

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/ CHQ/ Draft SDE(T) RR-2022/ 2022

Dated 10.02.2022

To

Shri R.K. Goyal
PGM (Pers.),
BSNL Corporate office
New Delhi.

Subject: AIBSNLEA Comments/views on Draft SDE(T) RR -2022 -Reg.

Ref: Lr.No.BSNL CO-PERS./15(12)/1/2021-PERS1 dated: 01.02.2022

Respected Sir,

On the subject cited above, Para-wise Comments/Views of AIBSNLEA on the proposed Draft SDE(T) RR - 2022 are furnished in the enclosed Annexure.

It is requested to kindly consider our views in a wider aspect & broader interest of all the BSNL Executives and incorporate them by suitable modifications before tabling it to BSNL. Board.

With kind regards.

Encl: - As above

Yours Sincerely

(S.Sivakumar)
General Secretary

Copy alongwith enclosure for kind information to:

1. The CMD, BSNL, New Delhi - 110001
2. The Director (HR), BSNL Board, New Delhi - 110001
3. The Director (Finance), BSNL Board, New Delhi- 110001
4. The Director (CFA), BSNL Board, New Delhi - 110001
- 5, The Director (CM), BSNL Board, New Delhi - 110001
- 6.The Director (Ent.), BSNL Board, New Delhi - 110001
7. The Sr.GM (SR), BSNL Corporate Office, New Delhi- 110001

Views of AIBSNLEA on the proposed RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM)-2022 in BSNL

Pers. Cell proposed (Para -1):

1. Short Title and Commencement:

(i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Sub Divisional Engineer (Telecom) in Bharat Sanchar Nigam Limited (BSNL) are hereby made, namely

(ii) These rules may be called the Sub Divisional Engineer (Telecom) Recruitment Rules, 2022.

AIBSNLEA Comments/Views:

No Comments

1. (iii) These rules shall come into force from calendar year 2022 i.e.01-01-2022.

AIBSNLEA Comments/Views:

It is understood that the RR amendment is prospective in nature i.e., w.e.from 01.01.2022

Pers. Cell proposed (Para -2 to 11):

2. Definition: In these Rules unless the context otherwise requires,

(i) **Company:** Means the Bharat Sanchar Nigam Limited (A Government of India Enterprise) hereinafter called in BSNL, having its Registered Office at Bharat Sanchar Bhawan, Janpath, New Delhi.

(ii) **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of powers by any Committee of the Board/Management or any other Officer of the Undertaking to whom the Board delegates any of its powers.

3. Application: These Rules shall apply to the post as specified in Column (1) of the Schedule annexed to these Rules.

4. Number of posts, Classification and scale of pay---- The number of the said post, its classification and the scale of pay attached thereto are specified in Column 2 to 4 of the Scheduleannexed.

5. Method of Recruitment, age limit, qualifications etc.----The method of recruitment, age limit, qualification and other matters relating to the said post shall be as specified in Column 5 to 13 of the Schedule annexed.

6. Disqualification: -----No Person:-

a) Who has entered into or contracted a marriage with a person having a spouse living, or

b) Who having a spouse living, has entered into or contracted marriage with any person, shall be eligible for appointment to the said post.

Provided that the Appointing Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

7. **Power to relax:**-----Where the BSNL Board is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provision of these rules with respect to any class or category of persons.

8. **Saving:**-----Nothing in these rules shall affect reservations, relaxation of age limit and other concession required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-Serviceman and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

9. **Initial constitution:**-All officials holding the post of Sub Divisional Engineer (Telecom) on regular basis before the date of publication of these rules shall be deemed to have been appointed under these rules on regular basis as Sub Divisional Engineer (Telecom).

10. **Liability to serve anywhere in India:**- Persons appointed to the Sub Divisional Engineer (Telecom) post shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.

11. **Interpretation:**-Where any doubt arises as to the interpretation of any of the provisions of any of these rules or the regulations made there under, the matter shall be referred to BSNL Board whose decision shall be final.

