



BSNL EMPLOYEES UNION

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Central Head Quarters

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General Secretary

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BSNLEU/519 (SC/ST)

09.11.2023

To,

Shri P.K. Purwar
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi – 110 001

Sir,

Sub: - **Non-implementation of DoP&T orders in the matter of reviewing results of the failed SC/ST candidates, by adopting lesser standards of evaluation - reg.**

Ref: - (1) BSNLEU letter no.BSNLEU/528(JE) dated 15.03.2023
(2) BSNLEU letter no.BSNLEU/528(JE) dated 26.05.2023
(3) BSNLEU letter no.BSNLEU/528(JE) dated 13.07.2023
(4) BSNLEU letter no.BSNLEU/528(JE) dated 09.09.2023
(5) BSNLEU letter no.BSNLEU/ 519(SC/ST) dated 16.10.2023

We wish to bring the following to your kind notice for favour of necessary action.

We write this letter in continuation of the discussion that BSNLEU had with the CMD BSNL on 02.11.2023. The General Secretary, BSNLEU, informed the CMD BSNL that, the Union is demanding review of the results of the failed SC/ST candidates, by adopting lesser standards of evaluation and that the BSNL Management is not implementing the instructions of the DoP&T on the subject.

BSNLEU pointed out to the CMD BSNL specifically that, the Union is demanding review of the result of one Shri L. Mothi Lal, Motor Driver, HRMS No.199601629, belonging to ST category in Telangana circle, who had narrowly failed in the JE LICE held on 18.12.2022. The Union also pointed out that, there are unfilled ST posts in Telangana circle.

In reply to the views put forth by BSNLEU, the CMD BSNL stated that, the matter had already been looked into by the Management. The CMD BSNL further stated that, there is no need to review the results of the failed SC/ST candidates since, overall, sufficient number of SC/ST candidates have got qualified in the JE LICE held on 18.12.2022. The reply given by the CMD BSNL implies that, the SC/ST candidates who have got qualified in the JE LICE on their own merit are also counted against the SC/ST quota posts.

In this connection, we wish to point out that, the methodology being adopted by the BSNL Management is wrong and is in violation of the DoP&T instructions on the subject, which clearly state that the own merit SC/ST candidates should not be counted against SC/ST quota posts. In this connection, we wish to quote the following instruction of the DoP&T, which categorically states that own merit SC/ST candidates should not be counted against SC/ST quota posts.

- i. ***Own Merit in promotion: In case of promotion, the instructions relating to own merit are as under:***

- *The SC/ST candidates appointed by promotion on their own merit and not owing to reservation or relaxation of qualifications will not be adjusted against the reserved points of the reservation roster. They will be adjusted against unreserved points.*
- *If an unreserved vacancy arises in a cadre and there is any SC/ST candidate within the normal zone of consideration in the feeder grade, such SC/ST candidate cannot be denied promotion on the plea that the post is not reserved. Such a candidate will be considered for promotion along with other candidates treating him as if he belongs to general category. In case he is selected, he will be appointed to the post and will be adjusted against the unreserved point.*
- *SC/ST candidates appointed on their own merit (by direct recruitment or promotion) and adjusted against unreserved points will retain their status of SC/ST and will be eligible to get benefit of reservation in future/further promotions, if, any.*
- *50% limit on reservation will be computed by excluding such reserved category candidates, who are appointed/promoted on their own merit.*
- *The principle of Own Merit will apply whether the promotion is made by selection method or non-selection method.*

(OM No.36028/17/2001 – Estt (Res.) dated 11/07/2002)

(OM No.36028/17/2001 – Estt (Res.) dated 31/01/2005)

(OM No. 36012/45/2005-Estt. (Res.) dated 10/08/2010)

In the light of the DoP&T instructions quoted above, we request the CMD BSNL to kindly review the results of the failed SC/ST candidates in the JE LICE held on 18.12.2022, including the result of Shri L. Mothi Lal, Motor Driver, HRMS No.199601629, Karimnagar, Telangana circle. We also request you to kindly review the results of the failed SC/ST candidates in all the LICES conducted during the past 5 years, by implementing the instructions of the DoP&T.

In case the Management feels that, there is no need to review the results of the failed SC/ST candidates, as is being demanded by BSNLEU, then a reply may kindly be given to the Union expeditiously, so as to enable the Union to approach the appropriate constitutional authority, seeking settlement of this dispute.

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Sandeep Govil, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) Shri S.P. Singh, PGM (Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(3) Ms. Samita Luthra, GM (Rectt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi - 1100011