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No.AIBSNLOA/CHQ/2014/11

Dated: 4<sup>th</sup> February 2014

To

Shri R.K.Goyal,  
Sr General Manager (Estt)  
BSNL Corporate Office,  
New Delhi.

**Subject: Revision of Recruitment Rules for JTO (T) – reg**  
Ref: BSNL letter No.5-32/2013-Pers.IV dated 17.1.2014

Sir,

This is with reference to BSNL letter cited above calling for our views/comments on the proposed revision of JTO (T) Recruitment Rules. The modifications in the draft RR proposed by us are given as Annexure to this letter.

With kind regards,

Yours sincerely,

(Rakesh Sethi)  
General Secretary

Encl: Annexure

Copy to: 1. Shri A.N.Rai,  
Director (HR), BSNL  
2. Shri S.S.Agarwal,  
Sr.General Manager (Pers),  
BSNL Corporate Office,  
New Delhi.

As per Draft RR	Proposed by AIBSNLLOA	Reasoning for the proposal
<p><b>Column 4 of Schedule in Page No.3:</b> Scale of Pay: IDA pay scale of Rs.16400-40500</p>	<p>Scale of Pay: IDA pay scale of Rs.16400-40500 [Till final decision is taken on grant of E2 scale]</p>	<p>The pay scale should change once a decision is taken on grant of E2 IDA pay scale for JTOs.</p>
<p><b>Column 7 of Schedule in Page No.4:</b> Educational and other qualification required for direct recruits:</p>	<p>After 7) Instrumentation, <b>8) Industrial Electronics may be added</b> After MSc (Electronics)/MSc (Computer Science), <b>MSc (Physics with Electronics)/MSc (IT) may be added</b></p>	<p>[As per BSNL letter No.12-20/2001-DE dated 06.03.02 issued by DE section] Because MSc (Physics with Electronics is equivalent to MSc (Electronics) and MSc (IT) is equivalent to MSc (Computer Science)</p>
<p><b>Column 11 of Schedule in Page No.4:</b> (1) ABSORPTION: By absorption of screening test qualified and JTO Phase-I trained officiating JTOs</p>	<p>(1) ABSORPTION: By absorption of JTO screening test qualified officials</p>	<p>Since there are a few qualified officials still to be Phase I trained and a few Phase I trained officials are not officiating at present. Leaving them out will be a discrimination leading to litigations</p>
<p><b>Column 11 of Schedule in Page No.4:</b> (2) PROMOTION: Internal quota left after absorbing screening test qualified and JTO Phase-I trained officiating JTOs .....</p>	<p>(2) PROMOTION: Internal quota left after absorbing JTO screening test qualified officials .....</p>	<p>- do -</p>
<p><b>Column 11 of Schedule in Page No.4:</b> (2) PROMOTION: ..... Combined 7 years residency period in the pay scale of 13600-25420 or above .... Provided they possess the following essential qualification .....</p>	<p>(2) PROMOTION: ..... seven years regular service in any Group C post ..... provided they possess the Degree (3 years/4 years) in any discipline or 3 year Diploma in any discipline from recognized University/ Institution of a central/ State govt.</p>	<p>As per BSNL letter No.5-28/2009-Pers-IV dated 12.10.2009 issued by Pers-IV section.</p>

<p><b>Note : 3 in Page 5:</b>The seniority on appointment ..... Examination.</p>	<p>The seniority on appointment ..... Examination, <b>subject to his/ her eligibility at that time</b></p>	<p>To avoid any dispute/ litigation.</p>
<p><b>Note : 3 in Page 5:</b></p>	<p>The following may be added: <b>The inter-se-seniority of those appointed as JTO on absorption shall be based on their inter-se-seniority drawn after their qualifying the screening test</b></p>	<p>Deputing for Phase-I training and later issuing orders for officiating in JTO grade were done on the basis of the said inter-se-seniority drawn after their qualifying the screening test</p>
<p><b>Note : 7 in Page 5:</b> The candidates possessing degree / diploma in Mechanical Engineering ..... <b>Shall be permitted to appear in two successive LICE</b> <b>Page 6:</b></p>	<p><b>This condition has to be removed</b></p>	<p>Once Degree/diploma in Mechanical Engineering is allowed there is no justification for imposing this restriction</p>
<p><b>Note 8 in Page 6 may be renumbered as Note 7</b> The following may be added below Note: 7 in Page 6: <b>Note 8: The inter-se-seniority of JTOs appointed against DR quota (50%) and Promotion quota (50%) of a particular vacancy year shall be fixed in the ratio of 1:1, with promotion quota JTO occupying number one position and direct recruit at number two and so on.</b></p>	<p><b>Note 8 in Page 6 may be renumbered as Note 7</b> The following may be added below Note: 7 in Page 6: <b>Note 8: The inter-se-seniority of JTOs appointed against DR quota (50%) and Promotion quota (50%) of a particular vacancy year shall be fixed in the ratio of 1:1, with promotion quota JTO occupying number one position and direct recruit at number two and so on.</b></p>	<p>All efforts should be taken to conduct Direct Recruitment Examination and LICE every year. In case DR Examination or LICE is not held in a particular year then the method of fixing inter-se seniority of JTOs appointed during the subsequent year should be specified clearly. (This clear provision is required to avoid varied interpretations leading to litigations.)</p>
<p>The following may be added below Note: 8 in Page 6: <b>Note 9: The year-wise vacancy calculation is to be done as per DoP&amp;T guidelines issued from time to time as is being followed presently.</b></p>	<p>The following may be added below Note: 8 in Page 6: <b>Note 9: The year-wise vacancy calculation is to be done as per DoP&amp;T guidelines issued from time to time as is being followed presently.</b></p>	<p>To avoid litigations</p>