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

Dated 20.03.2014

To

**Shri R.K.Upadhyay.
CMD, BSNL
New-Delhi-110001.**

Sub:- Modification of BSNL MSRRs of 2009 of EE (E/C/Arch) retrospectively where in SDEs(C/E/Arch) having diploma qualification should be allowed to the promotion of EE (C/E/Arch) posts reg-

Ref:- Our letter No.AIBSNLEA/CHQ/CMD/2014 dated 12-3-2014 addressed to CMD BSNL.

Respected Sir,

A kind reference is invited to our latest letter cited addressed to your goodself on the matter of modification of BSNL MSRRs of 2009 of EE (E/C/Arch) retrospectively wherein SDEs(C/E/Arch) having diploma qualification should be made eligible for promotion to EE (C/E/Arch) posts. We are always for a complete parity to SDEs(C/E/Arch) at par with SDEs(T) / AOs in the matter of promotion. The decision of Hon. Principal CAT New- Delhi in OA 2651/2012 authenticates that "Diploma in Engineering with 10 years technical experience should be treated equivalent to Degree in Engineering". This indeed testifies the genuineness of our long pending demand in this regard. But, even without the strength of this court order, all the SDEs(C/E/Arch) once got absorbed into BSNL should be declared eligible candidates to be considered for promotion to EE posts, as they are at par with other similarly placed executives in the company in all respects. Also as per DOP&T No. AB-14017/48 /2010-Estt(RR)dated 31.12.2010 " if a degree in civil engineering is the qualification prescribed for direct recruits , the promotees ,may be required to possess at least a Diploma in Civil Engineering . in such cases , the entry under this coloum may be edited as " Educational Qualifications" no but Must possess at least

We understand that, the proposal of modification in BSNL MSRRs, as we demanded already, is in process. But the PGM (BW) wing is not in mood to wait for the final decision of the competent authority in this matter. Moreover they want immediate filling up of all EE posts in accordance with the existing impugned RR itself. PGM(BW) comment that "even if the MSRR is modified it will be applicable on a prospective date only", is highly objectionable, since as per DOP&T FAQs No. AB-14017/13 /2013-Estt(RR)(1349) the RRs may be amended retrospectively also.

Now we also learn from the PGM(BW) BSNL CO, that, there is a move from the side of CPC in BW wing to fill up 50% of seniority quota of EE posts from degree holder SDEs and to keep 50% in reserve for MT Quota to fill up later after the holding of the MT Exam. This is illegal in total. There is no legality in splitting the departmental quota and filling the posts at the whim and fancy of certain groups. The present state of affairs of the Company, does not justify the hastiness shown by PGM (BW) for induction of a particular group as EEs in the Civil/ Ele/Arch wings without waiting for the modification of RR. We feel the presence of some mala-fide intentions behind the screen.

In this circumstance, we stongly protest against illegal ,male-fide, and irrational attitude of PGM(BW) office. It is therefore, requested to kindly intervene in the matter so that the assured career progression at the time of absorption in BSNL to C/E/Arch wings executives is provided. Also to avoid further litigations . .

With kind regards ,

Your Sincerely
-sd-
(Prahlad Rai)
General Secretary

Copy to

1. Shri A.N. Rai, Director(HR),BSNL Board New Delhi-11001
2. Shri S.S. Agarwal, GM(Pers.), BSNL CO New Delhi-110001