



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

*(The Recognised Association in BSNL, Regn. No. 5/58891/07 Delhi)*

## CENTRAL HEAD QUARTER

**National Chief Advisor : P.N. Perumal 9444545696**



**National President**

**S. Titussam**

M: 9486102676

**Finance Secretary**

**G. Vairamani**

M: 9486103766

**General Secretary**

**N.D. Ram**

M: 9868094176

SEWA BSNL CHQ /DIR (HR)/ Qtrly Meeting/2024-27/

Dated 18.06.2025

To,

✓ The Director (HR), BSNL Board,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi- 110001.

**Sub: Submission of Agenda Points for the 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 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. Review of unresolved issues of minutes of 8<sup>th</sup> Quarterly meeting dated 09.06.2023
2. Promotion in Chief Accounts Officer grade on the basis of existing seniority list in AO grade issued vide letter No.3-4/2016-SEA-BSNL dated 27.10.2016:

In view of recent orders of Hon'ble Supreme Court of India passed on 24.03.2025 in Special Leave petition (Civil) dairy No. 11782 of 2025, grant promotion in CAO grade without disturbing the present position of petitioner in seniority i.e. with present seniority (consequential seniority) in accordance with the policy of reservation in promotion issued vide OM No. 36012/16/2019-Estt (Res.) dated 12.04.2022 by the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training (DoPT) as a consequence of the order dated 28.01.2022 of Hon'ble Supreme Court of India in *Jarnail Singh & Ors. vs. Lachhmi Narain Gupta & Ors.* (Civil Appeal No. 629 of 2022 arising out of SLP (C) No. 30621 of 2011).

**: Correspondance :**

**CHQ.: D-3, Atul Grove Road, Behind Eastern Court, New Delhi-110001, Tel : 011-23321792  
Email : sewabsnlchqnd@gmail.com, Website : www.sewabsnlchq.com**



3. **Withdraw draft tentative seniority list issued in Accounts and Finance Stream vide letter No.BSNLCO-SEA/14/3/2024-SEA dated 27.02.2025:**

Draft Tentative Seniority list issued vide letter No. BSNLCO-SEA/14/3/2024-SEA dated 27.02.2025 for raising objections shall be withdrawn immediately as it is against the orders of Hon'ble Supreme Court of India passed on 24.03.2025 in Special Leave petition (Civil) dairy No. 11782 of 2025 and, if delayed, it will attract the contempt of Hon'ble Supreme Court of India.

4. **Promotion orders of AO to CAO for 33 senior left-out SC/ST candidates** for whom the CPC was conducted on 30.01.2019, with all consequential benefits effective from 20.11.2018.
5. **Recommendations of the Parliamentary Committee on SC/ST Welfare**, dated 16.09.2020, concerning promotion to CAO for 87 left-out eligible SC/ST AOs, with all consequential benefits from 20.11.2018.

6. **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 but Pers. Cell of BSNLCO in the month of February, 2020 issued promotion orders to the post of DGM(T) on Adhoc basis in violation of aforesaid guidelines. As on date the reason of pendency is due to a stay order from Hon'ble CAT Chandigarh which is also pending for long time and BSNL Management is not handling the court case properly before Hon'ble CAT Chandigarh because majority beneficiary of this promotion are SC/ST candidates. This matter should be challenged in higher court.

All the available vacancies of DGM (T) should 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 is 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. The recent order of Hon'ble CAT Chandigarh dated 25.4.2025 in OA 288/2025 should also be challenged before Hon'ble High court, Chandigarh

7. BSNL management's unilateral move of antedating the effect of newly notified MSRRs-2023 on 31.12.2022 to restrict SC and ST employees from their due promotion and violating the fundamental rights by introducing limited internal competitive examination (LICE) in the cadre of Dy. General Manager (DGM) for promotion from Group- A equivalent grade that is Asstt. General Manager (AGM)/Chief Accounts Officer (CAO) to another group-A equivalent grade of DGM.

