

PARLIAMENTARY MATTER
MOST IMMEDIATE

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)
Corporate Office, SCT Cell
R.No.221, Eastern Court, Janpath
New Delhi – 110 001.

No.60-4/2011-SCT/02

Dated: 3rd January, 2012

Subject: Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on action taken by the Government on the recommendations contained in the Thirty-Seventh Report (14th Lok Sabha) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)" pertaining to Ministry of Communications and Information Technology.

Kindly find enclosed herewith a copy of OM No. 16-7/2010-SCT dated 23.12.2011 received from DDG(SU), Department of Telecom forwarding therewith a copy of OM.No. 20/3/1/SCTC/2010 dated 19.12.2011 of Lok Sabha Secretariat (SCTC Branch) on the subject cited above.

In this connection, it is stated that the Lok Sabha Secretariat has desired to furnish the point wise replies in respect of the Para Nos. 1.7, 1.11, 1.16, 1.29, 1.33, 1.36, 1.39, 1.46, 1.54, 1.57 and 1.60 of Chapter-1 of the Report (copy enclosed)

In view of above, it is requested to furnish the Replies on the above mentioned paras pertaining to your branch **by 20th January, 2012 positively** for onward transmission of the same to Lok Sabha Secretariat through Department of Telecom.

Encls: As above.



(Ram Shakal)

Chief Liaison Officer(SCT)

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To

1. PGM (FP), BSNL Corporate Office.
2. Sr.GM(Pers.), BSNL Corporate Office.
3. Sr.GM(Estt.), BSNL Corporate Office.
4. Sr.GM(Trg.), BSNL Corporate Office.
5. Sr.GM(CP&M) LTP Cell, BSNL Corporate Office.
6. Sr.GM(Rectt.), BSNL Corporate Office.
7. CS & GM (Legal), BSNL Corporate Office.
8. Intranet, BSNL.

TIME 2011

Ministry of Communications & IT

Department of Telecom
(SCTCELL)

4106
23/12/11

2728
26/12/11

Sanchar Bhawan, New Delhi

No.16-7/2010-SCT

Dated: 23.12.11.

OFFICE MEMORANDUM

Subject: Ninth Report of the Committee on the Welfare of Scheduled Castes and Tribes on action taken by the Government on the recommendations contained in the Thirty-Seventh Report (14th Lok Sabha) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)" pertaining to Ministry of Communications and Information Technology.

Enclosed find a copy of O.M No.20/3/1/SCTC/2010 dated 19.11.2011 from the Lok Sabha Secretariat on the subject mentioned above. The LSS has desired to furnish the replies to the comments of the Committee made at Para Nos. 1.7, 1.11, 1.16, 1.29, 1.33, 1.36, 1.39, 1.46, 1.54, 1.57 and 1.60 of Chapter-I of the Report by 2nd January, 2012 positively.

Since the point-wise replies to the recommendations is to be submitted to the LSS within the stipulated time period, it is urgently requested to prepare the replies appropriately and submit to the SCT Cell of DoT at the earliest for final compilation.

NK Joshi
(NK Joshi)
DDG (SU)

JS(T)
DDG (Estt) (para 1.11 & 1.16)

CMD (BSNL) (para 1.29, 1.33, 1.36, 1.39, 1.46, 1.54, 1.57, and 1.60)

Attn: SAC (IT)
For Implementation 2/12/11

SP
26/12

AM-I
[Signature]
26/12/11

LOK SABHA SECRETARIAT

(SCTC BRANCH)

Telegrams : LOKSABHA, NEW DELHI
FAX : 23010756

PARLIAMENT HOUSE ANNEXE
NEW DELHI-110001

No. 20/3/1/SCTC/2010

Dated the 19th December, 2011

OFFICE MEMORANDUM

Subject: Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on action taken by the Government on the recommendations contained in the Thirty-Seventh Report (14th Lok Sabha) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)" pertaining to Ministry of Communications and Information Technology.

The undersigned is directed to refer to the Ministry of Communications and Information Technology Office Memorandum No. 16-7/2010 – SCT, dated 30th August, 2011 wherein Final Action Taken Notes on the above mentioned subject were furnished. In this connection, it is stated that while replies to the recommendations of the Committee at Para nos. 2.20, 2.34, 2.44, 4.6, 4.16 and 4.53 have been furnished whereas replies to comments of the Committee made at Para Nos. 1.7, 1.11, 1.16, 1.29, 1.33, 1.36, 1.39, 1.46, 1.54, 1.57 and 1.60 of Chapter-I of the Report have not been furnished.

