

From

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To

**The COMPETENT AUTHORITY-HRD,
BHARAT SANCHAR NIGAM LIMITED.**

(THROUGH PROPER CHANNEL)

Subject: **Agony of a Directly Recruited (DR) Group "B" Executive in BSNL.**

References enclosed:

1. No. 22011/10/84-Estt. (D), Dated: 4th February 1992 (Issued by Government of India).
2. Junior Telecom Officer Recruitment Rules 99 Dated: 31 August 1999 (Issued by Ministry of Communications, Department of Telecommunications).
3. Junior Telecom Officer Recruitment Rules 2001 Dated: 26 September 2001 (Issued by Bharat Sanchar Nigam Limited).

Sir,

With due respect and humble submission I beseech to lay down a few lines for your kind consideration. That, even after the six years of continuous & regular service in BSNL as a directly recruited Group "B" executive the undersigned is still waiting for his first functional promotion. The anguish of a mind can be well understood from the fact that apart from this long waiting period there is not even a slightest glimpse of career ahead.

Being an employee who is exclusively recruited by the public sector undertaking a feeling always came to my heart that the present state of affairs could be poles apart if & if the regulations specific to the PSU were functional to the class and category of mine. Ironically I have been dragged into the government setup and every rule and regulation applicable thereof was made applicable to me also.

The first indication of this wrong step came to the notice of mine after my recruitment into the BSNL. This was the day when I understood the actual motive behind the undertaking taken from me prior to my recruitment. A few lines of that draconian piece of paper are reproduced below:

"I also understand that if appointed, I would rank junior to any J.T.O. who had been appointed earlier by the erstwhile DoT/DTS/DTO or BSNL or any other employee in the promotional cadre who had already qualified in the JTO Examination but not appointed as JTO by BSNL so far."

I sincerely feel that this was the unique incidence of its kind in the history of government recruitment where in addition to the eligibility some additional condition was put obligatory to get the employment.

It is not a question of that whether or not the advertisement or the training letter and so as the various other communications made by the management of BSNL has used the tag of "Graduate Engineer Junior Telecom Officer" with it, but it is a question of the identity of JTO. Who is JTO & What JTO is?

This is a sincere & honest effort on my part to expose the truth behind the word JTO and *patience to bear with reading is requested.*

After its formation BSNL has recruited Graduate Engineers as JTOs from the open market through an ALL INDIA COMPETITIVE EXAMINATION having the same syllabus as that specified by UPSC for the Engineering Services Examination. The post of JTO in BSNL is specified as an Executive in the RR2001 of Junior Telecom Officer (enclosed). The RR2001 of JTO contains an initial constitution which is reproduced below:

"All officials holding the posts of Junior Telecom Officers on regular basis in the erstwhile DOT/DTS/DTO before commencement of these rules and those who have been absorbed in Bharat Sanchar Nigam Limited shall be deemed to have been appointed as Junior Telecom Officer in BSNL."

Together with the initial constitution of my recruitment rule the undertaking taken from me prior to my recruitment I want to affirm that I am ready to accept all the JTOs appointed by erstwhile DoT/DTS/DTO as senior to me. But this is not the end in fact this is the beginning. To have a better understanding some important events which occurred in the history of DoT will be reproduced herein.

The various "POSTS" in government are classified into four groups namely Group-A, Group-B, Group-C and Group-D.

The civil service of the Central Government is organized into four groups, viz. Group 'A' (which includes all- India Service) Group 'B', Group 'C' and Group 'D'. Such classification broadly corresponds to the rank, status and the degree of the level of responsibility attached to the posts. Group 'A' posts carry higher administrative and executive responsibilities and include senior management positions in the ministries/departments and field organizations. The middle and junior levels of Group 'A' along with Group 'B' constitute middle management. Group 'C' posts perform supervisory as well as operative tasks and render clerical assistances in ministries and field organizations. Group 'D' posts are meant for carrying out routine duties.

The above guidelines clearly reflect that a Group-A post carries a bigger sphere of responsibility with it. The group-B post carries a lesser sphere of responsibility than group-A. Further the Group-C post carries lesser responsibility than group-B and so on.