8. **Promotion for all the vacant post of DGM(T):**

All the available vacancies of DGM(T) should 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. The recent order of Hon'ble CAT Chandigarh dated 25.4.2025 in OA 288/2025 should also be challenged before Hon'ble High court, Chandigarh.

9. **Not considering the backlog vacancies while determining and issuing revised sanction strength despite our repeated request- Request to Review the Restructuring of sanction strength done in Feb-2020 and filling of all Backlog Vacancies in all cadres in BSNL after inclusion of Backlog vacancies:-** During the previous quarterly meetings, Dir (HR) categorically told to provide the circle wise backlog vacancies in all cadres, however the same has not been provided till date. In this regard, it has also been observed that backlog vacancies have not been considered while determining and issuing revised sanction strength because backlog vacancies of SC/ST employees have been abolished



without consulting honourable NCSC and NCST. It is again requested to ensure filling of all the existing backlog vacancies in all cadres:-

**Backlog status of few following cadres before restructuring done by BSNL.**

Cadre	Mode	SC	ST	Total
JTO	LICE 50%	1639	1046	2685
JAO	DR 50%	153	77	230
AO	SCF 100%		181	181
CAO	SCF 100%	70	38	108

These are backlog data which are readily available with SEWA-BSNL as has been given in table. But it is important to note here that similar backlog vacancy of all the cadres of BSNL has been abolished by BSNL during restructuring.

**10. Request for issuing the clarification on the applicability of granting immunity to office bearers:-**

BSNL Management has fixed certain numbers of members in general for granting the immunity to the office bearers viz. 1 to 5 for One, 6 to 20 for Two and 21 and above for three office bearers to the service associations and issued letter for mutatis mutandis to SEWA-BSNL also which is unjustified because SEWA-BSNL is welfare Association comprising both of executives and non-executive employees and representing SC/ST Employees may have maximum strength 22.5% only of total strength of BSNL employees, on the other hand the applicability of these number has been exempted to non-executive unions (Trade Union). Therefore the applicability of numbers of members should be exempted to SEWA-BSNL.

**11. Challenging the order of Hon'ble CAT, Kolkata passed on 24.04.2025 in OA 350/00128/2015 in the matter of JAO to AO promotion issued on 16.01.2015:-**

Order of Hon'ble CAT, Kolkata passed on 24.04.2025 in OA 350/00128/2015 shall immediately be challenged in Hon'ble High Court/ Supreme Court as per OM F. No. 28027/1/2016-Estt (Res.) A-III dated 22.01.2016, issued by the DoPT as the said order is against the stand of Government of India.

**12. Challenging the interim order of Hon'ble CAT, Chandigarh passed on 25.04.2025 in OA 288/2025 in the matter of DGM (T) promotion:**

Order of Hon'ble CAT, Chandigarh passed on 25.04.2025 in OA 288/2025 shall immediately be challenged in Hon'ble High Court/ Supreme Court as per OM F. No. 28027/1/2016-Estt (Res.) A-III dated 22.01.2016, issued by the DoPT as the said order is against the stand of Government of India.

**13. 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.220117/86-Estt(D) dated 3.7.1986. It is requested to kindly restore the seniority of these affected SC/ST executives at the earliest.

**14. 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 like Restructuring Committee, COVID-1 Fund Committee, BSNL health Insurance Committee etc.