2. The Ministry of Communications and Information Technology (Department of Telecom) are requested to furnish point-wise replies to the recommendations/comments (20 copies in English and 10 copies in Hindi versions) contained in Chapter I of the Report to this Secretariat along with a soft copy by 2nd January, 2012 positively.

3. The Ministry of Communications and Information Technology are also requested to ensure that all the replies in respect of the recommendations contained in Chapter I are furnished to this Secretariat in one lot and set of replies is neatly stitched and paginated and paragraphed as per the Action Taken Report

4. The receipt of this communication may please be acknowledged

(G.C. DOBHAL)
UNDER SECRETARY
TEL. NO. 23034081
23034325

Handwritten notes:
17/12/11
18/12/11
19/12/11

Handwritten note:
DDG/BSNL

Handwritten notes:
urged
23/12/11
To: [Signature]

The Ministry of Communications and Information Technology,
(Department of Telecom),
(Shri R. Chandrasekhar – Secretary)
Government of India,
Sanchar Bhawan,
20, Ashoka Road,
New Delhi-110001.

Handwritten notes:
26/12/11
23/12/11
9224/115
20/12/11

Handwritten notes:
3705-R/mj
21/12/2011


Handwritten notes:
Copy BSNL
22/12/2011

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (2010-2011)**

Shri Gobinda Chandra Naskar - Chairman

MEMBERS

Lok Sabha

2. Shri M. Anandan
3. Shri Tara Chand Bhagora
4. Shri S.K. Biswamuthiary
5. Shri Harishchandra Chavan
6. Shri Bhudeo Choudhary
7. Shri Biren Singh Engli
8. Shri Eknath Mahadeo Gaikwad
9. Smt. Paramjit Kaur Gulshan
10. Shri Kamal Kishor 'Commando'
11. Shri Virendra Kumar
12. Dr. Chinta Mohan
13. Shri Sohan Potai
14. Shri Gajendra Singh Rajukhedi
15. Shri Ashok Kumar Rawat
16. Shri Bajju Ban Riyan
17. Shri Tufani Saroj
18. Shri Kodikkunnil Suresh
19. Shri Sajjan Singh Verma
20. Shri Bhausahaheb Rajaram Wakchaure

Rajya Sabha

21. Shri Lalhmimg Liana
22. Shri Mukut Mithi
23. Shri D. Raja
24. Shri Praveen Rashtrapal
25. Shri Thomas Sangma
26. Shri Veer Singh
27. Ms. Sushila Tiriya
28. Miss Anusuiya Uikay
29. Shri Veer Pal Singh Yadav
30. Vacant

Secretariat

1. Dr. R.K. Chadha, Joint Secretary
2. Ms. J.C. Namchyo, Director
3. Shri Hoti Lal, Additional Director
4. Shri M.L.K. Raja, Deputy Secretary
5. Shri L. Singson, Sr. Committee Assistant

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INTRODUCTION

1. The Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the report on their behalf, present this Ninth Report (Fifteenth Lok Sabha) on action taken by the Government on the recommendations contained in their Thirty-seventh Report (Fourteenth Lok Sabha) on the Ministry of Communications and Information Technology regarding "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)"

2. The draft Report was considered and adopted by the Committee on the 22nd July, 2010 (Appendix-A).

3. The Report has been divided into the following chapters:-

- I. Report
- II. Recommendations/observations which have been accepted by the Government.
- III. Recommendations/observations which the Committee do not desire to pursue in view of replies of the Government.
- IV. Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Thirty-seventh Report (Fourteenth Lok Sabha) of the Committee is given in Appendix-C. It would be observed therefrom that out of 28 recommendations made in the report, 13 recommendations i.e. 46.4 per cent have been accepted by the Government. The Committee do not desire to pursue 9 recommendations i.e. 32.1 per cent of the total recommendations in view of the replies of the Government. There are 6 recommendations i.e. 21.4 per cent in respect of which replies of the Government have not been accepted by the Committee and require further reiteration.

New Delhi;
August, 2010
Shravana, 1932 (Saka)

GOBINDA CHANDRA NASKAR,
Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.

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CHAPTER I

REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Thirty-seventh Report (Fourteenth Lok Sabha) on the Ministry of Communications and Information Technology regarding "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)".

1.2 The Thirty-seventh Report was presented to Lok Sabha on 23th February, 2009. It contained 28 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and may be categorised as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl. Nos. 2, 4, 6, 9, 10, 12, 13, 14, 15, 22, 23, 24 and 27).
- (ii) Recommendations/observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 1, 3, 11, 16, 18, 20, 21, 25 and 26).
- (iii) Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 5, 7, 8, 17, 19 and 28).
- (iv) Recommendations/observations in respect of which final replies have not been received (NIL).

1.3 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments.

