



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/Director (HR)/2016

Date: 06.07.2016

To,

Mrs. Sujata Ray,
Director (HR), BSNL Board,
New Delhi.

Subject: Request for recruitment in the cadre of JTO(C/E) and/or JE(C/E) in similar line with JE (T) from open market.

Respected Madam,

We have been demanding since long to fill up of all the vacancies in the executive cadre for better service delivery and optimization of existing man powers. In this context, we would like to state that more than 40% posts in the cadre of JTO© and that of 30% in JTO (E) are lying vacant. As per the JTO (C/E) RRs 2001, 50% posts shall be recruited through All India open competitive examination and 50% by promotion through **Limited Internal Competitive Examination (LICE)** from the employees possessing the qualification of three years Diploma with 10 years of regular service. Both the methods of recruitment to the basic cadre of JTO (C/E) except recent LICE for JTO (E) have not been explored since 2008/2010 causing a pathetic work environment in civil/ electrical wing.

It is worthwhile to note that the SDE (C/E) with more than 20 years of service in the grade of SDE are compelled to work as JTO (C/E)s only owing to the fact that there are no JTO (C/E)s in most of the sub divisions to assist the SDE (C/E)s in respect of attending day to day complaints, recording of measurements, supervision of capital/maintenance works, preparation of bills and in many other works related to land & building data purification etc. This being coupled with acute stagnation in both the cadres has resulted into mass demotivation and delay in service delivery.

Whereas, BSNL failed to recruit JTO (C/E) from the open market, it could have been augmented by recruiting some JE(C/E) in the recent drive for recruitment in the grade of JE (earlier TTA), which is missing. We place it on record that Civil/Electrical wing play a vital role in the growth of BSNL and their services are very much essential in following segments:

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- 1) Installation & comprehensive maintenances of Electromechanical services by Electrical wing which includes Electrical Sub Stations, DG sets, AC plants, Automatic Fire Alarm & Detection System, HVAC etc. to run the exchanges.
- 2) Construction & Erection of Towers, Construction of cable ducts & Laying of OFC cables in difficult terrains, construction & maintenance of technical building & residential complexes etc. to support the network.
- 3) Maintaining BSNL's prime asset base of one lakh crore in its proper shape.
- 4) Opening new stream of revenue generation by taking up external projects to the tune of 400 Crores.
- 5) Purification of Land & Building data, transfer of assets from DOT to BSNL including mutation cases, updating Civil MIS data, uploading the land bank datas on Central Govt. portal like NCOG etc.

The above list is only indicative. From the above, it is clear that BSNL needs the service of Civil/Electrical executives as much as telecom & other cadres. Furthermore, when the JAG & SAG grade officers of C/E wing are being deployed in HR/Admn/EB/Mktg etc. the lower level executive cadres should have been strengthened by recruiting at JTO(C/E) cadres or at least at JE cadres.

In view of the above, it is requested to fill up all the vacancies in the grade of JTO(C/E) both from open market and from within the department from the cadres of Draughtsman/TTAs etc. without further delay.

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

Copy to:

- 1-2. The PGM (BW/EW), BSNL Corporate Office, New Delhi for kind information & necessary action please.
3. The GM (Rect.), BSNL Corporate Office, New Delhi for kind information & necessary action please.
4. The GM (Estt), BSNL Corporate Office, New Delhi for kind information & necessary action please.
5. The GM (SR), BSNL Corporate Office, New Delhi for kind information & necessary action please.