AIBSNLEA Comments/Views:
No Comments

Pers. Cell proposed Page 3 of 9 to 5 of 9 up to Sl.No.(v) :
SCHEDULE

RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM)-2022

Na me of Post	Numb er of Posts	Classification	Scale of Pay	Whether selection post or non- selection post	Age limit for Direct Recruits	Whether benefits of added years of service admissible
1	2	3	4	5	6	7
Sub Divis ional Engi neer (Tele com)	106 87	Executive	E-2 IDA pay scale of Rs. 20600- 46500 [as per 2 nd PRC pay scale w.e.f 01.01.2007]	Selection Post	Not applicable	Not Applicable

RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM)-2022

Education and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer, grade from which promotion/deputation/transfer to be made	If a BSNL Corporate Promotion Committee (CPC) exists, what is its composition
8	9	10	11	12	13
Not applicable	Not applicable	Not applicable	a) 67% by promotion on the basis of seniority cum fitness	Promotion:	CPC consisting of the following Officers:- 1. PGM/Sr.GM/GM working in HR - Chairperson 2. Addl.GM/Jt. GM/DGM (Pers) — Member 3. CLO(SCT) -- Member
				(i) 67% by promotion by Junior Telecom Officers (Telecom) with three	
				(3) years of regular service in the grade as on 1stJanuary of the Vacancy year.	
			b) 33% by promotion through Limited Internal Competitive Examination(LICE)	(ii) 33% by Limited Internal Competitive Examination from amongst regular Junior Telecom Officers (Telecom) who have rendered not less than three (3) years of regular service in the grade as on 1stJanuary of the year to which the vacancy pertains.	
			Note: i) Promotion of JTOs (under 67% seniority cum fitness quota) shall be made on the basis of an All India Eligibility List at Corporate Office only.		
				ii) The syllabus and rules for conducting LICE shall be such as the Management Committee of Board may prescribe from time to time.	Note: The Appointing Authority will be Director(HR), BSNL Board.
			iii) Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year. This clause will be applicable to 67% seniority cum fitness promotion only.		
			iv) The crucial date for determining the eligibility shall be 1stJanuary of year to which the vacancies pertain.		
			v) Promotion on Personal Upgradation basis will be considered on completion of 12 years of regular service in JTO grade as on 1stJanuary of the calendar year as per details in Annexure-'B'.		

[AIBSNLEA Comments/Views:](#)

No Comments

Pers. Cell proposed Page 5 of 9 Column. 12 Sl.No.(vi)

(vi) The seniority/inter-se-seniority of an executive shall be determined as per details in Annexure 'A' and Annexure 'B'.

[AIBSNLEA Comments/Views:](#)

(vi) The inter-se-seniority of an executive shall be determined as per details in Annexure 'A'. The word "seniority" and "Annexure B" should be deleted.

Pers. Cell Proposed Page 5 of 9 Annexure 'A'

RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM)-2022

The seniority/inter-se-seniority of an executive appointed shall be determined as under:-

[AIBSNLEA Comments/View](#)

The inter-se-seniority of an executive promoted shall be determined as under

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Annexure 'A' Para (i) to (ii)

- (i) *Inter-se-seniority* between seniority cum fitness (SCF) quota and Limited Internal Competitive Examination (LICE) quota promotees, who are promoted against the vacancies of the respective quota, would be reckoned with reference to the calendar year in which they join, i.e. year in which they are borne in the cadre, irrespective of the vacancy year or the type of vacancy. However, If senior in the selection panel (review panel) after issue of promotion orders could not join in the same calendar year due to administrative reasons but his immediate junior has joined then senior will also be considered to have joined in the same calendar year only for the purpose of seniority.
- (ii) Promotees (SCF/LICE) who join in a particular calendar year will be placed en-bloc senior to promotees (SCF /LICE) who join in subsequent calendar year/years.

[AIBSNLEA Comments/Views:](#)

No Comments.

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Annexure 'A' Para (iii)

- (iii) The rotation of quota based on the percentage of vacancies allocated to seniority cum fitness (67%) and LICE (33%) in the Recruitment Rules will apply for determination of number of vacancies to be filled by the respective quotas in a vacancy year (calendar year).

AIBSNLEA Comments/Views:

- (iii) **The quota based on the percentage of vacancies allocated to seniority cum fitness (67%) and LICE (33%) in the Recruitment Rules will apply for determination of number of vacancies to be filled by the respective quotas in a vacancy year (calendar year).**

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Annexure 'A' Para (iv) to Para(viii)

