

**ALL INDIA
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EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/CMD/2015

DATED: 13.10.2015

To,

Shri Anupam Srivastava
CMD BSNL
New Delhi -110 001

Subject: Regularization of Officiating JTOs as per provision in the recently approved new JTO RR -2015; Request for a very early and time-bound action to complete the process of regularization through Absorption channel

Reference: This Association letters

- 1) No.AIBSNLEA/CHQ/CMD/2014 dated 8-9-2014
- 2) No.AIBSNLEA/CHQ/CMD/2014 dated 15-11-2014 and
- 3) No.AIBSNLEA/CHQ/CMD/2015 dated 27-05-2015.

Respected Sir,

Kindly refer to our letters cited above pointing out the undue delay caused in the finalization of new JTO-RR and regularization of Officiating JTOs based on it.

The new JTO-RR was approved by the BSNL Management Committee on **8th May 2014** and it remained before the BSNL Board **for more than a year (15 months)** awaiting its formal approval. The same was placed in the board met on 18-9-2015, after delinking it from HR plans, as assured by your good self, and finally the new JTO RR got approved by BSNL board. We are thankful to you and your team for this.

The new JTO-RR now came in to being in place of the previous RR, is primarily meant for settling the issue of regularization of all **"screening test qualified and JTO Phase-I trained officiating JTOs"**, as a onetime measure through an **"absorption channel"** incorporated in it.

As per the new RR, 50% internal quota is to be filled first from this group (*screening test qualified and JTO Phase-I trained officiating JTOs*) and thereafter all the remaining vacancies from other eligible Group-C candidates through LICE.

As all of them are continuously officiating in the posts of JTO for the **last ten years (i.e from the year 2005-2006 onwards)** the process can be implemented **without having any further financial implications.**

As we had explained vividly with details on several previous occasions, this group of employees (**screening test qualified and JTO Phase-I trained officiating JTOs**) are the victims of exploitation, harassment, discrimination, negligence and above all corrupt practices of some colluding agents, for the past ten years for no fault of their own.

Even though the affected group has to suffer a lot in terms of their eligible seniority positions, the proposal of the management to resolve the issue through an amended RR was widely accepted only with a view to resolve the issue amicably by absorbing all affected candidates through an "absorption channel" without causing any further delay and without giving room for any further unwanted litigations.

In this context, we would like to place before you our humble suggestions as follows to impart justice to the affected group:-

- 1) Notification of the revised JTO-RR is yet to be published. This may be published at the very earliest possible and issue immediate instructions to all the Circle Heads/ appointing authorities to release orders of regularization through absorption channel in the existing vacancies in which all of them are currently officiating as JTOs.
- 2) All of them had already undergone pre-appointment training as per training module - 2002 ie, pre-basic-I, pre-basic-II and Phase-I training of JTO in the year 2005-2006. One month's on-the-job training is not required as they are working as JTOs for the last ten years. Only Phase-II training is required which can be given after appointment, as it is only a post appointment training. The inter-se seniority among this absorption- group can be decided based on the marks of Phase-I training already under gone. In short, if the same training module is fixed for the new RR also, then all of them can be posted as JTOs in their respective posts as regular JTOs immediately without wasting time and money.
- 3) **If the training module for the new RR is a different one, please fix it soon and make it for a short duration after eliminating the topics they studied already in their previous Phase-I in 2005-2006.** Reducing training period will help BSNL to reduce the cost of Training (Training TA/ DA + Salary) and to avoid absence of officials in working place during the training period.
- 4) **All officiating JTOs are in the age group of 45 and above and up to the age of 59.5 years.** Any further delay in issuing of absorption/ regularization orders will result in the denial of regular posting and thereby denial of justice to a good number of hardworking innocent officers at the verge of their retirement, for no fault of their own. If the implementation of the new JTO-RR and other formalities for regularization are delayed further on flimsy unrealistic and irrelevant grounds and if the same unfair, unjust and cruel attitude continues, it will be detrimental not only to the "**screening- test qualified and JTO Phase-I trained officiating JTOs**" but also harmful to promotion avenues of eligible Group-C officials such as TTAs having prescribed qualifying service in BSNL all over the country awaiting for the conduct of LICE as per the new JTO-RR.

- 5) We therefore, place an honest request before you to implement the new JTO-RR and effect the regularization of all the *officiating JTOs* coming under the caption "Absorption Channel" in the newly approved RR, in a time-bound manner, within a very short span of time without causing a further delay, as the matter is already delayed for an awful period of more than ten (10) long years. Unwarranted procedural delay at all stages are to be avoided by assigning top priority to the fulfillment of this badly delayed HR issue.

We are anticipating a very early personal interference and favorable action from your good office in this regard also.

With Kind Regards

Yours Sincerely

Sd/-
(PRAHLAD RAI)
General Secretary

Copy to:

1. Smt. Sujata Ray, Director (HR), BSNL Board New Delhi -110001.
2. Shri Mukesh Mathur, PGM (Finance), BSNL Corporate Office, New Delhi – 110001
3. Shri Shameem Akhtar, Sr. GM (SR), BSNL Corporate Office, New Delhi – 110001
4. Smt. Madhu Arora, GM (Estt), BSNL Corporate Office, New Delhi – 110001