



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

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GS/AIGETOA/ 2023-24/50

Dated 08.08.2023

To,

Shri Arvind Vadnerkar Ji,
Director (HR), BSNL Board
Janpath, New Delhi

Subject: To extend the facilities for person with disabilities (PwBDs) which is defined under RPwD act 2016 or instructions given by DOPT time to time - Regarding.

Ref-1. DOPT OM No. 36012/1/2020-Estt. (Res.-II) Dated 17.5.2022.

2. DOPT O.M No.36035/3/213/-Estt (Res) dated 31/03/2014.

3. DOPT O.M No W-02/0015/2021-DPE (WC) Dated 21.02.2022

4. BSNL-NO. 28-1/2021-SCT(Part-I)/1 Dated 01.10.2021 & 08.9.2021

5. BSNL D.O No.250-27/2014-Estt.III Dated on 15.04.2016

6. BSNL -NO 5-8/2017/Estt-IV/Pwd 2016 Dated on 29.03.2017 Gazette Notification endorsement.

7. BSNL-NO. 28-1/2021-SCT(Part-I)/1 Dated 25.02.2022

Respected Sir,

We would like to attract your kind attention towards the gross neglect of the rights and provisions pertaining to the PWD Employees of BSNL wherein many of these provisions have either not been endorsed by BSNL or if endorsed, the provisions are not being implemented in its true spirit in BSNL. Vide the letters under reference, DOP&T has extended many special provisions for the rights and well-being of **Persons with Benchmark Disabilities (PwBD)** within the administrative practices of BSNL. But none of them is being implemented or followed in its true spirit. In fact, many instances have come to our knowledge where the PWD employees have been made to work in completely non conducive environment. As the General Secretary of All India Graduate Engineers and Telecom Officers Association (AIGETOA), I feel compelled to address these issues on behalf of our members who are affected by these systemic shortcomings. We hereby request your good self to kindly issue directions to all the administrative and field units to strictly implement and follow the Government of India and DoP&T guidelines in this regard as stated below (All relevant documents are attached herewith for your reference):

1. To implement the reservation in promotion and computed 4% of cadre strength as per guidelines of DOPT, among all cadres & streams including Accounts/Civil/Electrical & others. [Ref-1 Section 2.1]

Regn. No. HR/019/2018/02138

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2. Implementation of Special C/L admissible to PwBDs in SAP ERP in addition to existing 12 C/Ls, same is endorsed by BSNL on dated 9.9.2015. [Ref-2 Section G]
3. Accessible office environment and assistive devices and monetary help from Management in lieu thereof and other facilities admissible to PwBDs. PwBD Employees should be posted on ground floor of the building if they are not comfortable. [Ref-2 Section C & D & Ref-6]
4. To ensure calculation, disclosure & implementation of separate Roster for PwBDs and to be made online on ERP system. [Ref-1 Section-10, Ref 5 & Ref-6]
5. To designate the Grievance Redressal Officers at Circles among PwBDs for fast redressal system, which is still pending. [Ref-4 & Ref-6]
6. To fill down vacancies earmarked for PwBDs and retrospectively w.e.f 19.04.2017 among all cadres.
7. Relaxation in Online attendance timings admissible to PwBDs. Extend attendance app to all PWD employees irrespective of executives/non-executives, along with time relaxation of at least 15 mins, in addition to the existing 30 mins available to all employees.
8. To curve out social difference and harassment, physical assault, torture incidents within office premises against PwBDs. (provision in RPWD act 2016). [Ref-6]
9. To ensure proper implementation of Transfer & postings as policy laid by DoPTs in true spirits & imposition of exemption from rotational, routine transfers and transfer on promotion of PwBDs. [Ref-2 Section H & Ref-6]
10. Posts identification and work allocation as per the disability associated with post. [Ref-2 Section A]
11. Travelling Allowance at the rates prescribed by DoPT should be maintained without any restrictions admissible to PwBDs. [Ref-3]
12. PwD Record Register should be maintained discretely by all units. [Ref-7]

We sincerely feel and believe that your good self will take cognizance of the issues raised above and issue firm directions for strict implementation of the provisions as stated above. The matter has been placed as an agenda item in the formal meeting also and placement of a whitepaper on the implementation of such provisions is highly solicited.

Encl : As above

With warm regards,

**Sd-
Ravi Shil Verma
General Secretary**

Copy to:

- 1. Shri Saurabh Tyagi Ji, PGM (Estt), BSNL CO for kind information and necessary action please.**
- 2. Smt Anita Johri Ji, PGM (SR & Restg) with a request to arrange for a white paper on implementation of the provisions pertaining to PWD employees of BSNL in the formal agenda meeting with AIGETOA.**