



**ALL INDIA  
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EXECUTIVES' ASSOCIATION  
CENTRAL HEADQUARTERS  
NEW DELHI**

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**No. AIBSNLEA/CHQ/Director(HR)/2012-13**

**Dated 31.08.2012**

**To**

**Shri A.N. Rai  
Director (HR), BSNL  
New Delhi-110001**

**Sub.:- Amendment in BSNL Accounts Officer Recruitment Rules-2002-Reg.**

**Ref.:- No. 3-13/2002-SEA Dated August 7, 2012.**

Respected Sir,

In the above cited reference and subject matter it has been proposed to introduce the concept of Limited Departmental Competitive Examination in the grade of Accounts Officer in line with SDE(Telecom) and amend the Recruitment Rules of Accounts Officer accordingly.

While appreciating the proposal to introduce LDCE to AO Cadre, BSNL Management should ensure that it should not be done by denying the genuine rights of existing executives. In this context it would be pertinent to invite your kind attention to the fact, even after completing almost 9 years, 2003 batch of direct recruited JAOs have not been considered for regular promotion till date. It is fact that the total number of vacancies of AOs which are likely to be filled by the current DPC would be lesser than the total number of vacancies of AOs considered for the current DPC, which proves that even though the eligible executives JAOs are available, but not considered due to many reasons like regularization of Postal JAOs, seniority issue etc.

Further, we regret to mention that annual DPC is not conducted within the time limit prescribed by model DPC calendar. Last DPC was convened in 2008 and no DPC has been conducted for the vacancy 2008, 2009, 2010 and 2011. The current DPC of the year 2012 is being convened flaying rules and regulations and finally is under the siege of court cases.

The introduction of LDCE from JAO to AO will certainly invite innumerable court cases as in Telecom Engineering Cadre, since the DPCs of seniority-cum-fitness quota and LDCE are not being held in due time. It is felt that the issue of seniority fixation/regularization of JAOs recruited from Postal and Direct recruited JAOs in BSNL (which is in Court now) should be settled immediately to avoid stalemate.

Moreover, BSNL Management has constituted a committee comprising of 4-5 senior officers from the management side and included one representative from each executive association

- a) To examine the introduction of CPSU cadre hierarchy viz-a-viz present setup
- b) Due to non approval of E1A and E2A by Government, examine the introduction of E-2 and E-3 pay scales for JTOs and SDEs.

Committee may also examine the impact, if any, in view of the recruitment of 600 Sr. DGMs on the existing promotional avenues of existing executives in accordance with the provisions of BSNLMS RRs and to recommend remedial measures for safeguarding their promotional path and existing JAG posts.

Two Committee meetings have taken place on introduction of CPSU Cadre hierarchy vis-a-vis present setup in BSNL. During discussion AIBSNLEA impressed upon the Committee for implementation of promotional avenues assured at the time of absorption of Group-'B' level executives in BSNL i.e. non-post based time bound promotions upto the level of SG-JAG and beyond that post based promotions.

Shortly the Committee will submit its recommendations on CPSU cadre hierarchy wherein the existing Recruitment Rules of various executive cadres of BSNL will of no use.

In view of the above, it is therefore requested to kindly drop such proposal of introduction of LDCE in AO cadre at this stage and direct the Chairman and its members for early submission of the Committee report on introduction of CPSU cadre hierarchy, so that all the pending Court cases in Telecom Engineering wing due to LDCE etc are immediately get settled and in future also seniority related court cases are avoided.

With kind regards,

Yours Sincerely.  
-sd-  
**(PRAHLAD RAI)**  
**General Secretary.**

**Copy to:**

1. Shri K.C.G.K. Pillai, Director(Fin.), BSNL, New Delhi-110001
2. Shri K.R. Tiwari, GM(FP), BSNL, New Delhi-110001