

All India Graduate Engineer Telecom Officer's Association

Presentation on existing HR

Dated 19/05/2009

JTO Recruitment rule 1996:

- **50% Direct recruits with minimum qualification of BSc through circle level examination and 50% by way of promotion through internal eligible candidate (15% LDCE +35 % screening qualifying) eligibility for internal candidate are:**
 - Who possess the degree or diploma in engineering and have completed five years regular service in the cadre of Phone Inspector/Auto Exchange Assistants/Transmission assistants/wireless operators
 - Who possess the high School/Matriculation Qualification and have completed six years of regular service in the cadre of Phone Inspector/Auto Exchange Assistants/Transmission assistants/wireless operators.
- **Note: it is to be noted here that candidates having technical qualification of diploma were given benefit of 1 year over matriculates.**

JTO Recruitment rule 1999:

- **With effect from September 01, 1999, followed by fifth pay commission recommendation DOT decided to upgrade the post of JTO from Group-C to Group-B and formed new recruitment rule called Junior Telecom Officer Recruitment rule 1999. Under this Rule 50 % post of JTOs are to be filled up by direct recruitment with the mandatory minimum qualification of B.E. / B. Tech or equivalent degree (4 years) from recognized and reputed Engineering colleges / university in any of the following discipline, namely.**
 - Telecommunication Engg.
 - Electronics Engg.
 - Radio Engg.
 - Computer Engg.
 - Electrical Engg

JTO Recruitment rule 1999:

- **Remaining 50% by way of promotion through limited Departmental Competitive examination, Out of these 50% departmental quota, 35% post are to be filled up by way of promotion from the following eligible candidates:-**
 - Group-c employees below 50 years of age as on the date of such examination of the engineering wing namely Phone Inspector/Auto Exchange Assistants/Transmission assistants/wireless operators/technical telecom assistants and have served 10 Years in group-C with qualification bachelor of engineering and equivalent OR 3 years Diploma in Telecom/Electronics/Electrical/Radio/Computer OR bachelor of science with physics and mathematics.
 - Remaining 15 % from the clerical side with 10 years of service in group-C and with educational qualification of 3 years Diploma in Telecom/Electronics/Electrical/Radio/Computer.

JTO Recruitment rule 1999:

- Note: it is to be noted here that minimum qualification for direct recruitee have been upgraded from BSc to BE/BTech and for promotee minimum qualification upgraded to BSc/Diploma along with 10 years of service experience in Group-C.

JTO Recruitment rule 2001:

- It was nothing but almost replica of JTO Recruitment rule 1999 except JTOs have been classified as “Executive” in place of “Group-B”.
- Table of comparison is shown below: which depicts total contrast among BSNL recruited JTO vide recruitment rule 1999/2001 and the JTOs recruited in erstwhile vide recruitment rule 1996 and absorbed from DoT in respect of Qualification, Experience and Level of Examination

	JTO Group-C (Non Executive) (Recruitment Rule 1996)	GEJTO Group-B (Executive) (Recruitment Rule 2001 of BSNL)
Classification	Group-C (Non Executive)	Group-B (Executive)
Appointing Authority	GM (Admin)	CGMT
Minimum qualification	<p>For Direct Recruitment – BSc in Physics, Chemistry & Maths with Zero years of experience</p> <p>For Promotion - Matric with 6 years of experience in Technician, Phone Inspector, etc. and 5 years for 3Year Diploma</p>	<p>For Direct Recruitment - BE or equivalent with Zero years of experience</p> <p>For Promotion - 3 Year diploma OR BSc. in physics and maths with 10 years of experience in Group C.</p>
Level of examination	Circle level	All level with the same syllabus as that of Engineering Services
Recruitment Agency	Circle Office	BSNL Head Quarter
Division of post	50% Direct recruitment + 15% LDCE + 35% screening	50% direct recruitment + 50% LDCE

Anomalies:

- It is evident from the above table that employees recruited with above two recruitment rules can not be treated equal as there is a remarkable difference in their recruitment level and eligibility criteria viz. Qualification and Experience. But in BSNL, Both the groups are not only being treated equal in the name of JTO cadre but also the DoT absorbed are being placed much above in the seniority list by awarding them retrospective seniority in the name of vacancy year prior to 1999 and they are also getting pension facility with equal pay scale.

