



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

Central Headquarters  
New Delhi-110001

**President**  
**P. Venugopal**  
Mob:09443200177  
E-mail:presidentaibsnlea@gmail.com

**General Secretary**  
**Prahlad Rai**  
Mob:9868278222  
E-mail:gsaibsnlea@gmail.com

**Financial Secretary**  
**T.C. Jain**  
Mob:9868188748  
E-mail:tcjain\_1957@yahoo.co.in

No.AIBSNLEA/CHQ/CMD/2016

DATE: 09.03.2016

To

**Shri Anupam Srivastava,**  
Chairman cum Managing Director,  
BSNL, New Delhi-110001.

**Sub: Updating of Educational Qualification in Service Records of JTO(C/E/Arch/TF) and SDEs(C/E/Arch/TF) having diploma qualification – Reg.**

**Ref. :- 1) Lr. No. 400-106/2013-Pers.I Dtd 16/07/2015 of DGM( Pers), CO, New Delhi.**  
**2) Lr. No. 250-8/2010-Estt.III Dtd 08/03/2016 of DGM( Estt), CO, New Delhi.**

**Respected Sir,**

We are pleased to note that BSNL, vide letter under reference-2, has approved that a suitable entry may be made in the Service Records of the TTAs to the effect that Diploma in Engineering awarded by IAF plus a total ten years of technical experience thereafter in the appropriate field will be treated as Degree in Engineering for the purpose of appearing in the LICE for promotion to the post of JTO(T). It means a lot to the TTAs and similarly placed executives and we express our sincere thanks for the powerful move. Because once the service records are corrected and they will enter the executive cadre with degree in engineering qualification, there will be no ambiguity in future and litigations in respect of qualification for higher posts will tend to be zero.

We were also pleased to note that BSNL, vide letter under reference-1, had approved that for promotions to Executive Engineer grade in Civil/Electrical streams, a Diploma in appropriate field of Engineering with ten years of technical experience should be construed to be equivalent to 'Degree in Engineering' in appropriate field as per the requirements of note 2 under Schedule IB of BSNL MSRR-2009.

The recent order under reference-2 should be the 2<sup>nd</sup> step forward for the Civil/Electrical/Architecture/Telecom factory Executives and for that matter for all employees of BSNL so that necessary entries are made in the service records and thereby do away with all litigations in this aspect.

We like to put it on record that we are continuously pleading since 2009 to provide parity to JTO(C/E/Arch) and SDE(C/E/Arch) at par with JTO(T)/JAO and SDE (T)/AO in every respect including in respect of promotion criteria also. Otherwise the HR policies can't rest on equal footings and it will be lop sided one. BSNL Management considering the request of the Association modified the BSNL MSRR for C/E streams to the extent of considering diploma with ten years of experience as Degree in Engineering and thereby removing the discrimination to the largest extent. But it could

not pave way for promotion for diploma holders or the degree holders either. All SDE(C/E/Arch) are suffering in the name of diploma and degree, part time and full time etc. and BSNL became the casualty. Because there are around three hundreds vacancies in the grade of Executive Engineer (C/E)s and BSNL is deprived of their services.

When there are fractured opinions about several courts judgments in respect of equivalence of diploma plus ten years experience as degree in engineering and stipulation of lesser qualifications for promotions under SCF quota etc. BSNL is fully competent to issue order in line with the present order dated 08/03/2016. This will shut the door of interpretation as to which order of DOPT or DOT or hon'ble court is either untraceable or fake or untenable.

In view of the above, it is requested to kindly intervene urgently in the matter and arrange to issue similar order of correcting service records of all executives of Civil, Electrical, Architecture & TF streams in line with the current order dated 08/03/2016 to bring uniformity among the employees and to kill the present court cases. We are hopeful that this will pave way for the promotion to the grade of EE (C/E) without further delay.

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 U.N. Rai, ED(NB), BSNL CO, New Delhi – 110001
3. Shri H.K. Mandora, PGM (BW), BSNL CO, New Delhi.
4. Shri U.N. Rai, PGM (EW), BSNL CO, New Delhi – 110001
5. Shri H.R. Barkathulla, PGM(Arch), BSNL CO, New Delhi - 110001
6. Shri D. Chakraborty, GM (Pers), BSNL CO, New Delhi – 110001