~~1/27/9~~

Representation of SCs/STs on the Board of Directors

Recommendation (Sl. No. 1, Para No. 1.10)

1.4. The Committee regret to note that there is no representation of SC/ST members on the Board of Directors of BSNL even though it was admitted that there is no prohibition of their being considered for the Board level appointments as per the guidelines. The Committee was informed that selections and appointments of members in the Board are made by the Government of India through the Public Enterprises Selection Board (PESB). It was also admitted that as of now no SC/ST candidate has found favour with the PESB but it is hoped that in the near future they should be able to have some SC/ST members on the Board. It is surprising to note that the BSNL has not felt the need to have representation of SCs/STs on the Board of Directors because an officer of the rank of Junior Administrative Grade level namely, CLO(SCT) coordinates implementation of Government's Reservation Policy. The Committee feel that these replies reflect lack of understanding on the subject matter being examined because the appointment of SC/ST members on the Board of Directors has no relevance with the appointment of Chief Liaison Officer (SCT) at the Headquarters. An SC/ST member on the Board by virtue of his position can play a crucial role for the greater interest and welfare of SC/ST employees over and above his contribution for the growth of the BSNL. Whereas, the role of a CLO, who is by far in a relatively lower position working under the direct control of top management is restricted to only implementation of Government reservation policies and other SC/ST related matters. Being not on the Board of Directors, he can not involve himself in the decision making process on various policies including proper implementation of Reservation Policy, which is normally considered at Board level meetings. BSNL, is a very large organisation with a staff strength of around 3.10 lakhs out of which 70,000 employees are reported to be from

SC and ST categories. The Committee, therefore, feel that an SC/ST member should have been appointed on the Board. Moreover, there is a Constitutional provision under Article 16(4A) which says that "Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion to any class or classes of posts in the services under the State in favour of the Scheduled Castes and the Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State". In view of the above, the BSNL should take a proactive role in the process of appointment of SC/ST members on the Board and not leave the matter to the Government alone. There is no dearth of eligible SC/ST candidates for appointment to the Board, provided they have proper backing and support. The Committee, therefore, urge the BSNL to scout for suitable and eligible SC/ST candidates and sponsor them to the Government for appointment on the Board. The Committee also urge the BSNL to clearly spell out and justify the need for appointments of SC/ST members on the Board. The Committee recommend that, if necessary, the Government should amend the rules/regulations governing appointments to the Board in view of the Constitutional mandate so as to facilitate appointments of SC/ST member on the Board.

Reply of the Government

1.5 As the Committee was informed earlier selections and appointments of members on the Board of Public Sector Enterprises are made by the Govt. of India through the Public Enterprises Selection Board (PESB). The post is advertised in the newspaper by the PESB and is also posted on its website alongwith the detailed job descriptions, including the eligibility conditions. The PESB called for applications from eligible Central Public Sector Executives, State Public Sector Executives, Private Sector Executives and Government officers. The Department of Telecom is also asked to

forward the applications of eligible officers of the Public Sector Undertakings under its control. The applications received from Telecom PSEs and ITS officers are forwarded to the PESB. The applications are scrutinized by the PESB and the PESB after interviewing the candidates and assessing their Annual Confidential Reports recommends the name of two suitable officers. Since the post of Director is a contractual post and is higher than the lowest rung of Group 'A' post upto which the reservation is applicable, it cannot be reserved for SCs/STs. However, SCs/STs are also considered if eligible alongwith other candidates.

1.6 As regards the Committee's recommendation for amendment to the rules/regulations governing appointments to the Board, the recommendation of the Committee has been forwarded to the Department of Public Enterprises, the nodal Department for framing the policies in respective executives of CPSIEs.

Comments of the Committee

① 1.7 The Committee appreciate that the Bharat Sanchar Nigam Limited (BSNL) has forwarded the recommendation of the Parliamentary Committee for amendment of rules/regulations governing appointments to the Board to the Department of Public Enterprises, which is the nodal Department for framing the policies in respective executives of CPSEs. The Committee desire that the BSNL should continuously pursue the matter with the nodal department till a favourable policy for facilitation of appointments of SC/ST member on the Board even as non-official member is arrived.

Absorption of Group 'A' officers on deputation from DOT

Recommendation (Sl. No. 2, Para No. 2.7)

1.8 The Committee note that Group A officers of BSNL have not yet been absorbed and are still deemed as on deputation from DOT. The period of deemed deputation was

to last upto 30.9.2005 as per the decision of the Cabinet. Not satisfied with the terms and conditions, the Committee note that Group A officers did not exercise the option for absorption in BSNL/MTNL or continuation with DOT. The Committee further note that a committee constituted by DOT, which included representatives of Indian Telecom Service Association (ITSA), have recommended for liberalization of certain terms and conditions. Based on these recommendations, a cabinet note was being finalised for consideration of the Cabinet. The Committee hope that the said note would have been finalised by now and sent for consideration of the Cabinet for early absorption of Group A officers in BSNL. The Committee would like to be apprised of the decision of the Cabinet at the earliest.