Anomalies

- As per the DoPT ruling vide **DOP&T OM No.22011/10/84-Estt.(D)Dated 4th February,1992**, it is clearly stated that whenever the upgradation of post involves the higher qualification, higher length of service or change of responsibility or change of group, the suitability of the incumbents should be assessed in coordination with UPSC. After assessment only, the suitable incumbents can be placed on the upgraded post. Recently sixth pay commission for central government employees also stated the same thing while abolishing the Group-D and merging them to Group-C but BSNL did not followed this basic rule while upgrading the employees from JTO (Group-C) to JTO (Group-B) and all the JTO (Group-C) have been merged to JTO (Group-B) without accessing the suitability.

Anomalies

- BSNL formed its recruitment rule 26th Sep 2001 only. As per the rule, RR should be formed within the 6 (SIX) months after declaring the vacancies' and the post. Thus the GE-JTOs recruited by BSNL in 2001 vide advertisement in year 2000 should have been against the prior vacancies and should have been governed by JTO-RR-1999 and recruitment year should have been given 1999/2000. Technically, BSNL is not giving the recruitment year 1999/2000.
- Despite all above difference, If we consider that JTO promoted through internal quota and direct recruit GE-JTO are of same category then BSNL should have given retrospective seniority (from 1996 onwards) to direct recruit as in the case of promotee JTO to maintain the quota system as no direct recruitment have taken place after year 1996.

Anomalies

- Number of Group-C employee who were appeared in the LDCE of JTO in the year 1999/2000 for the vacancies prior to the year 1999 and declared fail by DOT, BSNL not only made them to pass by relaxing the qualifying standard in year 2004 but also awarded retrospective seniority of year 1997/1998. Nothing can be so ridicules that person who was not eligible for even JTO and working under GE-JTOs up to year 2004 now many of them have been promoted to SDE cadre and judging the performance of GE-JTOs.

GE-JTO IN BSNL

- BSNL recruited qualified engineers in the name of GE-JTO with five years service bound without disclosing the level, IDA pay scale and career path through toughest all India examination with the syllabus of engineering services in the pretext of largest and profit making scheduled A PSU. In this way many who were already working or selected somewhere in other PSUs and have not appeared in any examination after getting selection in BSNL are feeling totally cheated.

GE-JTO IN BSNL

- As per letter no.20-21/2004-Pers IV dtd. 05.04.2004, the Graduate Engineer JTOs were recruited to handle the new technology switches and have been given preference in various specialized branch like DNW, Telecom Factory. Most of the new technology switches are being maintained, operated and installed efficiently by these Graduate Engineer JTOs. It clearly denotes their excellence and importance over other Executives in handling technological fields.

GE-JTO IN BSNL

- Moreover, regarding the responsibility of GEJTOs in BSNL, As per Organizational Charts of new technology areas viz. CMTS, Broadband, etc. issued No. 11-3/2002-TE-I Dated 6.1.2003, the responsibility of SDE and GE-JTOs are same and the next level of Executives in the executive Hierarchy shown is STS level officers.
- As per the responsibilities are concerned, various circular issue time to time in respect of GE-JTOs clearly show that the responsibility of BSNL recruited GEJTOs are at par with SDEs or above in executive Cadre, having no similarity with DoT JTO-Group C.

GE-JTO IN BSNL

- BSNL has not disclosed executive promotion policy before year 2007. And first executive promotion policy was disclosed on 18th January 2007 only without taking consideration of our views. In this policy direct recruitee qualified executives were totally ignored. Even in time bound financial upgradation directt recruitees were eligible for first upgradation only after completing 6 years and all others in 4 years.
- After pay revision time bound upgradation has become mockery and no relevancy with it name and basic motto in respect of direct recruitee executives as 2001 batch will get in 5 years, 2002 batch will get in 4 years and 2005 onwards will get in six years.
- GE-JTOs recruited by BSNL are not only lacking in Promotion Avenue, appropriate seniority but also getting fewer packages in terms of pension with similarly placed absorbed executive.