

Conclusion:

Any person appointed for the unfilled vacancies of the previous year will not be the senior of already appointed person but he will get the seniority of the year actually appointed on substantive basis and relative seniority will be fixed as per the rotation of the vacancies between direct recruitment and promotion.

“What happened in BSNL?”

Thousands of unfilled vacancies from the year 1996 to 2000 in both quotas i.e. direct recruitment and promotion were carried forward in year 2001. Mass appointment took place in year 2001/2002 in both the quotas. All the promotes were given seniority of 1996 to 1999 stating the previous years of vacancies **violating DoPT guideline and direct recruits were given the seniority of appointment year stating DoPT guideline to not provide retrospective seniority.** It clearly indicates that there is no mistake in interpretation of DoPT guideline but vested interest of some associations/unions and senior officer in BSNL management taking advantage of lack of knowledge and strength of direct recruits.

As per the JTO recruitment rule-1999/2001 minimum qualification for promotion quota is B.Sc in maths or science or 3 YDC diploma in engineering. If DoPT guideline would have been followed in respect of promotes they could not get seniority of year 1996 to 1999. More than 90% of JTOs appointed through promotion in year 2001/2002 against the previous year vacancies do not possess minimum qualification as per the JTO recruitment rule 1999/2001 so they could have not been even eligible for JTO in BSNL.

Height of atrocity against direct recruits is that, thousands of non executives having qualification of mere matriculate or below (some of them working as SDO now) were failed in departmental exam taken by DOT during year 1998/1999 but under pressure of some unions and vested interest of BSNL management they have been relaxed in year 2004/05 up to the passing of all candidates appeared in the exam and given seniority of 1998/1999 violating DoPT order.

“Loss to the Direct Recruits”

In this way more than 10,000 departmental JTOs who were not only under qualified as per the recruitment rule but also appointed much latter than direct recruits were placed above in the provisional gradation list made in

circles. On the basis of this wrong gradation list GM (Pers) Shri R K Mishra has conspired to promote these under qualified so called JTOs to SDE by calling eligibility list on the basis of year of recruitment instead year of appointment. He clearly violated DoPT guidelines and also shown contempt and willful disobedience to CMD orders in our last agenda meeting to re-examine the gradation list in circles as per DoPT guidelines before conducting the DPC.