



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2015

DATED: 27.05.2015

To,

Shri Anupam Srivastava
CMD BSNL
New Delhi -110 001

Subject: Undue delay in Finalization of new JTO –RR- 2014/15 and Regularization of Officiating JTOs- Reluctance of the BSNL Board to endorse formal approval-

Respected Sir,

The proposed new JTO-RR-2014 (now it is called RR-2015) was approved by the BSNL Management Committee on **8th May 2014** and further sent to the BSNL Board for its approval. It still remains unnoticed or unattended in the BSNL Board, even after the elapse of a very long period of **one year** after its approval by the Management Committee of BSNL.

It is a well-known fact that, the proposed revision of JTO-RR 2014/ 15 was meant for settling the issue of regularization of **“screening test qualified and JTO Phase-I trained officiating JTOs”**. It appears that this fact has been apparently forgotten by the authorities themselves.

It is evident from the clauses included in the RR itself that, creation of an **“absorption channel”** was included in the proposed new RR, only for regularizing all the remaining **“screening- test qualified and JTO Phase-I trained officiating JTOs”** in BSNL. As per the proposed new RR, 50% internal quota is to be filled first from the “screening- test qualified and JTO Phase-I trained officiating JTOs” and thereafter all the remaining vacancies from other eligible Group-C candidates through LICE.

The BSNL management arrived at such a decision mainly as a result of the prolonged and constant pursuit of our association AIBSNLEA along with some other groups of affected officials. In fact, we have been after this case of regularization of the qualified officiating JTOs for the last ten years.. This group of employees (**“screening- test qualified and JTO Phase-I trained officiating JTOs”**) are the victims of exploitation, harassment, discrimination, negligence and above all corrupt practices of some colluding agents, for the past several years for no fault of their own. As all of them are continuously officiating in the posts of JTO, the process can be implemented without having any further financial implications.

Finally in 2014, we agreed in principle with the proposal of the management to resolve the issue amicably by absorbing all affected candidates through an “absorption channel” in the amended RR-2014, without giving room for any further unwanted litigation, even though the affected group has to suffer a lot in terms of their eligible seniority positions.

In fact the entire process ought to have been completed by the end of June 2014, as promised to us by the responsible officers in BSNL Head Quarters. There after several Board Meetings were held and decisions were taken in various HR related issues other than this and no decision has so far been taken in this very sensitive and long pending matter. The board always kept it in abeyance for the last long one year or more, for very flimsy and illogical reasons which we could not understand and they could not explain also so far. Fortunately in the last board meeting, the board made it clear that there had been no reason to postpone the passing of JTO-RR 2014/15 indefinitely and the approval of the proposed new RR does not depend on any extraneous reasons related to HR plans or anything like that. This evidently gives us a hope that the same will be approved and the issue will be settled in the oncoming Board Meeting of BSNL.

As you are aware that indifferent attitude of the BSNL board and its reluctance to approve the amended JTO (RR)-2014 in time, made the things more complicated. As per the proposed new JTO RR, LICE for remaining JTO vacancies are to be conducted after absorbing all the qualified officiating JTOs as regular JTOs. If the regularization process is delayed further, the conduct of LICE s will also be delayed which will further delay and deny the legitimate promotion avenues of eligible Group-C officials such as TTAs having prescribed qualifying service in BSNL all over the country.

There have been more than 2000 candidates eligible for absorption channel in 2014 at the time of passing the amended RR in Management Committee. But now, after the elapse of one more year, it reduced to less than 1500, as about 500 senior candidates left the company so far on superannuation without getting any sort of benefit of regularization despite their prolonged and continuous officiating service of a decade or so in the cadre of JTO. It is only a matter of mere justice to award fixation benefits of pay and allowances also to all such officiating JTOs who retired from service on superannuation after 8th May 2014 the date of passing of amended RR by the MC.

Now it is learnt that the next Board Meeting will occur shortly in the first half of June 2015. We hope there will not be any hurdle in getting a formal approval of the revised JTO RR and subsequent regularization of officiating JTOs in this very next board meeting itself, if the members concerned in BSNL Board, are properly appraised with the history of the case, by some competent officers of BSNL conversant with all the facts behind this case.

We would, therefore, humbly request you to kindly bestow your valuable personal attention at this right time in this matter to bring out a positive outcome in this issue by approving the new JTO RR-2014/15 and regularization of officiating JTOs in the ensuing board meeting itself.

We are confident of a timely action and a positive result.

With Kind Regards

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy to:

1. Shri A.N. Rai, Director (HR), BSNL Board New Delhi -110001.
2. Smt. Sujata Roy, ED (Finance), BSNL Corporate Office, New Delhi – 110001
3. Shri Shameem Akhtar, SR. GM (SR), BSNL Corporate Office, New Delhi – 110001
4. Smt. Madhu Arora, GM (Estt), BSNL Corporate Office, New Delhi – 110001