



Bharat Sanchar Nigam Limited
IA Government of India Enterprise
Corporate Office
B-102, State House, NEW DELHI-110001.
(Personnel - IV Section)

No. 268-101/2002-Pers.IV
Dated: 01.10.2002

All Heads of Telecom Circles,
Chief General Manager Calcutta/Chennai Telephones,
All other Heads of Administrative Offices.

Sub: Compassionate ground appointments - Clarification regarding.

Various Telecom Circles have indicated their problem in accommodating candidates approved for appointments on compassionate grounds due to shortage of vacancies. In this connection the undersigned is directed to convey the approval of Competent Authority for the following procedure to be followed to calculate the 5% vacancies of CGA quota. Heads of Circles are requested to calculate the vacancies to provide appointment on compassionate grounds in accordance with these instructions to already approved waitlisted candidates and to hold HPCs for all pending cases with them.

- (i) For working out the 5% figure for the purpose of quota for compassionate ground appointments, ceiling limit as well as 25% internal tightening of norms be taken as relaxed. This relaxation will only be applicable for working out figure of 5% CGA quota.
- (ii) The Circle has to carry out the Establishment review, based on assets as on 31.3.2002, for all non-executive category posts having direct recruitment element in their respective recruitment rules taking above relaxation in to account.
- (iii) The vacancies, which are likely to become available within a period of one year, say by virtue of retirements/promotions etc., should also be added to figure thus arrived as a result of exercise at Sl.No.(ii) above.
- (iv) Out of total vacancies thus arrived, as indicated Sl.No.(iii) above, direct recruitment quota may be worked out as per specific provisions in concerned recruitment rules. Any backlog vacancies of direct recruitment quota should also be added to this figure.
- (v) For the purpose of making compassionate Ground Appointments, 5% of total figure, arrived as a result at Sl. No. (iv) above, is to be reserved for CGA quota. This total figure may be used for offering Compassionate Ground Appointments to the recommended candidates in the cadre (Non-executive) for which candidate has been found fit. This 5% CGA quota figure should be updated year after year after establishment review and necessary records about post availability under 5% CGA quota and its utilization are to maintained by the circle.
- (vi) It is possible that 5% compassionate ground appointment quota posts may not be sufficient to meet the compassionate ground requirements in this year itself or in any subsequent year. In such cases, Circle should maintain the waiting list of approved candidates and strictly clear the waiting list in accordance with date of occurrence of compassionate ground appointment justification i.e. date of death/retirement or medical invalidation/missing persons.

Heads of the Circles are requested to take immediate necessary action in accordance with these instructions. Any difficulty in making compassionate appointments now should be brought to the notice of this office, indicating nature of specific problem. They are also requested to furnish the details of appointments provided and waiting list, if any, after considering all the pending cases with their circle to this office latest by 30th November 2002.


(P.S. Venkatesh)
Asst. Director General (Pers.IV)

Copy to:

1. PS to CMD, BSNL, New Delhi.
2. All Directors, BSNL, Board, New Delhi.
3. All Sr. DDCs/DEGs of BSNL, New Delhi.
4. AD (OL), BSNL with the request to send a Hindi version of this order to ADG (Pers.IV) immediately for further necessary action.
5. TFS/A&E/CSE/TE-I/TE-II Sections of BSNL.
6. All recognized Telecom Staff Unions/Associations of BSNL.