Up to 31 August 1999 the "POST" of JTO was Group-C and so as the "person/incumbent" holding the said post. In the month of September 1999 the "POST" of JTO was upgraded to Group-B by the government of India. Due to this up gradation the earlier recruitment rule of 1996 for the post of JTO was amended with the new recruitment rule of 1999(enclosed).

As per the guidelines of Department of Personal & Training, Government of India whenever a post is upgraded to Group-B or to Group-A the approval of UPSC is required to confirm the suitability of incumbent to determine the date of upgradation. No. 22011/10/84-Estt. (D), Dated: 4th February 1992 (enclosed)

But in DoT no such approval was sought from UPSC and all the incumbents holding the "POST" of Group-C were "assumed" as Group-B from the very first day of when the Group-B post of JTO come into existence. This was wrong.

I am not saying that all such people who got their upgradation to Group-B without the approval of UPSC will remain Group-C forever. They will achieve the status of Group-B from the date of their suitability which depends upon the number of years of service they have rendered as a Group-C. To explain further, there are certain rules framed by Government of India through which appointment of a person can be made on a particular post (Group-A/B/C/D). To make the appointment the person is to be adjudged as suitable for appointment. For Group-A posts the suitability of a person is judged by UPSC through All India examination followed by an Interview (usually). Similarly for the Group-B posts an All India examination is conducted by UPSC or SSC or the Recruitment Board followed by an interview (optional). For Group-C and Group-D Posts the recruitment is not done by the commission and can be done by the parent departments. Thus for the case of direct recruitment to the various categories of posts (Group-A/B/C/D) we have different mechanisms though UPSC/SSC/Recruitment Boards/Parent Departments etc.

However in the case of recruitment through promotion to the various categories(Group-A/B/C/D) of post the government has specified a particular length of service in the feeder grade to become eligible for consideration to next promotion.

For example to get promotion from TTA (Group-C) to JTO-Group C the minimum length of service specified is six years. To get the promotion from TTA (Group-C) to JTO-Group B the minimum length of service specified is ten years. Thus a TTA with six years of service becomes eligible for promotion to Group-C JTO but to become a Group-B JTO he has to get the minimum experience of 10 years. Thus there is already a difference of 4 years in the stature of JTO-Group B and JTO group-C. A Group-C JTO after an experience of three years becomes eligible for promotion to SDE Group B.

With the above background it mentioned during the period when the post of JTO was Group-C the recruitment was done by the parent department i.e. DoT through its circles. But after the upgradation of post of JTO to Group-B the recruitment was to be done by UPSC and it is learnt that a proposal was sent to UPSC for this. But in the meantime the DoT was corporatized into BSNL and the said process could not take off.

After the formation of BSNL the management of BSNL has recruited Graduate Engineers from the open market through all India competitive examination in the year 2001 & 2002. At that time most of the staff of DoT was on deputation to BSNL and working as JTO or rather as Group-C JTO as suitability assessment was not done in their cases. To my dismay BSNL has absorbed all these as Group-B JTOs as thus made them equivalent to the stature of my cadre. This was wrong.

The post of SDE was and is a promotion post of JTO Group-C. For the case of Group-B JTO what will be next promotion? This is the question for which I am searching the answer and finally I have knocked the door of your good self.

Though I do not have any documentary proof to support the answer my question yet I firmly believe that SDE is not my next promotion post. There are two strong reasons to believe this. The first one is that in the central government all the posts having the pay scale 6500-200-10500(Vth CPC) and having the status of GCS Group-B are promoted to the JTS scale of 8000-275-13500 after the completion of four years of service in the grade as GCS Group-B. And the second one is as per the staffing norms issued by BSNL for its new services such as CMTS, WLL & Internet it is clearly mentioned that the responsibilities of Group-B JTO and Group-B SDE are same. The reporting officer for both the executives is same i.e. STS group-A. Thus, I believe that my next promotion should be to the grade of JTS or STS after the minimum eligible service of four or six years respectively.

In view of large number of inconsistencies I therefore request you to reconsider the whole process afresh so that my interests are safeguarded and existing aspirations are protected.

Thanking you & expecting a favorable and early response,

Yours faithfully,

Date: 10 June 2009

(MANOJ KUMAR)
DR GROUP 'B' EXECUTIVE