



BSNL EMPLOYEES UNION

Central Head Quarters

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P. Abhimanyu
General Secretary

BSNLEU/318(MH)

To,

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

Sir,

Sub: - Harassment of employees belonging to ST community in Maharashtra circle – seeking your kind intervention – req.

Ref: -

We wish to draw your kind attention to the following, for favour of necessary intervention and appropriate action.

It has been brought to our notice that, the employees belonging to the Scheduled Tribe Community, serving in Maharashtra circle, are being subjected to severe harassment by the Maharashtra circle administration. The CGM, Maharashtra circle, vide his letter no.A/DE/SC-ST/False Fake/OFROT/2018-19/conf/09 dated at Mumbai 22.05.2019, has stated that the administration had received a complaint from an organisation called OFROT. It is stated that this organisation had given a list of employees, belonging to the Scheduled Tribe Community, claiming that they had got appointment, based on bogus caste certificates.

Based on the above mentioned complaint, the Maharashtra circle administration has issued letter to all the heads of BA/SSA/Units of the circles, directing them to take action on the complaint given by OFROT. It is very unfortunate that the Maharashtra circle administration, through it's above mentioned action, is causing a very severe harassment to the employees belonging to the most downtrodden of section of the society.

It is very unfortunate that the administration is causing this harassment, based on a flimsy complaint given by a "fly-by-the-night" organisation, which has not submitted any credible proof for it's claim, that the ST employees throughout Maharashtra circle, had entered into service in BSNL by producing fake certificates. It is also very important to note that, most of the 857 ST employees, who are being subjected to this harassment, have completed more than 25 to 30 years of unblemished service in the Department of Telecommunication, as well as in BSNL.

The Maharashtra circle administration has directed that all these ST employees should submit a caste validity certificate, to be issued by the state / district level Scrutiny Committee, or by applying online registration for obtaining caste validity certificate from the state / district level Scrutiny Committee. This direction is nothing but throwing the ST employees to the harassment of the so called state / district level Scrutiny Committee. This direction is a total violation of the DoP&T orders in vogue.

Various orders of the DoP&T, have made it amply clear that, the authority to verify the genuineness of the caste certificate of SC/ST/OBC candidates, is the District Magistrate. DoP&T letter No.36011/1/2012-Estt.(Res.) dated March 14, 2016, states that *"...the appointing authority should itself verify his/her claim through the District Magistrate concerned"* (copy of the letter enclosed). Further, DoP&T letter No.36022/1/2007-Estt.(Res.) dated 20th March, 2007, has directed the Chief Secretaries of all States / Union Territories *"...to issue instructions to the District Magistrates / District Collectors / Deputy Commissioners of the districts to effect that they should ensure at their own level that veracity of the caste / community certificate referred to the District Authorities, as stated above, is verified and reported to the Appointing Authority, within one month of receipt of requests from such authority."* (copy of the letter enclosed)



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Hence, from the above cited DoP&T letters, it is clear that whenever complaint arises with regards to the genuineness of the caste certificates produced by the SC/ST/OBC employees, the responsibility of verifying the genuineness of those certificates lies with the Appointing Authority only and not with the employee. Thus, in the present case, the Management itself should take up the issue with the District Magistrate etc., and should get the genuineness of the caste certificates confirmed. In other words, the Management should not compel the employee to get his / her caste certificate validated by any authority.

In view of the foregoing, we request you to kindly ensure that:-

- (a) *The Maharashtra circle administration does not harass the ST employees, by compelling them to get their caste certificates validated by state / district level Scrutiny Committee.*
- (b) *The Maharashtra circle administration itself takes up the issue with the concerned District Magistrate, to get the disputed caste certificates validated.*

Since, this is a very sensitive issue, pertaining to the employees of the most downtrodden section of the society, I urge upon you to kindly bestow your personnel attention to this case and to take appropriate action.

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

Encl: As above.

Copy to: (1) The Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) The Chief General Manager, BSNL, Maharashtra circle.
(3) The Chief Liasion Officer, BSNL Corporate Office, Janpath, New Delhi – 110001