

No: SNEA/CHQ/DIR(HR)/2018-21/01

Dated 10th December, 2018.

To

Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.

Sub: Court cases filed by individuals, mainly instigated by those already promoted as SDEs in earlier LDCEs, become a nightmare for thousands of JTOs waiting for SDE promotions under SCF quota for about 5,000 vacancies. The court cases delayed the promotions, almost 6 years for thousands of JTOs. Since the High Court decision on the review petition is pending, it is requested to explore other possibilities for conduction of DPC. As there is no stay on promotion, promotion orders can be issued to the maximum possible extent, recruitment year wise and the seniority can be decided later on, based on the final outcome of the cases:

No: SNEA/CHQ/DIR(HR)/2015-18/101

Dated 17th September, 2018.

Respected Madam,

Kindly refer the letter under reference above through which it was requested to expedite the DPC for JTO to SDE promotion for about 5,000 vacancies for the vacancy years 2011-12 to 2017-18. Thousands of JTOs recruited for the year 1999, 2001, 2002, --- etc onwards are waiting for their first promotion, even after 15 to 18 years.

It is understood that all the three review petitions filed by BSNL is yet to be decided by the Hon Ernakulam High Court. Almost 6 months passed since the last DPC in June, 2018. The court cases may continue for long as it is spearheaded mainly by those who become SDEs long back through LDCEs and they have nothing to lose. It seems that their agenda is not promotion, only the personal appearance of CMD and GM(P) in the CAT.

In view of these hard realities, it is requested to review the strategy to give promotion to the eligible JTOs through one of the two options given below:

Option 1: A provisional AIEL can be prepared and published for the JTOs recruited from 2001 onwards, based on Ernakulam HC order and promotion orders can be issued, subject to the outcome of the court cases. Later on, the seniority and promotion can be regularised as per the outcome of the court cases.

Option 2: As an interim measure, the promotions can be given from among the remaining JTOs without publishing the AIEL as suggested by the Ernakulam High Court. The AIEL preparation and seniority fixation can be done as per the outcome of the court cases.

3) Since all these vacancies existing prior to 30.06.2018, the promotion orders may be issued notionally w.e.f. 29.06.2018, at par with the juniors promoted from other cadres on 29.06.2018, to maintain the seniority. In that case, there will not be any conflict with CPSU Hierarchy notification w.e.f. 01.07.2018 also.

Since there are about 5,000 vacancies, the promotion orders can be issued, pending finalisation of seniority. By this, majority of the JTOs, irrespective of category, recruited for the years 1999, 2001, 2002, 2003, 2004, 2005, 2006, 2007, ---- etc can be covered, in the DPC. **This promotion will give much relief to thousands of JTOs who are eagerly**

waiting for their first promotion for 15 to 18 years, who lost so many years of service.

With regards,

(Sebastin. K)

Copy to: Shri. Keshav Rao, GM(Pers), BSNLCO for information and n/a please.