



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

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GS / AIGETOA / 2023 - 24 / 28

Dated 10.07.2023

To,

Shri Arvind Vadnerkar Ji
Director (HR), BSNL Board
Janpath, New Delhi – 110 001.

Sub:- Non Extension of the due rights and facilities to the Persons with Disabilities (PwD) in BSNL reg:-

Ref:

1. F.No. BSNL CO-A/13(20)/2/2023-estab dated 13/06/2023 from BSNL CO ND
2. U.O No. 28-1/2013/SCT/Pt/490 dated 09/09/2015 from BSNL CO ND
3. O.M No.36035/3/213/-Estt (Res) dated 31/03/2014 by DoPT
4. No. 15-1/2004-TE-II dtd 29/09/2004 from BSNL CO ND

Respected Sir,

Your Kind attention is sought towards a clarification issued recently from Establishment section of BSNL CO ND vide ref 1) above), which is clearly violating the DoPT guidelines and also Guidelines Endorsed by BSNL regarding grant of Special Casual leave facility to the Persons with Disabilities (PwD) vide Ref 2 above.

The relevant guidelines issued by DoPT and endorsed by BSNL vide Ref 2 above relating to eligibility of additional 4 days Special Casual Leave for PwD is reproduced verbatim below for ready reference.

G. Special Casual Leave

Vide this Department's OM No. 25011/1/2008-Estt.(A) dated 19.11.2008, a provision of Special Casual Leave for 4 days in a calendar year has been made for the employees of Central Government with disabilities for specific requirements relating to disabilities of the official. Further, vide this Department's OM No. 28016/02/2007-Estt(A) dated 14.11.2007, there is also a provision of 10 days Special Casual Leave in a calendar year subject to exigencies of work for the differently abled Central Government employees with disabilities for participating in Conference/Seminars/Trainings/Workshop related to disability and development to be specified by Ministry of Social Justice & Empowerment.

Regn. No. HR/019/2018/02138

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

It is amply clear from above that **Special Casual leave of 4 days in a calendar year are for specific requirements relating to disabilities of official (PwD)** and it needs no reiteration that the Special Casual leave for any matter/reasons are in addition to the existing numbers of casual leaves.

We also would like to highlight the fact that during the years that immediately followed the corporatisation in year 2000, BSNL too was following 8 days CL in a Calendar Year. It was enhanced to 12 days CL in year 2004 (Ref 4 above) as an additional Perks following introduction of 6 days working pattern pursuant to the introduction of IDA Pay Scales then. It is also a fact that all employees in field units of BSNL including PwD are working 6 days a week and without availing any additional relaxation on working hours. Hence it is not appropriate to cite the eligibility of 12 days CL (which was introduced as an additional Perks following 6 days working pattern) to deny the legitimate right of PwD as enshrined in DoPT guidelines.

Thus it is felt that the clarification issued by BSNL vide ref 1) above is in contravention to the spirit of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and Government of India Policy on the subject. It is needless to mention that BSNL field units were following these guidelines till date and they have started withdrawing these only after issue of clarification vide ref 1) above.

In view of the above submission we humbly request your good self to holistically review the clarification issued vide ref 1) above to ensure justice and the clarification may be kept in abeyance on an immediate basis till a finality on the matter is attained. We also request your good self to do the needful for **provision of 10 additional Special Casual leave in a calendar year as enshrined in DoPT guidelines for participating in conferences/Seminars/Trainings/Workshops related to disability and development, specified by ministry of social justice & Empowerment too may be provisioned in ESS**, which will further avoid such instances and as same leave sanction flow can be ensured to employees with disabilities.

We strongly believes that this letter will be taken in its true spirit and expecting subsequent remedial actions at the earliest as it is the duty of all of us to enable PwD to discharge their duties to their true potential and ensure a Divyangjan friendly working atmosphere in BSNL.

With Regards

Sd/-

**Ravi Shil Verma
GS, AIGETOA**

Copy to :

- 1. Shri Saurabh Tyagi, PGM (Estt), BSNL CO, New Delhi for kind consideration please.**