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No. AIBSNLEA/CHQ/Dir(HR)/2020

Dated 27.07.2020

To,

**Shri Arvind Vadnerkar,
Director (HR) BSNL Board,
New Delhi - 110 001**

Subject: Request for grant of relaxation in marks to the candidates appeared in the JTO LICE held on 26.05.2019 as well as review of results of SC & ST candidates and Awarding of Grace Marks for the Vacancy Year 2017-18 due to very poor results

Ref: Our earlier letter No.AIBSNLEA/CHQ/CMD/2020 Dated: 07.01.2020.

Respected Sir,

We would like to draw your kind attention on the above cited subject reference, wherein AIBSNLEA requested for grant of relaxation in marks to the candidates appeared in the JTO LICE held on 26.05.2019 for the Vacancy Year 2017-18 due to very poor results. The JTO LICE under 50% quotas, for the Vacancy Year 2017-18 was held on 26.05.2019. The result was declared on 12.12.2019.

It is constrained to bring to your kind notice that only 154 candidates have got passed, out of the total 741 candidates appeared in the LICE i.e., 21% only, of the candidates appeared in the exam. It is also a matter of serious concern that not even a single candidate was passed in as many as 5 circles and the result is also very poor in respect of SC/ST candidates. Only 26 SC Candidates and 18 ST candidates have passed from 8 Circles out of 28 Circles. It is pertinent to mention that not even a single SC or ST candidate was passed in other 20 Circles.(Consolidated Results Sheet attached please)

We feel that, the purpose of holding any Internal Competitive examination should not aim in failing most of the candidates. It is not out of context to mention that most of the 741 candidates appeared in the JTO LICE held on 26.05.2019 are Engineering Graduates. JEs, hurdling through, together with their responsibilities in their respective job, appeared for the LICE with a dream to touch the Executive chain but due to the sequential unfortunate incidents with Vacancy Year 17-18, aspirants has disparaged their will power. Concerning with the facts, the unforeseen incidents related with the process are depicted as hereunder.

1. Initially all the aspirants were called for the Exam on 28th April 2019 but due to some uncanny reason, the said Exam didn't start rather a further detainment of one hour and astonishingly postponed for one month i.e., to 26th May 2019.

2. Then the Exam was conducted on 26th May 2019 and the Question Paper contained with **very high standard of questions, combined with a large number of out of Syllabus questions and the questions were with wrong/ ambiguous or multiple answers.**

3. It is also pertinent to mention here that there are 22 questions from out of Syllabus, 10 questions having wrong answers and 5 questions having wrong/ambiguous or more than one answer. Thus total disputed questions are 37 in numbers.

4. But to our dismay, the Review Committee of BSNL Corporate Office considered only 22 questions under the following merits-

a. Wrong/ambiguous questions - 03 Nos (Award full marks to all candidates),

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- b. More than one correct answer in a question – 10 (ignored the questions and brings down the total marks).
- c. All the answers are wrong for a question- 02 (award full marks to all candidates).
- d. Out of syllabus questions – 01 (award full marks to all candidates).
- e. Only key change – 06 (option changed).

It is also observed that the questions with more than one answer are ambiguous one and as the exam carries the format of negative marking and the Review Committee has not taken proper care to analyse the ambiguous answers. Review Committee has not considered the 22 out of syllabus questions and awarded the grace marks to only one question which is against the Natural justice.

It is also worth to mention that all the candidates have entered through a highly Competitive Exam for the Direct Recruitment to the Cadre of JE in BSNL. In Post-VRS Scenario as on 01.02.2020, the posts of JTOs are vacant to the tune of 14828. **Out of that the 50% vacancies available for LICE quota are 7414. However, through the above said LIC Exam, only 154 candidates have passed i.e., only 2.08% vacancies can be filled up.**

Like that 1684 SC Vacancies and 1065 ST Vacancies are available for the LICE quota but through the above said LICE , only 26 SC & 18 ST candidates only have passed Exam i.e., only 1.6% vacancies can be filled up.

AIBSNLEA has taken up the above matter with the Director (HR) in several Agenda Meetings and impressed upon the Management that the Company is badly in need of good number of JTOs, since large number of Executives are retired on 31.01.2020 under BSNL VRS-2019 Scheme. Further, the Company is looking towards reshuffling and restructuring of the employees in post VRS scenario. JTOs and JEs are going to be the most needful work force in the field to ensure fault free services to the customers, for earning more revenue and Financial Stability of the Company and requested-

- 1. To provide relaxation of 10% marks in Group-A, 15% marks in Group-B and 15% marks in aggregate and**
- 2. To review the results of SC & ST candidates and award Grace marks**

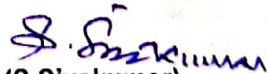
So as to render Natural justice to the affected candidates and to boost their morale in the current situation of BSNL, where these young energies will make the difference.

On behalf of AIBSNLEA, we extend our sincere thanks to the Director (HR) for the formation of a new Committee in the first week of June 2020 under the Chairmanship of GM (Recruitment) to review the results and award Grace Marks.

In view of the foregoing, we request your good self Sir to kindly cause to issue necessary instructions to the Committee Members for the early submission of Committee Report and declaration of Review Result which will be a win-win situation for both the Company as well as the Candidates who appeared in the JTO LICE held on 26.05.2019.

With kind regards,

Yours Sincerely,


(S.Sivakumar)
General Secretary

Copy for information and necessary action to:-

- 1. Shri Saurabh Tyagi, Sr.GM (Estt.) BSNL CO, New Delhi- 110001.**
- 2. Smt. Samita Luthra, GM (Recrt.) BSNL CO, New Delhi- 110001.**
- 3..Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi- 110001.**