

1. What are the DOP&T guidelines to determine the inter-se-seniority among DR and promotee and what is the issue in respect of DR JTOs in BSNL?

There are various issues and guidelines in respect of inter-se-seniority fixation among DR and promotee but we are hereby concentrating on the issue which has affected badly the career of DR JTO in BSNL.

- *As per DOP&T guidelines in order to help appointing authority in determining the number of vacancies to be filled during a year under each of the method of recruitment i.e. DR and promotion, vacancy register giving a running account of the vacancies arising and being filled from year to year may be maintain in the prescribed proforma.*

Vacancy register has been maintained by BSNL is yet not known.

- *As per the DOP&T guidelines issued in 1986 itself, it is very clear that person can not take the seniority of the year in which vacancy arise but he can take the seniority only from the year in which he has actually appointed after completion of pre-appointment training and other formalities. Inter-se-seniority will be fixed among the DR and promotee actually appointed during the year in the ratio as prescribed in the recruitment rule. i.e. 1:1 in the JTO cadre.*

What exactly happened in BSNL is that, no recruitment is done in any mode i.e. neither through promotion nor through DR from year 1995 onwards. In year 1999 recruitment process has started against the unfilled vacancies of 1995 to 1998 in both the quota but actual appointment could take place in year 2002. JTO appointed through promotion quota has been given retrospective seniority for the year in which vacancies arise i.e. 1995 onwards but DR JTO has been given seniority for the year in which they have actually appointed i.e. year 2002 hence about 10000 JTO appointed through promotion quota have become enblock senior to DR JTO. Moreover about 1600 JTO who were declared unsuccessful in promotion quota but BSNL has given relaxation in year 2004 and declared them successful, have also been given seniority of year 1995 onwards. In this way about 12000 JTO who are even not fulfilling the qualification criteria of BSNL JTO RR-2001, have been put enblock senior to DR JTO. After inception of this association AIGETOA, when we started enquiring this serious conspiracy against DR JTO we have been told that there is lack of clarity in DOP&T guideline issued in 1986 regarding giving seniority for vacancy year. If it was really the lack of clarity then same principle should have been applied for DR JTO also as vacancies arises during the year 1995 to 2000 belongs to both the quota. It was actually not the lack of clarity but big corruption and conspiracy against the newly born baby i.e. DR JTO who had been just learning how to speak. With time when DR JTOs have grown enough and started walking on the AIGETOA platform and taken up this issues before the authority we have been concluded with the help of clarification issued by DOP&T dated 03.03.2008, para-4 of which says "**case of seniority already decided with reference to any other interpretation of the term 'available' as contain in OM dated 3.7.1986 need not be reopened.**"

As the seniority in JTO cadre is decided by the circle the big question arise whether circles have finalized the seniority? As far as we know that most of the circles have yet not finalized the seniority in JTO cadre since inception of BSNL i.e. Oct-2000 then how BSNL CO has affected promotion from JTO to SDE in past. On consistent persuasion of this association now BSNL CO has decided to seek

undertaking from circle heads whether they have finalized seniority list before 03.03.2008 in JTO cadre or not to affect further promotion. But it equally hold good for promotion already executed.

If circles have not finalized the JTO circle seniority with due process, all the past DPC need to be reviewed. Process to finalize the seniority is to first issue the provisional seniority list giving sufficient time for calling objection, omission and correction from every individual concern then finalize the same considering any representation received. Final seniority list should be published in public domain.

2. What is the benefit of raising this issue to DR JTO?

As we see from the above analysis that, if issue gets resolved seniority of DR JTO will improve approximate by 6000 and hence promotion chance of DR JTO to SDE cadre will improve by approximate by 6 years.

3. Whether it is feasible to review the past DPC if not what is benefit of raising this after passing such long time?

Offcourse, reviewing the DPC already executed is practically difficult but not impossible it will depend upon our effort along with will and wish of management. If reviewing of DPC is not practical management will have to compensate us or find the alternate way like CPSE hierarchy to end complexity of seniority. So far, we are suffering out of this seniority issue now we have to force management to take pain for their own mistake.

4. What are the steps to be taken to convince/force the management to resolve/compensate this issue?

- Circle representatives of AIGETOA should give wide publicity of the issue to the members and meet Circle management to find out the answer of question mention in the attached RTI letter (Click Here for letter >>>>>>>>). Same letter should be filed under RTI to get the information in writing.
- BSNL CO has asked the certificate from the circle heads that JTO gradation list is finalized before 03.03.2008, circle representatives should ensure that no falls certificates should be given by circle management. It should also be ensured that they should mention when the last gradation list is finalized and up to what year of recruitment?
- We know that simply by justification and persuasion management will not respond us hence we should be ready for any eventuality. If the need arise we should not refrain of entering into the militancy to secure our right.
- After having sufficient data from circle management, AIGETOA CHQ will ensure to convince/force BSNL CO to take appropriate action to resolve the issue. If need arise CHQ will not refrain of exercising the path of militancy to secure our rights.