- (iv) The inter-se-seniority of the persons promoted against seniority cum fitness quota (67%) and those who are promoted through LICE quota (33%) against the same vacancy year and actually join in the same calendar year shall be fixed in a ratio of 2:1 and the appointees shall be given seniority of that calendar year. They shall not get seniority of any earlier year viz. year of vacancy/panel, or year in which promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.
- (v) The inter-se-seniority of the persons promoted against seniority cum fitness quota (67%) and those who are promoted through LICE quota (33%) against the same vacancy year and actually join in the next year or any year subsequent to the vacancy year, the seniority of such persons would be determined with reference to the year of their actual joining to the post. Thus, they would get seniority of the year in which they actual join and they shall not get seniority of any earlier year viz. year of vacancy/panel or year in which promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.
- (vi) If in one calendar year, the SCF and/or LICE promotions are being carried out for more than one vacancy years, the inter- se seniority for executives *joining in same calendar year* will be determined as follows:
- For executives promoted in Seniority cum Fitness quota (67%) belonging to different vacancy years (joining in the same calendar year), their seniority within the seniority quota will be as per the vacancy year/select panel wise.
 - For executives promoted through LICE (if conducted for no. of vacancy years), the seniority within LICE quota will be as per the vacancy year in which they find a place in the list of successful candidates.
 - For executives joining in the same calendar year, the inter-se-seniority between seniority quota and LICE quota will be on the basis of vacancy year. Those who have joined as a result of earlier selection/panel would be placed senior in the seniority list to those who have joined as a result of subsequent selection/panel of vacancies.

- (vii) If adequate number of LICE promotees or seniority cum fitness promotees do not become available (i.e. actual number of promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would stop after available (i.e. actual number of promotees) LICE promotees and seniority quota promotees are assigned their slots on their joining in that calendar year. Remaining promotees of LICE or SCF quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.
- (viii) If no LICE quota promotee is available (actual number of promotees) in a particular calendar year, actual number of seniority quota promotees would be bunched together in accordance with their position in the panel approved for promotion. Similarly, if no Seniority quota promotee is available in a calendar year, actual number of LICE quota promotees would be bunched together as per their position obtained in the selection process.

AIBSNLEA Comments/Views:

Para (iv) & (vii) to be merged as detailed below and modified as Para(iv) . Para (vii) may be deleted

- (iv) **The inter-se-seniority of the persons promoted against seniority cum fitness quota (67%) and those who are promoted through LICE quota (33%) against the same vacancy year and actually join in the same calendar year shall be fixed in a ratio of 2:1 and the appointees shall be given seniority of that calendar year. They shall not get seniority of any earlier year viz. year of vacancy/panel, or year in which promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority. If adequate number of LICE promotees or seniority cum fitness promotees do not become available (i.e. actual number of promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would stop after available (i.e. actual number of promotees) LICE promotees and seniority quota promotees are assigned their slots on their joining in that calendar year. Remaining promotees of LICE or SCF quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.**

Para (v) & (viii) to be merged as detailed below and modified as Para(v) . Para (viii) may be deleted

- (v) The inter-se-seniority of the persons promoted against seniority cum fitness quota (67%) and those who are promoted through LICE quota (33%) against the same vacancy year and actually join in the next year or any year subsequent to the vacancy year, the seniority of such persons would be determined with reference to the year of their actual joining to the post. Thus, they would get seniority of the year in which they actual join and they shall not get seniority of any earlier year viz. year of vacancy/panel or year in which promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority. If no LICE quota promotee is available (actual number of promotees) in a particular calendar year, actual number of seniority quota promotees would be bunched together in accordance with their position in the panel approved for promotion. Similarly, if no Seniority quota promotee is available in a calendar year, actual number of LICE quota promotees would be bunched together as per their position obtained in the selection process.

Para (vi) (a)& (b):No Comments.

Para (vi) (c)to be modified as follows:

- (vi) c) For executives joining in the same calendar year, the inter-se-seniority between seniority quota and LICE quota will be on the basis of Date of Joining w.r.to the particular Vacancy Year Selection.. Those who have joined as a result of earlier selection/panel would be placed senior in the seniority list to those who have joined as a result of subsequent selection/panel of vacancy.

Pers. Cell Proposed Annexure-B

Promotion on Personal Upgradation basis- [JTO(T) to SDE(T)] Para(i)

- (i) A JTO(T) on completion of 12 years of regular service in JTO(T) as on 1stJanuary of the year, if not promoted to SDE(T) on regular basis, will be promoted to SDE(T) on Personal Upgradation basis with effect from the date of assumption of charge.

AIBSNLEA Comments/Views:

It is understood that the proposal of Pers. Branch i.e., Personal Upgradation to be made in the SDE(RR) -2022 is not having any relevance with the time bound promotion of Executives notified by BSNL as BSNL Executive Promotion Policy dated 18.1.2007. AIBSNLEA is suggested that the BSNL Executive Promotion Policy dated 18.1.2007 should be continued and any proposal of with drawing of existing BSNL Executive Promotion Policy dated 18.1.2007 is not acceptable.

Para(i) is to be modified as follows.

