

**URGENT**

**BHARAT SANCHAR NIGAM LIMITED**

A Government of India Enterprise)

5<sup>th</sup> flr. Bharat Sanchar Bhawan, Janpath,

**Corporate Office**

**Personnel-IV Section**

NEW DELHI-110001

Website: [www.bsnl.co.in](http://www.bsnl.co.in)

**No. 5-38/2009-Pers-IV**

**Dated: 23rd Oct., 2012**

**To**

**All Heads of Telecom Circles,**


**All Heads of other Administrative Units.**

**Subject: Consolidated instructions on seniority contained in DoP&T OM No.22011/7/1986-Estt.(D) dated 3.7.86 - clarification regarding.**

Kindly refer to this office Memo. of even No. dated 25.5.2010, vide which DoP&T OM No.20011-1/2006-Estt(D) dated 3.3.2008(copy enclosed) had been circulated to all heads of circles and other units. Further the issue of fixation of seniority amongst JTOs of different quotas (i.e. DR and LDCE quota) was examined in detail in view of the issues raised by AIGETOA vide their letter dated 10.9.2008 and 10.9.2010. The detailed report on various issues raised by AIGETOA was circulated vide BSNL CO letter No.5-Gen/AIGETOA/2010-Pers.IV dated 25.10.2010 (available on BSNL Intranet).

It was clearly mentioned in the above referred letter that DoP&T OM No. 20011-1/2006-Estt(D) dated 3.3.2008 shall be applicable w.e.f. 3.3.2008 and cases of seniority already decided with respect to any other interpretation of the term "available" as contained in OM dated 3.7.1986, need not be reopened.

It is, therefore, reiterated that the guidelines as stipulated in DoP&T OM dated 3.3.2008 may be strictly adhered to and representations required to be disposed off in view of any court direction may be disposed off by the respective circle as JTO is a circle cadre.

  
23/10/12  
(A.K.SINGH)

Asst. General Manager (Pers-IV)

☎: 011-23734152 & ☎: 011-23725255

Copy to,

Sr. GM(Pers.), BSNL Corporate Office.

No.20011/1/2006-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

...

New Delhi, dated the 3rd March, 2008

OFFICE MEMORANDUM

Subject: Consolidated instructions on seniority contained in DOP&T O.M.  
No.22011/7/1986-Estt.(D) dated 3-7-1986 – Clarification regarding.

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The undersigned is directed to refer to this Department's consolidated instructions contained in O.M.No.22011/7/1986-Estt.(D) dated 3.7.1986 laying down the principles on determination of seniority of persons appointed to services/posts under the Central Government.

2. Para 2.4.1 and 2.4.2 of the O.M. dated 3.7.1986 contains the following provisions: -

2.4.1 The relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies between direct recruits and promotees, which shall be based on the quota of vacancies reserved for direct recruitment and promotion respectively in the Recruitment Rules.

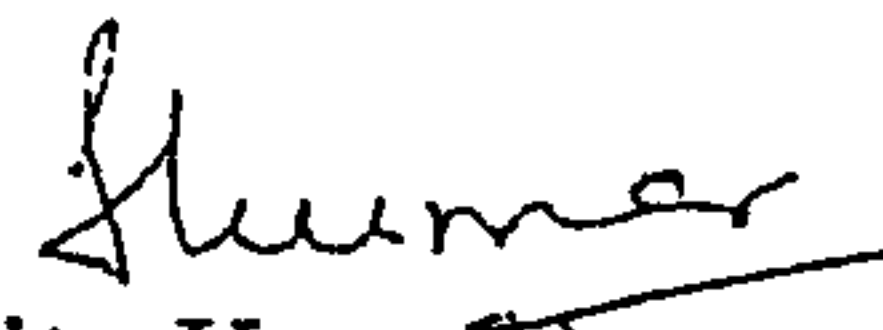
2.4.2 If adequate number of direct recruits does not become available in any particular year, rotation of quotas for the purpose of determining seniority would take place only to the extent of the available direct recruits and the promotees.

3. Some references have been received seeking clarifications regarding the term 'available' used in the preceding para of the O.M. dated 3.7.1986. It is hereby clarified that while the inter-se seniority of direct recruits and promotees is to be fixed on the basis of the rotation of quota of vacancies, *the year of availability*, both in the case of direct recruits as well as the promotees, for the purpose of rotation and fixation of seniority, shall be the *actual year of appointment* after declaration of results/selection and completion of pre-appointment formalities as prescribed. It is further clarified that when appointments against unfilled vacancies are made in subsequent year or years either by direct recruitment or promotion, the

Persons so appointed shall not get seniority of any earlier year (viz. year of Vacancy/panel or year in which recruitment process is initiated) but should get the seniority of the year in which they are appointed on substantive basis. The year of availability will be the vacancy year in which a candidate of the particular batch of selected direct recruits or an officer of the particular batch of promotees joins the post/service.

4. Cases of seniority already decided with reference to any other interpretation of the term 'available' as contained in O.M. dated 3.7.1986 need not be reopened.

5. Hindi version will follow.

  
(Smita Kumar)  
Director (Estt.I)

To

All Ministries/Departments of the Government of India.

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1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi.
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6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi
8. The Comptroller and Auditor General of India, New Delhi.
9. The Secretary, Union Public Service Commission, New Delhi
10. The Secretary, Staff Selection Commission, New Delhi.
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi.
14. National Commission for OBCs, New Delhi.
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DoP&T(20 copies).
19. NIC (DoP&T) for placing this Office Memorandum on the Website, of DoP&T.
20. Establishment Section (200 copies).

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