15. 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.
16. Merger of Chemist (TF) with JTO (TF): There are only two chemist in BSNL all over India and both are SC/ST and female and request to merge Chemist (TF) Group 'C' with JTO (TF) Group 'B' at par with merger stenographer cadre with P.A. Carder as one time major.
17. 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.
18. 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 year 2017 in BSNL Haryana Circle, moreover BSNL Haryana has submitted affidavit in Hon'ble CAT Chandigarh for not applying the reservation in JAO promotion.
19. Request for carry forward the backlog vacancies since 2014 and issuance of promotion for LICE candidates of SC category for the post of JTO (T) in Haryana Telecom Circle.
20. 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 year 2017 in BSNL Haryana Circle as BSNL Haryana has submitted affidavit in CAT Chandigarh that BSNL Haryana has not implemented reservation in this case.
21. Inordinate delay in granting the facility of immunity on transfer in respect of SEWA Office bearers. The officer who are already under immunity from transfer on the basis of Office bearer, should not be disturbed till their completion of tenure.
22. Non- maintenance / improper maintenance of reservation roster at Circle and SSA level, immediate implementation of roster register through ERP for all the applicable cadres of BSNL.
23. Transfer orders of Officers who have completed or going to complete tenure by 30th of June 2025 is to be issued immediately.
24. Genuine cases of tenure for Cancellation/ Modification/ Retention of already unimplemented Transfer Order should be considered, in case, these case are not considered then previous order should be implemented.
25. OTP transfer cases, all request should be considered where vacancy exists. In case of non-availability of vacancy there request should be kept in waiting list but in no case, officer should be allotted in other circle than their choices.
26. Genuine Chronic Medical Cases of unimplemented order should be considered for cancellation/ retention/ modification.
27. In case of LICE- AGM, all Officers should be posted in their Home Circles, as is, where basis and later on their transfer should be regulated as per longer stay policy basis. In no case LICE AGM should be sent out from the deficit Circle to save BSNL revenue. Further, no posting of AGM in SDCA level where no post of AGM has not ever been created and withdrawn thereof from the order dated 02.05.2025 and 03.05.2025.



28. Review of SC/ST failed candidate in LICE exam, those candidates who have secured 20% in SC category and 15% in ST category as per DoT letter dated: 30th November 1992.
29. Celebration of Baba Saheb Dr. B. R. Ambedkar Jayanti by BSNL Management at OA, BA, Circle and Corporate office level.
30. Display of Baba Saheb Dr. B R Ambedkar portrait in all offices.
31. Provision of Grievance Redressal Register for SC/ST employee at BA/Circle/Corporate office through ERP system to avoid unnecessary complaints by aggrieved before constitutional authorities.
32. Reporting of CLO(SCT) to CMD-BSNL: As per the DoPT guidelines, the reporting of the Chief Liaison Officer of SCT should be with the highest authority of the Department, hence reporting of CLO (SCT) should be made directly to the CMD BSNL to protect the interest of SC/ST employees
33. Appointment of Board of Director in BSNL Board:- It is very surprising that not a single SC/ST officer has been appointed as Board of Director in BSNL Board since year 2000 i.e 25 years of formation of BSNL, request to make provision for appointing Director in BSNL Board from SC/ST community
34. The periodicity of OTP transfer should be at least twice in the year to avoid inconvenience of employees who wanted to apply transfer or completed their tenure in the middle of the year.
35. Inordinate delay of application of Sh. Rajkumar PS to GM (NWO-CFA) for deputation/absorption.
36. Please refer above reference No.7, DOPT OM No.36026/3/85-Estt.(SCT) dated 24-06-1985, the DOPT pointed out that SC/ST Officers are sometimes transfer to far-off places and also placed at insignificant positions. The DOPT emphasized that Government servants should desist from any act of discrimination against members of SC/ST Communities on ground their social origin.

Many complaints received from employees and observed by SEWA that most of the SC/ST Employees are facing discrimination and posted those far-off places, laborious work and allotted field duty since long. The SC/ST Employee requested to transfer but Management not considered and pressurized to SC/ST Employees to work the same place with intention to harass him.
37. Shri Dhanraj Pargara-Executive Engineer Electrical-BSNL Electrical Division –Indore HRMS No- 199212828 is suffering from lots of problems i.e. Cancer, Parkinson's, etc. to his spouse and for the same he had applied for the transfer from Indore –MP Ahmedabad Gujarat by on line application No.9414, but it was rejected after 12 Months as on 02.08.2024(On which he can not re-apply online) The member have also applied for second time by OPT Number 16264 but it is sorry to informed that the same was not include in the transfer list declared as on 02.05.2025.
38. Many complaints received from members against Shri Sanjeev Singhvi GM Surat (Gujarat) . Some of the points are as under.

