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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

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SEWA BSNL CHQ/21-24

Dated 17.12.2021

To

Shri P.K. Purwar,
CMD BSNL,
New Delhi.

Subject:The revised sanctioned strength after post VRS restructuring in different grade in Telecom/Finance/Civil/Electrical/Architect/TF CSS/CSSS and modification in the recruitment policy -SEWA BSNL's objection & suggestions regarding.

Ref: 1) L.No.4-02/2021-Restg dated 23.11.2021 for Telecom
2) L.No.4-02/2021-Restg dated 24.11.2021 for Finance, Civil / Electrical / Architect /TF/ CSS &CSSS.

Respected Sir,

This is with reference to revised sanctioned strength after post VRS restructuring in different grade in Telecom/Finance/Civil /Electrical /Architect/ TF/CSS/CSSS issued by BSNL Corporate office vide above referred letters. However, accordingly modification in the relevant recruitment rules are yet to be issued by BSNL corporate office.

In this regard, we would like to state that being a recognized association which is representing the genuine interest of SC/ST employees of BSNL, no view

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points were taken from SEWA BSNL despite our several request either in verbal or written before the BSNL Management, whereas views /comments were taken from other associations. So it is a clear cut case of discrimination and in this regard we raise our strong objection.

Further vide aforesaid letters the revised sanctioned strength post VRS restructuring in different grade in Telecom/ Finance/ Civil /Electrical/ Architect/ TF/CSS & CSSS as decided by BSNL Management, has been conveyed and accordingly modification in the respective recruitment rules is under consideration and to be approved by BSNL Board. In this regard, we would like to submit our views/ objections /suggestions as given below:

1. The restructuring stipulates recruitment of MT & DR-DGM. We outrightly reject it as it is against the interest of the existing executives. BSNL is a technical oriented public sector unit and best professional technical talents are recruited by BSNL time to time from open market at the level of JTO either through GATE or all India competition. Competency of BSNL employees is never questionable. If we see the qualifications of employees in lower and middle level and even in top level, the qualifications in general are BE/B Tech/CA/ ICWA and equivalent. Even, since DOT era to till date in BSNL, the general requisite qualification of top level management is BE/ B Tech /CA/MCom/ICWA or equivalent. In this environment, the requirement and recruitment of MT at E3 scale and DR-DGM at E5 scale is totally mischievous, biased and irrelevant.
2. Further, it is also relevant to note that since 01.01.2007 the legitimate claim of executives in respect of the implementation of E2 and E3 scales for JTO and SDE respectively are still pending. So before settlement of these

standard scales for executives, the continuation of the provision of MT recruitment at E3 scale is nothing more than the reflection of the bad intention of BSNL Management to stop the settlement of these standard scales and to deprive thousands of executives including executives of SC/ST categories from the legitimate rights permanently.

3. As per Para 5(ii) (d), the post of JTO and SDE has been considered functionally equal and declared these posts interchangeable. Management is treating an executive in SDE grade, who is senior in all aspect & having more service experience and higher pay scale etc., equal to the JTO who may be even newly recruited is totally against the principle of natural justice, irrational, arbitrary and not even legally tenable. And if it is so, then what is the justification for maintaining these two post parallel at a time? Why shouldn't BSNL Management declare only one post of SDE for all the purpose including direct recruitment?
4. These instructions further stipulates that if an executive is not covered through post based promotion, he/she will be promoted from JTO to SDE on personal up-gradation basis after completion of 12 years of service in JTO grade as on 1st January of the financial year. Here it is not clarified how the reservation roster will be applied on such promotions which are made based on personal up-gradation basis. Here it is our view that the practical & fair solution to reduce the stagnation in JTO grade is to increase the sanction strength in the SDE grade and timely conduction of DPC for promotion.
5. Despite our repeated request, the backlog vacancies of ST/SC in all grades have not been taken into consideration for deciding the sanctioned strength. Hence it is requested to kindly review the same.

Therefore, it is requested that the above points may kindly be considered before issuing the modification in the relevant recruitment rules.

With kind regards,

Sincerely yours



(N D Ram)

General Secretary,
SC/ST Employee Welfare Association, (SEWA) BSNL
New Delhi.

Copy for kind information and n/a to:

1. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi.
2. Shri R K Goyal, PGM (Pers.) BSNL Corporate office, New Delhi.
3. Smt. Anita Johri, Sr. GM (SR) BSNL Corporate office, New Delhi.
4. Shri Jagdish Prasad GM & Chief Liaison Officer (SCT), BSNL Corporate office,
New Delhi.