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No. AIBSNLEA/CHQ/GMs/2014

DATED: 24.01.2014

To,

**The GM (Estt.)/ GM (Pers.)/ GM (SR)  
Corporate Office, BSNL  
New-Delhi-1.**

**Sub:- Revision of Recruitment Rules of JTO (T)-2001-reg- Comments on draft R/R -2014.**

**Ref:- No. 5-32/2013-Pers-IV dated 17<sup>th</sup> January 2014. of AGM (Pers-IV).**

Sir,

Kindly refer to the above letter forwarding the draft Recruitment Rules of Junior Telecom Officer (Telecom) -2014. We are happy to learn that , the JTO RR-2001 is amended and the new RR- 2014 is being made with a provision to regularize all screening test qualified and JTO Phase-I trained officiating JTOs, through an 'Absorption channel'. With regard to the draft RR-2014, we offer the following comments:-

1. Fixation of Seniority of officiating JTOs on absorption as per RR-2014: Note (3) under Schedule of JTO (Telecom) RR-2014, describes the method of fixation of seniority on appointment of candidates in the cadre of JTO (T). But nothing is mentioned about the seniority fixation of candidates absorbed from qualified and Phase-I trained officiating JTOs. On enquiry, it is learnt that they are going to be regularized against JTO's 2012-13 vacancies as a lot. But there should be some criteria for fixing the internal seniority among themselves.

In each Circle there exists a seniority list of Phase-I trained officiating JTOs waiting for regular posting out of which some were already got posted and now working in supernumerary posts based on their senior positions. This seniority lists maintained in the circle can be made use in the case of remaining persons also for fixation of seniority within themselves on their absorption as regular JTOs as per the new RR. A mention in the Note under schedule of the RR may be made accordingly.

2. As per the New JTO (T) RR-2014, pre-appointment training is required only for the LICE candidates and Direct recruitment candidates ( i.e, Promotion- channel).This is not applicable in the case of Screening Test qualified and JTO phase-I trained officiating JTOs (i.e, Absorption Channel) for obvious reasons. All the candidates belonging to the Absorption Channel are still officiating in the cadre of JTOs for the past eight years. Their seniority position as a bulk is also pre-determined. Hence it is requested to absorb all of them on the very same day on which the new RR comes in force.

3. All candidates belonging to the Absorption channel, are entitled for protection of their pay and increments earned during their officiating period which lasted for more than 8(eight) years now. It is requested to incorporate a clause in this regard so that a uniform method will be followed by all heads of circles.
4. According to the draft RR 2014 for JTO (T), it has been noted that the candidates possessing Mechanical Engineering Degree is permitted to appear for only two successive LICE. In this regard, it is submitted that those having BE (Mechanical) discipline candidate may please be treated and permitted as equal to compete the forth coming exams (LICE). Since, the BE(Mechanical) degree holders are having the syllabus more than that of B.Sc.( Maths & Physics) and 3 years Diploma in Engineering (viz. Electronics, Electrical, Instrumentation, IT and Computer) disciplines. The Recruitment Rules for LICE must be equal for all without causing any injustice to Mechanical Engineering Discipline Graduates though they are also an employee of BSNL.
5. It may also be noted that Basic qualification for TTA direct recruitment is 3 year diploma in the following disciplines, i.e. Electronics/ Electrical/ Computer/ Radio/ Communication/information technology, which is same to the qualification prescribed for JTO LICE. Many candidates were appointed as TTA in 2001-2003 with different nomenclature of course (industrial electronics, power electronics, electronics production, instrumentation & control, E&E, ET&T, Computer hardware etc.) all over India, by considering their equivalence Certificates. They were appointed in BSNL by considering their diploma course under the discipline of Computer Engineering. These TTAs having above qualifications may also be considered for JTO LICE.
6. As per draft RR of JTO(T) - 2014 schedule Column 4, the basic IDA pay scale of Rs. 16,400-40,500 has been mentioned which is lower pay scale of the existing JTOs who are drawing E1+5 increments. Hence, the JTO(T) pay scale should be Rs.20,600-46,500 (E2-IDA).

An early favorable decision on the points mentioned above is anticipated. It is further requested to make the amended RR operational with immediate effect so that it may put an end to the long pending burning issues related to the regularization of qualified officiating JTOs, which in turn will be beneficial for the progressive growth of the company also.

With regards,

Yours Sincerely,  
-sd-  
**(PRAHLAD RAI)**  
General Secretary.

Copy to:

- Sh. R.K. Upadhyay, CMD, BSNL, New Delhi-110001
- Sh. A.N. Rai, Director(HR), BSNL Board, New Delhi-110001