



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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Dated: 11/01/2011

To

**The Sr. GM (Pers)
BSNL CO, New Delhi**

**Sub: Issues pending in personal section with respect to Direct recruits
Executives-Reg.**

Dear Sir,

First of all, on behalf of All India Graduate Engineers & Telecom officers Association I welcome you as Sr. GM (Pers) in this organization. We all know that our beloved company is passing through most critical stage as far as profitability is concern. This is high time when we should work together for the welfare of the company. It is needless to mention that HR of any company plays a very vital role in its long term survival. This association believes that HR issues related to the executives of this company will be resolved promptly under your great leadership so that motivated executives can concentrate on productivity and profitability.

I am submitting some of the legitimate issues related to Personal Section which are waiting for final resolution.

1. **JTO to SDE DPC:** All India Eligibility list for conducting JTO to SDE DPC was published by your cell vide No.2-18/2007-pers-II dated 28/04/2010. It was quite surprising to see the list that DoPT guidelines for fixing the inter-se-seniority among the direct recruits and Promotee has not been followed in the said list in spite of the issue being resolved in agenda meeting of this association under the chairmanship of CMD BSNL held on 25.02.2010 and a decision was taken that DoPT guidelines will be followed (**record of the meeting attached herewith for your kind reference**). Following the record of the meeting, Establishment section of BSNL CO has endorsed the order of DoPT guidelines to field units for preparing the inter-se-seniority of JTOs (**attached herewith**). This association thoroughly analyzed and submitted it's detailed objections

over the All India Eligibility List published by your cell but the decision is yet to be taken (**letter attached herewith**). Summary of the objections are as under:

- All India Eligibility list published by Pers cell has no data regarding qualification and actual date of appointment of the candidates.
- There are several candidates who have been appointed as JTO much later than direct recruits but placed above in the eligibility list which is against the DoPT guideline.
- Inter-se-seniority between "Direct recruits and Promotes" has not been decided in the ratio of 1:1 as per the quota prescribed in the recruitment rule.
- JTO post was upgraded from Group-C to Group-B in Year 1999. As per DoPT guideline suitability of the incumbents should be assessed before upgrading to the new group as per the norms. There are many candidates who do not possess the requisite qualification of JTO but have been shown in the eligibility list.

All these objection raised by this association is under deliberation with the establishment section. Therefore to initiate the process of DPC based on the seniority list on which we have submitted our objections and more so when the establishment cell is already in deliberation with us on the matter is nothing but an act of grave injustice to the Direct Recruits. Therefore, your good self is requested to immediately stop the process of JTO to SDE DPC till the finalization of correct eligibility list as per DoPT guidelines.

2. **First time bound up gradation in respect of Direct recruits Executives:** As per the EPP first time bound upgradation to the executives will be given either completing six years or crossing the minimum scale of the next grade. After pay revision there has been discrimination among different batches of direct recruits as some batches are crossing minimum pay of the next grade in four years and some in five years and while some in six years. In this regard we have demanded for uniform span of 4 years in respect of every executive to avoid such kind of discrimination. It is most disappointing that instead considering our genuine demand of giving first time bound upgradation in four years, direct recruits are not being given their first time bound upgradation even on the date of crossing over the minimum of the next scale which is already stipulated in EPP and for that no modification in policy is required. In the absence of any clear instructions from BSNL CO, Different circles are following different yard sticks on the same matter. **Our request to Your good self is that firstly clear instructions should be issued to the field units to implement immediately the existing EPP**

and provide first time bound upgradation at the time of crossing of minimum pay of next grade and secondly you are requested to kindly consider our genuine demand for granting first time bound upgradation in four years to all the executives.

3. Issuing the transfer order of SDEs who have completed 2 years at tenure station: some of the direct recruits who have qualified LDCE for SDE conducted in year 2007 were posted in hard tenure out of policy. This association had fought against this injustice and succeeded in cancelling the transfer order of most of the candidates but some has joined with the assurance given by honorable Director (HR) that they would be immediately relieved after completing of 2 years as per transfer policy. They have already completed 2 years of tenure but it is clear injustice to keep their request of transfer pending on the pretext of posting substitutes from the DPC. **The transfer policy clearly stipulates that persons may be posted on the basis of longest stay to the hard tenure stations but not executing them just because some DPC process is going on is not only unfair to the existing executives waiting for their transfer from Hard Tenure Stations but also the candidates who may be promoted through the DPC Process.** Your good self is requested to kindly immediate issue their transfer order without further wait to deliver justice and to set the example for future so that people may be willing to go and complete their tenure else it would be very difficult in future to get volunteers for these stations.
4. Request Transfer cases of SDEs who have completed their two year period at one station : You are also requested to kindly consider the request transfer cases of SDEs who have completed two years of stay at any station well before March 2011 so that the education of their wards may not suffer mid way during the next educational session.

This association is having high hope under your kind and able leadership that aforementioned issues which are directly affecting the moral of the direct recruits executives, will get fair attention and come to the final resolution.

Regards,


(R P Shahu)