



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

President
K SATYANARAYANA
Ph. 09899557233 (M)

Financial Secretary
G R SHARMA
Ph. 09868040001(M)

General Secretary
PRAHLAD RAI
Ph. 09868278222 (M)

No. : AIBSNLEA/CHQ/CMD/2009

Dated 04.11.2009

To,

Shri Kuldeep Goyal
CMD, BSNL
New Delhi – 110001

Ref: BSNL Management Services Recruitment Rules, 2009- Reg.

Sir,

In continuation of our letter no. dated 30.10.2009, we are constraint to bring to your kind notice that in BSNLMS RRs certain deficiencies have been noticed by which needs your immediate kind intervention for necessary amendments so as to avoid discrimination amongst the BSNL Executives by having a place a promotion policy that is completely uniform in its application to all segments of executives.

The existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification will not be eligible to be promoted to functional grade of Assistant General Manager in their respective streams since their existing RRs stipulate that they must be Engineering graduates for their functional promotions to the STS scale. Not only this, even the Executives working as Executive Engineers in these disciplines on adhoc basis will be deprived of their regular STS promotion because the existing RRs in these disciplines have not been amended. This kind of discrimination will result in serious injustice to the executives working in these streams. Such a gross injustice to the absorbed Executives of Civil/Electrical/Arch Engineering wings who have treated at par with JTO/SDE (T) in BSNL after absorption. Moreover, such provisions are in contravention to the DOP&T guidelines. As per DOP&T No. AB 14017/12/87-Estt.(RR) dated 18.03.1988, regarding educational qualifications, **“these are not generally insisted upon in the case of promotion to posts of non-technical nature; but for scientific and technical posts, these should be insisted upon, in the interest of administrative efficiency, at least in the case of senior Group ‘A’ posts. Sometimes the qualifications for junior Group ‘A’ and Group ‘B’ posts may not be insisted upon in full but only the basis qualification in the discipline may be insisted upon, for example, if a degree in civil engineering is the qualification prescribed for direct recruits, the promotes may be required to possess at least a Diploma in civil Engineering. In such cases , the entry under this column may be edited as “Educational Qualifications: No, but possess at least Diploma.”**

CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). There should be common BSNLMS RRs for all the disciplines and, like other disciplines, the existing Executives of C/E/Arch Engineering, regardless of their qualifications,

should also be eligible to be promoted to STS on regular basis to avoid discrimination on BSNL MS RRs.

As per 1996 Recruitment Rules, Published by The Gazette of India, Ministry of Urban Affairs and Employment, for promotion to Executive Engineer, the required minimum qualification service and educational qualification prescribed as, (i) 33 ½ percent from AEE with 4 years regular service in the grade/(ii) 33 ½ percent from Asst. Engineer with 8 years regular service in the grade and possessing degree in Civil Engineering or any other equivalent qualification. (iii) 33 ½ percent from Asst. Engineer with 10 years regular service in the grade and possessing Diploma in Engineering or any other equivalent qualification.

As per 1996 Recruitment Rules, Published by The Gazette of India, Ministry of Communications (Department of Telecommunications) for promotion to Executive Engineer, the required minimum qualification service and educational qualification prescribed as, (i) 50 percent from AEE who have completed probation and have rendered not less than 4 years regular service in the grade on the basis of seniority cum fitness (ii) 50 percent from Asst. Engineer /ASW with 8 years regular service in the grade and possessing degree in Civil Engineering or any other equivalent qualification. Note: However, the existing incumbents holding the post of AE on a regular basis on the date of modification of these Rules, shall continue to be eligible for promotion to the post of EE. If they possess a Diploma in Civil Engg. from a recognised University/Institution or equivalent and 8 years regular service in the grade.

The attendant conditions for promotion in BSNLMS RRs should be similar to the attendant conditions contained in the BSNL Executives Promotion Policy for post based promotions.

We are confident that above mentioned discrepancies in RRs would be given a serious consideration by BSNL Management and immediate necessary actions to correct the anomalies would soon be initiated by the management.

With kind regards,

Yours sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to:

- **Shri Gopal Das, Director (HR), BSNL, New Delhi**
- **Shri R.K.Mishra, GM (Pers), BSNL CO, New Delhi**