



# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

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**GS/AIGETOA/2022-23/13**

**Dated: 07.12.2022**

To,

**Shri Arvind Vadnerkar Ji**  
**Director (HR), BSNL Board**  
**New Delhi**

**Subject: Seeking correction in Rosters circulated for various Cadres prepared using erroneous methodology reg.**

- Ref: 1. F.No BSNLCO-PERS/13(48)/1/2022-PERS1 dated 23.11.22 for AGM(T) Cadre as on 31.12.2020 and 31.12.2021.  
2. BSNLCO-PERS/13(44)/1/2021-PERS1 dated 23.11.22 for SDE(T) Cadre as on 31.12.2019  
3. BSNLCO-PERS/13(46)/1/2022-DPC dated 23.11.22 for AGM(TF) Cadre as on 31.01.2020, 31.12.2020 and 31.12.2021  
4. 13-05/2020-TFS dated 24.11.2022 for SDE(TF) Cadre as on 31.12.2018 & 31.12.2019.  
5. 2-1/2018-Pers.II dated 24.11.2022 for SDE (T) Cadre as on 31.12.2018.

**R/Sir,**

Kindly refer to the letters under reference vide which Reservation Rosters have been circulated by Personnel Section giving details of Cadre Strength, Working Strength, Vacancy positions and Backlog, if any for SDE(T), SDE(TF), AGM(T) & AGM(TF) for limited years.

As per DoPT guidelines issued vide OM No. 43011/10/2002-Estt.(Res.) dated 19 Dec 2003 , soon after the first of January of every year, each Appointing Authority shall send to the concerned Ministry/Department concerned:-

- (i) *SC/ST/OBC Report-I in the enclosed proforma showing the total number of Government servants and the number of SCs, STs, and OBCs amongst them as on the 1<sup>st</sup> January of the year and the number of appointments made during the preceding calendar year alongwith the number of SCs, STs and OBCs amongst them.*
- (ii) *SC/ST/OBC Report-II in the enclosed proforma showing the representation of SCs, STs, and OBCs in various grades of organised Group 'A' services as on the 1<sup>st</sup> January of the year and the particulars of recruitment to the various grades during the preceding year in the service.*

We are really grateful to your good self and the Personnel Section that probably for the first time such an information has indeed been circulated in the public domains by BSNL vide letters circulars mentioned under reference.

However, it is regretfully submitted that the methodology adopted is somewhat erroneous and has created panic, confusion and restlessness among reserved candidates in particular and General candidates in general. Some of the following errors have been identified while preparing and circulating the Roster:

- a. No covering letter has been issued along with any of the Reservation Rosters circulated.
- b. Rosters have been apparently prepared by randomly taking the Date of Joining as criteria, which also is incorrect in many instances.
- c. In place of Date of Joining, the Date of Entry into the Cadre ought to have been taken into consideration while preparing the Rosters. Further the Date of Entry needs to be taken as Date of Promotion as Date of Joining for various executives could be different owing to delay in postings and probable change in places of postings of promoted executives owing to administrative necessities.
- d. Further in the Chapter 5 of DoPT brochure for reservation, a Note is clearly mentioned that  
***"Reservation register/roster registers are only an aid to ensure that Scheduled Castes, Scheduled Tribes and Other Backward Classes get quota reserved for them. These registers/roster registers do not determine seniority."***

The above clarification must have been mentioned boldly while circulating the various Rosters so as to avoid creation of panic and confusion among staff.

In view of the above points is hereby requested that:-

1. A clarification may be issued stating that *Reservation register/roster registers are only an aid to ensure that Scheduled Castes, Scheduled Tribes and Other Backward Classes get quota reserved for them. These registers/roster registers do not determine seniority.*
2. Revised Rosters lists with Date of Appointment/Promotions may be issued so as to avoid any misunderstanding/confusion among executives.
3. Further, it is also submitted that as only Rosters for past few years have been circulated, it is requested that all the reports/Rosters submitted to DoT/DoPT since calendar year 2003 in compliance to DoPT guidelines issued vide OM No. 43011/10/2002-Estt.(Res.) dated 19 Dec 2003 for JTO, SDE and AGM Cadres may be published.

With Regards

**Yours Sincerely**  
**Sd/-**  
**Pavan Akhand**  
**For: General Secretary, AIGETOA**

**Copy to:**

1. PGM (SR), BSNL CO, New Delhi for kind information please.
2. Shri S.N.Gupta, GM (Pers), BSNL CO, New Delhi for kind information and n/a please.
3. Shri Jagdish Prasad, Chief Liason officer, BSNL CO, New Delhi.