

NO.AIBSNLEA/CHO/Dir(HR)/2016

Dated 11.4.2016

To

**Smt. Sujata Ray
Director (HR), BSNL Board
New Delhi – 110 001.**

Sub: **Adverse impact being faced by Personal Staff working in the field units of BSNL due to implementation of DOP&T OM No. 14017/2/1997-Estt. (RR) dated 19.01.2007 – reg.**

Ref: 1. BSNL Corporate office letter No.25-01/2012-Pers.II dated 9.7.2013 addressed to CGMT, Kerala Circle.

Respected Madam

We would like to bring to your kind notice the adverse impact being faced by the personal staff working in field units of BSNL due to the implementation of DOP&T OM No. 14017/1997-Estt. (RR) dated 19.01.2007 (copy enclosed) and subsequent clarification issued from Corporate Office vide No. 25-01/2012-Pers.II dated 09 July 2013 (copy enclosed)

As per the above clarification, the carry forward vacancies have to be treated separately from the current vacancies (i.e., vacancy arising in a particular vacancy year). The unfilled vacancies including backlog vacancies of STs/SCs from LICE or Promotee quota streams are to be carried forward to succeeding year in respective quota and would not be added to the current year vacancies. The current year vacancies are to be distributed in the ratio prescribed in the RRs as illustrated in DOP&T OM dated 19.01.2007. The vacancies arising in a particular vacancy year in both the streams, i.e., Seniority cum fitness and LICE has to be merged and distributed as per RR.

In most of the field units of BSNL, the LICE quota of Private Secretary remains vacant due to various reasons such as non-conducting of LICE owing to Court Case, / non-availability of qualified hands through LICE, etc., etc. In such Circles, LICE quota was never filled up and the postings to the cadre of PS are being done only to seniority-cum-fitness quota. Naturally the vacancy in the PS cadre is coming up in each vacancy year from one stream only, i.e, from Seniority-cum-fitness quota.

As per the clarification dated 09 July 2013, the unfilled vacancies from **LICE or Seniority-cum-Fitness streams are to be carried forward to succeeding year in respective quota and would not be added to the current year vacancies.** Only the current year vacancies are to be distributed in the ratio prescribed in the RRs. In the field units of BSNL, wherever the vacancies under LICE quota is not filled up, the vacancies are occurring in 67% Seniority Cum fitness quota only. Unfortunately, the vacancies thus arising in the Seniority-cum-fitness quota has to be distributed again into 67% and 33% as per RR. As a

result 1/3rd of the vacancies arising in seniority-cum-fitness quota are again added to LICE quota and the same remain unfilled for the reasons stated above. It may kindly be noted that 33% vacancies are already earmarked as LICE quota as per RR and again 33% of the vacancies occurred in the seniority-cum-fitness quota (67% quota) was added to LICE quota in every year resulting a gradual falling in the number in 67% quota whereas in 33% quota equal number of vacancies are increasing year by year.

To make the point more clear, the data from Kerala Circle in respect of Private Secretaries is furnished herewith:

	Description	67%	33%	Total
A	Sanctioned strength as on 1.1.2004	34	16	50
B	Vacancies arose as on 31.03.2013	14	0	14
C	Distribution of vacancies as per DOP&T OM dated 19.01.2007	9	5	14
D	Vacancies calculated for promotion in 2013	29 (34-14+9)	21 (16+5)	50
E	Vacancies arose as on 31.03.2014	4	0	4
F	Distribution of vacancies as per DOP&T OM dated 19.01.2007	3	1	4
G	Vacancies calculated for promotion in 2014	28	22	50

It is crystal clear from the above statement that the 67% quota is getting reduced year by year and the 33% quota getting increased and remains unfilled due to various reasons as stated above.

This has resulted in accumulating the vacant posts of P.S. inspite of having qualified candidates in the cadre of P.As and retiring as P.A. without any promotion even after completion of more than 15 to 20 years in the grade of P.A., even after having the vacant posts in the cadre of P.S.

It is therefore, requested to grant one time relaxation to fill up all the vacancies of P.Ss as on 31.3.2012 from the seniority quota. It is pertinent to mention that there is no financial implications, as these P.As are already drawing the higher scale under the EPP.

Hence one time relaxation may kindly be granted to fill up the vacant posts of P.S. as on 31.3.2012 on seniority cum fitness.

With kind regards;

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy to :

- GM(Pers.), BSNL Corporate Office , New Delhi-110001