



BHARAT SANCHAR NIGAM LIMITED  
(A Government of India Enterprise)  
Corporate Office, SCT Cell  
R.No.221, Eastern Court, Janpath  
New Delhi – 110 001.

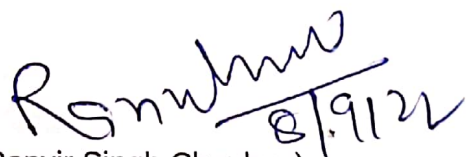
---

**Subject: Agenda points for 8<sup>th</sup> Quarterly Meeting of SEWA, BSNL CHQ with BSNL Management - Reg.**

Kindly find herewith a copy of letter No. SEWA BSNL CHQ/DIR (HR)/Qtrly Meeting/2021-2024 dated 01.09.2022 received from GS SEWA, BSNL CHQ having Agenda points for 8<sup>th</sup> quarterly meeting.

2. In this connection, it is requested to examine the agenda points related to your branch/section and, furnish reply thereto expeditiously to this office on email: [sctcellbsnlco@gmail.com](mailto:sctcellbsnlco@gmail.com) for taking further action in the matter.

Encl: As above

  
(Ranvir Singh Chauhan)  
Deputy General Manager (SCT)  
Ph. No. 23310058

**U.O.No. 65-9/2022-SCT dated: 08.09.2022**

All Cadre Controlling Units:

CGM (Arch)/CGM (BW)/CGM (EW)/PGM (Restt. & SR)/ PGM (Estt.)/ GM(Pers.)/GM/ (Rectt.) BSNL CO ND.

Copy to: 1. All Head of Circles.  
2. BSNL Intranet Portal

1) DIR (HR)  
2) CHQ  
Educate! 20/05/22

Agitate!!

Organise !!!



# SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL (SEWA)

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



## CENTRAL HEAD QUARTER

National Chief Advisor : P.N. Perumal 09444545696

President (CHQ)  
**S. Titussam**  
M : 09486102676

Finance Secretary  
**S.Panneerselvam**  
M : 09486106630

General Secretary  
**N.D. Ram**  
M : 09868094176

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

Dated 01.09.2022

To,

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

**Sub: Submission of Agenda Points for the 8<sup>th</sup> 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 8<sup>th</sup> 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. Implementation of recent DoPT guidelines issued vide its OM No 36012/16/2019-Estt(Res.) dated 12.4.2022 in true spirit in the matter of reservation in promotion:**  
Based on the recent judgment dated 28.01.2022 of Hon'ble Supreme Court of India in the case of Jarnail Singh and Ors V Lachmi Narain Gupta and Ors, (Civil Appeal No. 629 of 2022 arising out of SLP (C) No. 30621 of 2011 and other connected matter), DoPT has issued guidelines in the matter of reservation in promotion. These guidelines may kindly be followed in true spirit.
- 2. Not considering the backlog vacancies while determining and issuing revised sanction strength despite our repeated request - request for filling of all Backlog Vacancies in all cadres in BSNL:**

: Correspondence : \_\_\_\_\_

During the previous 7<sup>th</sup> quarterly meeting, Dir(HR) categorically told to provide the circle wise backlog vacancies in all cadres, however the same has not been provided till date. Kindly arrange to provide the same on urgent basis. In this regard, it has been observed that backlog vacancies have not been considered while determined and issuing revised sanction strength. It is again requested to ensure filling of all the existing backlog vacancies in all cadres.

