



**ALL INDIA
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No. AIBSNLOA/CHQ/2013/ 96

Dated: 14th February 2013

To

Shri A.K.Jain,
Sr. General Manager (Pers),
BSNL Corporate Office,
New Delhi

**Subject: Amendments proposed vis-à-vis the existing proviso in the SDE
(T) RR 2002 – regarding**

Ref: BSNL letter No.20-24/2001-Pers.II dated January 31, 2013

Sir,

At the outset, we express our sincere thanks to the BSNL Management and appreciate the efforts of the members of the Committee constituted for the purpose of proposing amendments to the SDE (T) RR in view of unending litigations.

2. This association has since been repeatedly requesting that the Management should put in place some concrete proposals to avoid unnecessary litigations on the issue of seniority which has been depriving a large number of seniors for their due promotion. We are happy to note that the Management has responded to that need. We also commend the hard work and deep thinking put in by the members of the committee in formulating the proposed amendments.

3. In this background, we would like to further suggest as follows:-

(a) **Inter se seniority between seniority quota promotees and competitive promotees:** In order that the proposed amendments put an end to all seniority issues and consequent litigations, it is important that the DPCs and the LDCEs are held regularly every year. A calendar with specific dates for the DPCs and LDCEs should be circulated in advance every year and the dates should be

strictly adhered to. It may be added *under column 11* in proposed provision that: ***"Normally the DPC for promotion on the basis of seniority cum fitness as well as the LDCE shall be held at least once in the calendar year."***

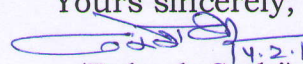
- (b) **Diversion of unfilled vacancies from one quota to another:** The proposed amendments do not shed light on the issue of unfilled vacancies of the LDCE of a particular year carried over to the next year, the method of fixing inter-se-seniority between the 67% and 33% quota promotees during the vacancy year and during the subsequent year. As per DoPT OM dated 3.7.86,
- (i) If adequate number of 33% quota (LDCE) promotees do not become available in any particular year, "rotation of quotas" for the purpose of determining seniority, would stop after the available 33% quota promotees and remaining 67% quota promotees are to be assigned their slots for the concerned recruitment year and bunched together at the bottom of the seniority list for the year.
 - (ii) The unfilled 33% LDCE quota vacancies for a recruitment year, would be carried forward to the corresponding LDCE quota vacancies of the next year (and to subsequent years, where necessary).
 - (iii) The additional LDCE quota promotees, who have passed against the carried forward vacancies of the previous year, would be placed en-bloc below the last 67% quota promotees in the next year/subsequent year seniority list."

Therefore *under column 12*, where the existing note is proposed to be deleted, the following note may be added: ***"Inter-se-seniority in respect of unfilled vacancies in an LDCE/DPC carried over to subsequent year/years shall be decided as per the provisions of DOPT O.M. No.22011/7/86 (Estt - (D) dated 3-7-1986 or any amendment Ordered by DOPT and in place on the date of issue of Notification for holding the LDCE/DPC."***

4. You are requested to consider the above mentioned suggestions and we would be thankful if we will be called for discussions on the above mentioned points or any other points before the amendments are finally approved.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary