



**ALL INDIA
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No.AIBSNLOA/CHQ/2011/37

Dated: 19th October 2011

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

Sub: - 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

Ref: - DOP&T No- AB 14017/12/87 – East.(RR dated 18th march 1988.

Sir,

This is in continuation of our earlier letter No. AIBSNLOA/CHQ/2010/65 dated 18.10.2010, 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.

In this regard, we are enclosing 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”

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, the diploma holders who became 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.

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 discrimination by date of promotion to SDE is against the essence of the said guidelines. It may also be noted that the BSNL Executive Promotion Policy has not laid down any procedure discriminating on the basis of qualification for time bound upgradation to STS scale.

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,



(V.P.Arya)
General Secretary