



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

CENTRAL HEAD QUARTERS

37, Laxmibainagar, New Delhi – 110023

President
J.K.MISHRA
Mobile: 9868159951

Finance Secretary
V.GURUMOORTHY
Mobile: 9444979555

General Secretary
V.P.ARYA
Mobile: 9868210478

No.AIBSNLOA/CHQ/2010/38

Dated: 5th July, 2010

To

Shri Kuldeep Goyal,
Chairman and Managing Director,
Bharat Sanchar Nigam Ltd.,
New Delhi – 110 001

Sub: Calling of ACRs of 7 years in connection with DPC for regularization of Adhoc STS (Telecom).

Sir,

We are constrained to bring to your attention the unprecedented action on the part of BSNL Personnel section, not supported by government's order on the subject, while initiating action for regularization of DE (Adhoc).

2. BSNL Personnel section is reported to have called for CRs of 7 years from 2002-2003 to 2008-2009 in connection with proposed regularization of adhoc DEs. Calling for CRs for seven years is quite unprecedented in DOT / BSNL or even in any Government department / PSU. This idea is not only illogical but also against the rules laid down by govt. of India.

3. It appears that the decision by the Personnel Section is based on the fact that the required qualifying service for promotion to STS Regular is 7 years as per BSNL MS Recruitment Rules 2009 and hence ACR for 7 years are called for. But **DoP&T has already clarified vide its O.M. No.2201/7/98 - Estt(D) dated 6.10.2000, that, "The DPC should assess the suitability of the employees on the basis of their service records with particular reference to ACRs of 5 preceding years irrespective of the qualifying service prescribed in the Service/Recruitment Rules."** (Copy enclosed).

4. We would also like to point out that when one set of 280 DE (Adhoc) were regularized in October 2009, ACRs for only 5 years were called for.

5. We therefore request you to kindly intervene and to ensure that ACRs of preceding 5 years alone are taken into consideration by the DPC for regularization of adhoc DEs.

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With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das,
Director (HR), BSNL
2. Shri R.K.Mishra,
GM (Pers), BSNL CO.