3. **Violation of DPC rules in promotion from AO to CAO during year 2018:**  
BSNL Management has not yet taken any corrective action including fixing responsibilities of erring officers and to promote all the affected executives of SC/ST category.
4. **Holding of regular DPC for all the vacant post of CAO :**  
Many of the executives of SC/ST categories have completed qualifying service of 7 years in AO cadre in the year 2016 itself and these executives are eagerly waiting for CAO promotion. In this matter, BSNL Management is not taking any action citing the reason that there is status quo order from Hon'ble CAT Chandigarh. It is a matter of serious concern that this status is continues for last four years which shows that BSNL Management is not showing interest to get the status quo withdrawn. In this regard it is requested that BSNL Management may hold DPC for eligible candidates as on date as done in case of 35 senior SC/ST candidates left out of 2018 DPC and issue the order for the same after vacation of status quo order from the Hon'ble CAT Chandigarh with all notional benefit from the date of DPC.
5. **Not issuing regular promotion to the executives who are already working as DGM(Adhoc) in Telecom stream as most of executives belongs to SC/ST categories:**  
Needless to mention that DoPT guidelines as well as BSNL's own Recruitment Rules mandates promotion orders on regular basis only. We are requesting the BSNL Management for last 5 years to issue promotion on regular basis only but Pers. Cell of BSNLCO in the month of February, 2020 had issued promotion orders to the post of DGM(T) on Adhoc basis in violation of aforesaid guidelines. Presently the available candidates are around 130 whereas vacancies are around 1116 even after approval of HR plan by BSNL Board. Pers. Cell is deliberately delaying the promotion as most of the executives belongs to SC/ST category. BSNL Management is highly discriminating & demoralizing these SC/ST executives who have already 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 on regular basis without further delay.
6. **Promotion for all the vacant post of DGM(T)::**  
All the available vacancies of DGM(T) may also be filled by promotion from AGM grade as there is shortage of DGM(T) in the fields / offices. Corporate office as well as Circles are issuing promotion orders on look after basis. So it is requested to issue promotion order from AGM(T) to DGM for all the available vacancies on regular basis.
7. **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 with notional effect as their juniors are already working as AGM.

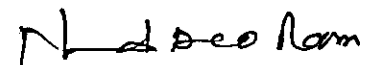
8. **Promotion from SDE(T) to AGM:**  
It is requested to issue promotion orders to the post of AGM (T) by implementing recent DoPT guidelines issued vide its OM No 36012/16/2019-Estt(Res.) dated 12.4.2022
9. **Downgrading the seniority of SC/ST executives in the cadre of SDEs(T):**  
Pers. Cell of BSNLCO vide its order No.BSNLCO-PERS/13(22)/5/2021-PERS1 dated 31.05.2022 has revised and downgraded the seniority of SC/ST executives promoted against the backlog vacancies by misinterpreting the DoPT OM No.22011/7/86-Estt(D) dated 3.7.1986. It is requested to kindly restore the seniority of these affected SC/ST executives before issuing any promotion orders in the grade of AGM(T).
10. **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
  - C. Meeting held by CMD BSNL with recognized Unions/Associations regarding the initiatives by Govt of India for viability of BSNL.
11. **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.
12. **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.

13. **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:**
14. **Merger of Chemist (TF) with JTO(TF):**
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. **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.**
17. **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.**
18. **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.**
19. **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.
20. **Regarding the comments /allegations made vide letter dated 11.10..2021 from DGM(HR&ADMN), CTD in the Sexual Harassment case of Smt. Anupama Datta, AO EB-II,CTD against Indrajit Sarkar, SDE HR-I HQ CTD:** The Kolkata Management has furnished a reply to BSNLCO vide aforesaid letter dated 11.10..2021, a copy of which has been supplied to GS, SEWA BSNL vide UO .No.BSNLCO/PRII/22/5/2021-PERS-II dated 16.11.2021. The comments/ allegations made in the letter are highly objectionable and a reply in this regard has been submitted to your kind- self vide our letter dated 01.12.2021 for taking necessary action in the matter. During the previous meeting it was decided to ask the comments on our reply from CTD Kolkata. The copy of the same is not supplied to SEWA.

21. Inordinate delay in granting the facility of immunity on transfer in respect of SEWA Office bearers.
22. Not showing/display roster register to SEWA BSNL by concerned sections at Corporate office, New Delhi.
23. Non- maintenance / improper maintenance of reservation roster at Circle and SSA level.

With kind regards,

Sincerely Yours,



(N.D.RAM)

General Secretary

**Copy to:-**

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