



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
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No.AIBSNLOA/CHQ/2014/20

Dated: 28<sup>th</sup> March 2014

To

Shri R.K. Upadhayay,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi - 110001

**Subject:- Discrepancy in BSNL MS RR in respect of SDE grade of Civil/Electrical/Architecture wing in BSNL - Denial of promotion to EE grade in respect of non-graduates - regarding**

**Ref: 1.Our letter No.AIBSNLOA/CHQ/2013/118 dated 29.5.2013**

**2. Our letter No.AIBSNLOA/CHQ/2013/138 dated 26.7.2013**

R/Sir,

We would like to draw your kind attention to the fact that according to the BSNL MS RR, only Engineering graduates were initially made eligible for promotion to STS grade, although in other streams, relaxation was given to all the existing incumbents. Later the relaxation was extended to Civil/Electrical/Architect disciplines also vide BSNL letter dated 2.7.2010, wherein it was decided to append the existing Note 2 below Schedule IB thus: "However the existing incumbent holding the post of Sub Divisional Engineer or equivalent on a regular basis on the date of notification of P&T BW (Group A) Service Rules 1994 i.e. 06.08.1994 shall continue to be eligible for promotion to the post of Executive Engineer or equivalent STS level post in BSNL, if they possess a Diploma in Engineering in their respective branch from a recognised University/Institution or equivalent." Although this gave relief to some of the diploma holders SDE in these disciplines after 6.8.1994 are being denied the opportunity to be promoted as EEs, which is a clear case of discrimination vis-à-vis the Executives of other streams.

2. Vide our letter No.AIBSNLOA/CHQ/2013/118 dated 29.5.2013 we had drawn your kind attention to DoPT guidelines vide No. AB 14017/12/87-Estt. (RR), dated 18<sup>th</sup> March 1988 which states that, ***"Sometimes the qualifications for junior Group "A" and Group "B" posts may not be insisted upon in full but only the basic qualification in the discipline may be insisted upon, for example, if a degree in Civil Engineering is the qualification prescribed for direct recruits, the promotees may be required to possess at least a diploma in Civil Engineering. In such case, the entry under this column may be edited as "Educational Qualification: No but must possess at least ....", and also requesting to render justice to the diploma holder Executives who represent 50% of the total Executives in Civil/Electrical/Architect wing, by extending the relaxation being given in qualification to all the other streams, for their promotion to Executive Engineer Grade.***



3. Although the DoPT instructions as quoted above, are very clear, no action was taken by BSNL to modify the condition of qualification for promotion to Executive Engineer grade in respect of Civil/Electrical/Architect wings.

4. Later, vide our letter No.AIBSNLOA/CHQ/2013/138 dated 24.7.2013, we had drawn your attention to the judgment of Hon'ble PCAT, Delhi, in OA-2651/2012 delivered on 26.4.2013 that the applicants in the OA may be considered for grant of the benefit **in terms of Government of India Instructions dated 26.05.1977 by which diploma in Engineering with ten years technical experience has been recognized as equivalent to degree in Engineering.**

5. The Hon'ble PCAT Delhi had relied on the instructions of Ministry of Education & Social Welfare (Deptt. Of Education Technical) New Delhi issued on 26.05.1977, which reads as under:-

*Sub : Recognition of Technical & Professional Qualifications.*

*"On the recommendation of the Board of Assessment for Educational Qualifications and recommendation of Defence Director (Tech.), the Government of India have decided to recognize a Diploma in Engineering in appropriate discipline plus total ten years of technical experience in the appropriate fields is recognized as equivalent to Degree in Engineering. It is considered valid for the purpose of selection to Gazetted posts and services under the Central Government or State Government.*

***"According to these instructions, a diploma in Engineering with ten years of technical experience in the appropriate field is recognized as equivalent to degree in Engineering."***

6. We also met the PGM (BW) on 1.10.2013 in this regard and explained to him all the above details along with copies of the said documents. The PGM (BW) then informed us that all rulings relevant to allowing promotion of non-graduates were being compiled and some inputs from circles and other units had been called for and assured that a decision would be taken early. We had then requested him to ensure that a decision is taken early so that amendment to BSNL MS RR could be issued providing relaxation in Educational Qualifications to the SDEs of Civil/Electrical/Architect wings for promotion to Executive Engineer grade.

7. While we were expecting a positive decision in view of the above supportive documents, we have been shocked by the letters from PGM (BW) calling for VC and ACR/APAR in order to conduct CPC for regular promotion to EE (Civil) grade, leaving out senior SDEs (Civil) who are non-graduates. This move would be detrimental to the interests of the non-graduate SDEs and also would be violation of DoP&T orders and the CAT judgment mentioned above.


8.. In view of the above, we hereby request you to kindly intervene and to immediately issue instructions to PGM (BW) to suspend the work for holding CPC



for promotion to EE (Civil) till the issue is sorted out. We shall be thankful if an amendment to BSNL MS RR is issued early, providing relaxation in Educational Qualifications to the SDEs of Civil/Electrical/Architect wings for promotion to Executive Engineer grade.

With kind regards,

Yours sincerely,



28.3.14

(Rakesh Sethi)  
General Secretary

o/c

Encl: As above

- Copy to: 1. Shri A.N.Rai,  
Director (HR), BSNL  
2. Shri Arun Kumar Gupta,  
PGM (BW), BSNL CO  
3. Shri U.N.Rai,  
PGM (Electrical), BSNL CO  
4. Shri H.R.Barkathullah,  
PGM (Architect), BSNL CO  
5. Shri S.S.Agarwal,  
Sr.GM (Pers), BSNL CO