



ALL INDIA
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Dated: 29th May 2013

To

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

Subject:- Discrepancy in BSNL MSRR in respect of DE grade of Civil/Electrical/Architecture wing in BSNL - Denial of promotion to SDE (Civil/Electrical/Architecture) in the Grade of STS in respect of non-graduates -regarding

Ref: - DoPT No.AB.14017/48/2010-Estt..(RR) dated 31st December 2010.

Sir,

This is in continuation of our earlier letters wherein we had drawn your kind attention towards the predicament in SDE grade of Civil/Electrical/Architecture wing in BSNL on denial of promotion to EE grade in respect of non-graduates and had requested you to bring to an end to their ordeal by treating them at par with equal grade of officers in other streams.

2. 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 recognized University/Institution or equivalent." Although this gave relief to some of the diploma holders, but those diploma holders who became SDE in these disciplines after 6.8.1994 are being denied the opportunity to be promoted as EEs. This is a clear case of discrimination among the SDEs of same discipline with the same qualification and also with respect to the Executives of other streams.

3 In this regard, we had earlier enclosed the extract of DOP&T OM No. AB 14017/12/87-Estt.(RR), dated 18th 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"


4. As per the DoP&T guidelines referred to above, the departmental promotees having the basic qualification of diploma are eligible for promotion to STS grade and allowing a discrimination to be created on the basis of the date of promotion to SDE is against the essence of the said guidelines. It is also be noted that the BSNL Executive Promotion Policy has not laid down any procedure discriminating on the basis of qualification for time bound up-gradation to STS scale.

5. Now we would draw your kind attention to DoPT letter No.AB.14017/48/2010-Estt..(RR) dated 31st December 2010 (copy enclosed) vide which DoPT has reviewed the existing instructions in consultation with UPSC and consolidated in the form of **“Guidelines on framing / amendment / relaxation of recruitment rules”**. In the revised guidelines too it has been stipulated under Para 3.9 that “only 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.”

6. Therefore, we once again request you to have a dispassionate consideration on this issue and 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.

With kind regards,

Yours sincerely,


(Rakesh Sethi)
General Secretary

Encl: As above

Copy to: 1. Shri A. N. Rai,
Director (HR), BSNL

2. Shri A. K. Jain,
Sr. GM (Pers), BSNL CO
New Delhi