of SDE(T) reserved despite availability of eligible SC/ST candidates. It is requested to issue the corrigendum to the aforesaid promotion orders to this effect as these SC/ST executives were eligible and entitle to get the promotion in year 2018 itself.

6. **Promotion from JTO to SDE(T) :** it is requested to kindly considered remaining SC/ST JTOs of 2008 batch up to 2012 batch. Similarly, LDCE for promotion from JTO to SDE (T), left out vacancies corresponding to SCF quota, may also be conducted.

7. **Regular promotion to the executives who are already working as DGM(Adhoc) in Telecom stream:** Needless to mention that DoPT guidelines as well as BSNL's own Recruitment Rules mandates promotion orders on regular basis only. Despite our repeated representations since last 4 years, Pers. Cell BSNLCO in the month of February, 2020 had issued promotion orders to the post of DGM(T) on Adhoc basis and has not yet initiated any process for regularising these Adhoc DGM(T). The available candidates are around 150 whereas vacancies are around 1150 even after approval of HR plan by BSNL Board. Pers. Cell is deliberately delaying the promotion. It is highly demoralising the executives who have completed their service even more than 7 years as AGM on regular basis whereas BSNL RR prescribes qualifying service as 4 years. We request to issue promotion orders immediately latest by 15th Dec,2021.

8. **Promotion from AGM (T) to DGM:** As there is shortage of DGM(T) in the fields & offices and Corporate office as well as Circles are issuing promotion orders on look after basis. It is requested to issue promotion order from AGM(T) to DGM for all the available vacancies on regular basis. It may also be noted that these executives have already completed 3 years of service as AGM(T).

9. **Promotion from AO to CAO:** Similarly, promotion from AO to CAO for all the available vacancies may also be initiated immediately. Many of the executives of SC/ST categories have completed qualifying service of 7 years in AO cadre in the year 2016 and these executives are eagerly waiting for CAO promotion. Hence it is requested to start DPC process for the promotion in CAO cadre.

10. **Request to ensure proper representation of SC/ST in Civil and Electrical Cadre.** It is brought to your kind notice that there is only one executive of ST category out of 50 executives working in Executive Engineer (Civil) cadre. The promotion orders in this cadre may kindly be issued to maintain the proper representation of SC/ST executives. Also the position in Electrical cadre is required to be looked into by concerned unit. The Report of the Hon'ble Parliamentary Committee on Welfare of SCs/STs presented in 17th Lok Sabha on 16.9.2020 emphasises for proper representation of SC/ST employees in all cadres and may kindly be implemented by BSNL.

11. **Recasting Seniority list of SDE(TF) in pursuance to the judgment and orders of Hon'ble Supreme Court of India passed in Civil Appeal No 4389 of 2010:** The case has already been represented in details to Dir(HR), vide letter dated 27.01.2021 addressed

12. **Merger of Chemist (TF) with JTO(TF):** The case has already been represented to Dir(HR) vide SEWA CHQ letter dated 27.01.2021.

13. **Request for implementation of reservation roster in the promotion of JAO under 40% LICE and declaration of promotion list of SC/ST as per notified vacancy in BSNL Haryana Circle.**

14. Request for carry forward the backlog vacancies and issuance of promotion for LICE candidates of SC category for the post of JTO (T) in Haryana Telecom Circle.

15. Request for re-declaration of JTO (T) LICE result in Punjab Circle for vacancy year 2013-14, and 2014-15 along with carry forwarding of backlog vacancies for SC Candidates.

16. The matter of Hon'ble CAT, Chandigarh Order dated 25.2.2020 in OA No 60/750/2018 and in OA No 60/332/2017: The action being taken by BSNL in the matter including latest status may kindly be updated.

17. Implementation of the Judgment of Hon'ble Supreme Court of India in Civil Appeals No.5811-5814/2021 & 5815-5816/2021 pertaining to Officiating AD(OL) in BSNL: It is requested to kindly implement the Judgment of the Hon'ble Supreme Court dated 21.09.2021 in letter and spirit as early as possible so that justice could be met to these aggrieved officials.

18. Implementation of the DOT order of the year 1992 in right spirit with a request to review all results of LDCE and LICE Exams of All Cadres conducted after formation of BSNL

a) Review of result of failed SC/ST candidates in LICE held on 28.01.2018 for promotion to JE Cadre. Despite repeated request, the matter has not been considered by BSNL management and hence, again requested to consider the same.

b) Regarding relaxation in marks for LICE 2017-18 for promotion from Group-C to JTO in BSNL under 50% quota for vacancies year 2017-18 held on 26.5.2019. It is requested to relax the marks in Limited Internal Competitive Examination (LICE) for promotion from Group-C to JTO in BSNL under 50% quota for vacancies year 2017-18 held on 26.5.2019. as a very few candidates of SC/ST were selected in this examination

19. Neglecting and not inviting SEWA BSNL in the committees of BSNL:

Despite being recognized association, SEWA was neglected by HR vertical and didn't invite for discussion & suggestions in the committees formed for various issues in BSNL. The recent instances are as below:

- A. Restructure and approval of HR plan
- B. BSNL Covid-19 fund policy


20. **NO CPSU Cadre hierarchy as the concept of this scheme is against the Rules of reservation:** The existing Executive Promotion Policy -2007 is sacrosanct and only needs to implement properly. In the existing Post based promotion, all the shortfall and backlog vacancies of SC/ ST are filled up by applying reservation roster This new scheme /policy namely CPSU hierarchy proposes to abolish all the existing post thereby making the Post based promotion inapplicable. Therefore, the concept of this scheme is itself against the Rules of reservation.

21. **Modification/ Relaxation in BSNLMS RR 2009 with regard to grant of E-6 scale to DGM(Regular):** Pers. Cell clarification dated 11.8.2018 states that the executive working as DGM on Adhoc basis is entitled to get the E5 to E6 pay scale up-gradation under EPP and the same is not available to the executive who is working as DGM on Regular basis as their time bound up-gradation to NF is governed by BSNLMS RR 2009. There is inherent flaw in the MSRR 2009 as the same is not in harmonious with the existing EPP policy 2007 and is against the natural justice. Instead of removing this flaw in BSNLMS RR 2009 by modifying the same, a short cut and defective approach adopted by the Pers. Cell by clarifying the matter in the manner as mentioned above. It is requested to take necessary action to rectify this anomaly.

22. **Request for issuance of appointment order and confirmation order upon completion of probation period of two years in JAO cadre -case of Shri Jitender Kumar Meena JAO, Amritsar BA, PB Circle:** It is intimated that CGM cum Appellate Authority, Punjab Telecom Circle, Chandigarh vide Memo no.PBCO-11/20(28)/8/2021-HR ADMIN, dated 06.09.2021 has set aside the notice dated 10.02.2021 for cancellation of appointment as JAO on Probation. It is submitted that there is no disciplinary action is pending against him and he has successfully completed two years of service in JAO cadre. In light of above, it is requested to kindly arrange to issue appointment order and confirmation order upon completion of probation period of two years in JAO cadre.

With kind regards,

Sincerely Yours,


(N.D.RAM)
General Secretary

Copy to:-

1. The CMD, BSNL CO, New Delhi –for kind information.
2. The Sr.GM (SR) & Nodal Officer for SC/STs BSNL CO, New Delhi.
3. The CLO (SCT) BSNL Corporate Office, New Delhi for speedy disposal of Agenda Points.