To
(1). All Chief General Managers/Circle IFAs
    BSNL Telecom Circles/Telephone Districts.
(2). All Chief General Managers/Circle IFAs,
    BSNL Telecom Project Zones/Telecom Maintenance Regions.
(3). All other Administrative offices/Units in BSNL.

Subject: - Inter-se-Seniority of Direct Recruits and Promotes in the cadre of JAO in the Gradation list
of Assistant Accounts officers/Junior Accounts officer in BSNL as on 02.12.2014- reg.

This office had received various representations from Departmental quota JAOs of 2010 batch
alleging discrepancies in the gradation list. They had requested to place them en-block senior to
Direct Recruit JAOs of 2010 batch on the plea that their recruitment process started in 2004 and as
per DOP&T guidelines OM No. 20011/1/2012-Estt. (D) dated 04.03.2014 they are to be placed en-
block senior to Direct Recruit JAOs of 2010 batch.

The matter has been examined in detail and the following has emerged:

1. The process of conduction of JAO Main Exam (Part-II) was initiated in 2009, the vacancies for
   the exam were notified in 2009, the examination conducted in 2010 and the candidates joined in
   2010 onwards.
2. Similarly, the process of conduction of JAO (DR) Exam from open market started in 2009, the
   vacancies for the exam were notified in 2009, the examination conducted in 2010 and the
   candidates joined in 2010 onwards.
3. Nevertheless DOP&T OM dated 04.03.2014 is made effective from 27.11.2012 and not
   applicable in the case of fixing inter-se-seniority between Direct Recruits and Departmental
   JAOs since their selection was finalized in 2010 i.e. before 27.11.2012, the date of Supreme
   Court judgment in Civil Appeal No. 7514-7515/2005 in the case of N.R Parmar Vs UOI & ors

In view of above, the request of Departmental JAOs of 2010 batch to place them en-block senior to
Direct Recruit JAOs of 2010 batch in view of DOP&T OM dated 04.03.2014 cannot be acceded to
since their selection was finalized in 2010.

This disposes off all the representations received from Circles/individuals on the subject and any
further representation on the subject may also be disposed accordingly.

This issues in consultation with Establishment branch vide Dy. No. 2062/GM (Estt.) dated
23.01.2015.

This has the approval of the Competent Authority.

(Sunil Rajput)
Assistant General Manager (SEA)