- (i) A JTO (T) on completion of 7 years of regular service in JTO(T) as on 1st January of the year, if not promoted to SDE(T) on regular basis, will be promoted to SDE(T) on Personal Upgradation basis with effect from the date of assumption of charge.

AIBSNLEA is suggesting this proposal subject to condition that

A JTO (T) entering in BSNL should get SDE (T) Regular Promotion within 7 years and get AGM Regular Promotion within 14 years . If the JTO(T) is not getting SDE(T) Regular Promotion within 7 years he may be promoted as SDE(T) on Personal Upgradation basis on completion 7 years Regular JTO Service. If, after completion of 7 years Service as SDE(T) on Personal Upgradation or after completion combined 14 years Service of Regular JTO/SDE(T)(Regular)/SDE(T) on Personal Upgradation he is not getting AGM Regular Promotion he may be promoted as AGM on Personal Upgradation basis on completion of 7 years Service as SDE(T) on Personal Upgradation. Accordingly BSNL MS RR -2009 may be amended.

Pers. Cell Proposed Annexure-B Para(ii to iv)

- (ii) Where juniors who have completed their qualifying/eligibility 12 years of regular service for Personal Upgradation promotion are being considered for Personal Upgradation promotion, their seniors would also be considered provided they are not short of more than one year of the requisite qualifying/eligibility service for Personal Upgradation promotion along with their juniors who have already completed such service.
- (iii) The Personal Upgradation promotion as provided above, is to be made only when the person is

assessed fit by Screening Committee for promotion with reference to the prescribed benchmark for promotion to SDE(T) including vigilance clearance and has completed the prescribed residency period in JTO(T) and is eligible for regular promotion to SDE(T) as per recruitment rules. Screening Committee composition will be same as CPC composition detailed at Column 13 of Schedule attached with these Recruitment Rules.

- (iv) On such Personal Upgradation promotion, the post of JTO(T) held by the person, shall stand temporarily upgraded to the SDE(T). The Personal Upgradation promotion shall be personal to the executive concerned and the post shall revert back to JTO(T) once the person gets promoted against a regular vacancy in SDE(T) to which he / she has been promoted on Personal Upgradation basis or on his / her vacating the post on account of retirement, resignation or any other reason.

[AIBSNLEA Comments/Views: No Comments](#)

Pers.Cell Proposed Annexure-B Para(v)

- (v) The person promoted on Personal Upgradation basis will be required to perform duties of the post of SDE(T) and the executives shall be liable to be transferred anywhere in India.

[AIBSNLEA Comments/Views:](#)

The person promoted on Personal Upgradation basis will be required to perform duties of the post of SDE(T)

Pers.Cell Proposed Annexure-B Para(v)

- (vi) The services rendered by a person promoted on Personal Upgradation basis in SDE(T) shall count for promotion to the next higher level but such promotion to next higher level shall be made only after the person promoted on Personal Upgradation basis gets promoted against a regular vacancy in SDE(T).

[AIBSNLEA Comments/Views:](#)

The services rendered by a person promoted on Personal Upgradation basis in

SDE(T) shall count for promotion to the next higher level on Personal Upgradation basis. The services rendered by a person promoted on Personal Upgradation basis in SDE(T) shall count for Regular promotion to the next higher level but such promotion to next higher level shall be made only after the person promoted on Personal Upgradation basis gets promoted against a regular vacancy in SDE(T).

Pers.Cell Proposed Annexure-B Para(vii & xi)

- (vii) The regular vacancies in SDE(T) arising from time to time shall be filled in accordance with the recruitment rules and other applicable instructions. The persons promoted on Personal Upgradation basis shall be considered for promotion against regular vacancies in SDE(T).
- (viii) For purposes of seniority in SDE(T), the persons promoted on Personal Upgradation basis shall be considered for promotion in regular CPC as per provisions of existing RRs, rules of reservation etc.
- (ix) Consequent to grant of Personal Upgradation promotion, the executives pay will be fixed under FR 22(1)(a)(i) only in case where Personal Upgradation post carries higher pay scale from current pay scale of executive. No pay fixation shall be allowed to such executives promoted against a regular vacancy in SDE(T).
- (x) On refusal of Personal Upgradation promotion by an executive, the existing guidelines on refusal of post based promotion shall apply mutatis mutandis to such cases also.
- (xi) Since, promotion from JTO(T) to SDE(T) on Personal Upgradation basis is personal to the executive concerned, hence, no claim what so ever can be made by comparison on grounds of seniority, class, recruitment year, pay scale, pay, community, cadre, Stream, etc.

AIBSNLEA Comments/Views:

No Comments