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No.AIBSNLEA/CHQ/Dir HR/2013-14

Dated 20.03.2014

To

Shri A.N.Rai
Director (HR)
BSNL, New Delhi
Sir,

Sub:- Revision of Recruitment Rules of JTO (T)-and regularization of Officiating JTOs

Ref:-No. AIBSNLEA/CHQ/GMs/2014 DATED: 24.01.2014.

Respected Sir,

A kind reference is invited to our letter dated 24-1-2014 forwarding comments on the draft revised JTO Recruitment Rules -2014, in response to Letter No. 5-32/2013-Pers-IV dated 17th January 2014 of AGM(Pers-IV).

Obviously the proposed revision of JTO-RR was for settling the regularization of "screening test qualified and JTO Phase-I trained officiating JTOs". We have been after this case of regularization of the qualified officiating JTOs for the last 9 years. We always support the oppressed group where justice is denied. This group of employees is a victim of exploitation, harassment and discrimination for the past several years for no fault of their own. After several difficult and protracted attempts an amicable solution was finally arrived at in the form of absorption through an amendment of the recruitment rule.

In fact other easier and smooth alternatives were also available such as a one-time up-gradation, creation of supernumerary posts etc. but the company opted finally for a process of absorption through an amended RR. We still believe that the amendment was only for adopting a fool-proof method to avoid chances of further litigations in the matter of regularization process.

It is a fact that the long and precious years of service put in by the affected employees went unaccounted, especially now, when they are adjusted in the vacancies of 2012-13. This is despite the fact that they are genuinely and legitimately eligible for higher position in the array. This point was not raised as an issue either by any of the affected parties, without getting further tangled in seniority related issues. However this unrecognized and lengthy service rendered by them in the executive cadre needs to be compensated by way of pay protection at the time of regularization for which provisions in FR support.

It is learnt that management has now come with a proposal of making JTO cadre an All India cadre in the new JTO RR 2014. We cannot find any logical reason behind this , the main intention may be to transfer JTOs on all India basis just after their entry from non executive cadre or direct recruitment process. This utter confusion at this stage when the committee recommendations are finalized is not at all justified.

In fact, it is against all ethics and such foul plays are not accepted. The proposed amendment is only to add a supplementary clause to accommodate "the screening test passed- trained officiating JTOs" along with others without changing any fundamental status or mode of operations. Hence the question of re-assigning the position of JTO as an All India cadre or otherwise at this juncture is totally uncalled for. In fact the absorption clause should have been included atleast in the year 2008 when the diversion of DR quota was stopped. Now when it is done at a very belated stage, insertion of unwarranted clauses to harm the induction process is nothing but an act of harassment towards the affected hard working group of officials. Any such changes adopted in RR will affect the entire JTO cadre that already got absorbed in BSNL and inducted to BSNL subsequently till date. This will also have implications on the status of similarly placed other cadres also.

Hence, we would like to reiterate the suggestions submitted on 24/01/2014 in this regard and request to complete the regularization process by allowing regular postings on promotions to the officiating JTOs in their respective circles only, at the earliest.

Yours sincerely,
-sd-
(Prahlađ Rai)
General Secretary.

Copy to :- 1. Shri R K. Goyal, GM(Estt.), BSNL CO New Delhi-110001