- a. The CR of Shri Pavan Kumar, JAO intentionally spoiled by IFA due to complained by him against IFA/GM. The IFA/GM harassing him since long even though many letters issued by SEWA CS to CGM Sir.
  - b. Overload work allotted to Shri Pavankumar Shah, JAO, Surat to mentally harassment by by GMTD Surat.
  - c. Illegally dies non to Shri Sandeep Gound, CAO(L/A), Valsad by GMTD Surat.
  - d. Harassment by AGM to SC/ST Employee Shri Chandrakant Vijaykar , SDE and making atrocities with SC/ST Employees.
  - e. Higher study permission not granted to Shri Pavan kumar Shah, JAO
  - f. Transfer application of Shri Pavan kumar , JAO for transfer to other section not considered even after many times requested by him.
  - g. Mutual Transfer application not forwarded by GM Surat ( Gujarat)
  - h. Wrongly, memo issued to Shri R.V.Lokare, AGM CM Bharuch.
- Many other complaints are received against Shri Sanjeev Singhvi, PGM, Surat.

39. The CAO(Fin), Gujarat Circle office issued transfer order dated 27-05-2023 and other orders issued and longest stay issued by DGM (Admn), Gujarat Circle office against the BSNL transfer policy and DOPT guidelines.

40. Display of category in all cadre promotion order. As due to lack of information in promotion orders, SEWA BSNL CHQ is unable to calculate legitimate rights of our members i.e. reservation roster implementation in all cadre's promotions.

41. JTO to SDE regular promotion order dated 08.07.2021 there were ambiguity found in calculation of SC and ST candidates' proportion. Revised the list and give seniority to all eligible SC ST candidates from the date of issue of order i.e. 08.07.2021

42. Give one increments to all JE to JTO/JAO promoted in the same financial year of their 1<sup>st</sup> NEPP due in that financial year. In 2025 those JE to JTO promoted and get their appointment in this year are current example of "loss of one increment" just by 14 days to 5 months period. In earlier year cases many JTO/JAo are getting less pay to their junior whose got promoted later. These promoted JTO wrote to GM (estmt) CO, New Delhi to delay their phase-1 training but not get entertain by corporate office.

43. Settlement of Pay loss issue of JTO/ JAOS requited post 2007 due to wrongful implementation of 2<sup>nd</sup> PRC benefits for BSNL recruits (22820/- E1+5 increments, Pay Fixation of DR JE to JTO, JE period Pay Loss.

44. E2 to JTO & E3 to SDE to all JTO/SDE recruited, promoted post 2007.


45. Pay fixation of 22820/- to 2007 & 2008 JTO batches, both batches recruited on 9850/- basic as per their recruitment notification. These two batches are getting more than Rs.8000/- to

12000/- less pay from 2005 batch JTO those were get fixed initial basic pay at Rs. 21800/- while batch 2007 & 2008 get fixed their basic pay at Rs. 19020/-.

46. No provision of carrier progression for the employees belonging to the cadre of SDE(OL) in the restructuring guidelines made in post VRS scenario.

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 (Admn) & Nodal Officer for SC/STs BSNL CO, New Delhi for info & n/a pl.
3. The PGM (Estt.) BSNLCO, New Delhi for info & n/a pl.
4. The PGM (Pers.) BSNLCO, New Delhi for info & n/a pl.
5. The PGM (SEA.) BSNLCO, New Delhi for info & n/a pl.
6. The PGM (SR) BSNLCO, New Delhi for info & n/a pl.
7. The Sr.GM & CLO (SCT) BSNLCO, New Delhi for immediate fixing date of Agenda meeting pl.
8. The GM (Legal) BSNLCO, New Delhi for info & n/a pl.