Reply of the Government

1.9 The Committee was earlier informed of a brief background of the ongoing process of absorption of Group A officers in BSNL and about the constitution of a Committee including representatives of Indian Telecom Service Association (ITSA) to consider the absorption related issues in finer details. The Committee were further informed that based on the recommendations of the said Committee, a Note for the Cabinet was proposed to be submitted seeking approval on liberalization of certain terms and conditions of absorption and extension of the period of deemed deputation.

1.10 Thereafter, the following developments have taken place in the matter of absorption of Group A officers in BSNL/MTNL:-

(a) Based on the recommendations of the above Committee, a Note dated 2.5.2008 on the subject of absorption of Group A officers in BSNL/MTNL was submitted to the Cabinet. The Cabinet, in its meeting held on 15.05.2008, decided that the matter may, in the first instance, be considered by a Group of Ministers (GOM). Accordingly, a Note dated 5.5.2008 was submitted to GOM. Based on the decisions taken by GOM on

10.06.2008, a fresh Note dated 3.7.2008 on the subject was submitted for consideration by the Cabinet.

(b) The Cabinet in its meeting held on 24.7.2008 considered the proposals made in the Note dated 03.07.2008 and approved the proposals with certain directions. After fulfilling the directions, a revised option letter dated 26.08.2008 was issued. Besides, the period of deemed deputation, without deputation allowance, of officers belonging to various Group A services was also extended till 22.12.2008 or the date of allocation, whichever is earlier.

(c) This Department received requests for modifying certain general terms and conditions of absorption as also seeking clarifications on various points. After considering the said requests, revised general terms and conditions and clarifications were issued on 29.09.2008 and 01.10.2008 & 22.10.2008.

(d) As per option letter dated 26.8.2008, the last date prescribed for submission of options by Group A officers was 16.10.2008, but the last date was extended from time to time upto 15.12.2008 to enable the officers to take an informed decision in the matter.

(e) Despite liberalized terms and conditions of absorption, as notified by the Department of Telecommunications vide their letter dated 26.08.2009 read with the revised general terms and conditions of absorption issued on 29.9.2008, the response of Group A officers towards absorption in BSNL/MTNL was very poor.

(f) Discussions with the officers in the Department/BSNL revealed that the chief reason for the poor response was the non-clarity on the issue of Government's ultimate liability to pay pensionary benefits to BSNL employees under all circumstances and the periodic revision of the pension sanctioned on the basis of combined service in the Government and in the Public Sector Undertaking under Rule 37-A of CCS (Pension) Rules, 1972 as happens in the case of Government servants.

- (g) The above issues were discussed in a meeting held by Secretary, Department of Expenditure in her office on 16th December, 2008. The meeting was attended, among others, by Secretary, Department of Telecommunications, Secretary, Department of Pension & PW and President, Indian Telecom Service Association (ITSA).
- (h) During the above meeting, it was, inter-alia, agreed that the relevant provisions of Rule 37-A of CCS (Pension) Rules, 1972 were already clear on the question of ultimate liability of the Government to pay pensionary benefits including family pension to the employees of BSNL (excepting those recruited after 01.10.2000) and that a clarification in this regard could be issued by the Department of Telecommunications. Accordingly, a clarification dated 05.01.2009 was issued by the Department of Telecommunications.
- (i) As regards the other issue, a view emerged that the employees who got absorbed in BSNL/MTNL (or will get absorbed in BSNL/MTNL) w.e.f. 1.10.2000 in IDA pay scale and opt for pension based on combined service will be eligible for revision of their pension, based on the recommendations of each subsequent Pay Commissions, including the 6th Pay Commission on the lines of DOP&PW OM No. 4/14/2001-P&PW(D) dated 19.9.2003. However, since the officers from Department of Pension & PW did not agree with this view, it was decided to seek legal opinion in the matter. Accordingly, a file on this subject was moved for comments of Deptt. of Pension & PW and Department of Expenditure as also for seeking the advice of Ministry of Law. A final decision in this matter will be taken in the light of the advice to be received.
- (j) Since a successful completion of the absorption process is vital to the Government interests including those of BSNL/MTNL, it has been decided not to disturb the current deployment of all Group A officers in BSNL/MTNL who are on deemed deputation for the present. It has also been decided to give another opportunity to

Group A officers for exercising their option for absorption in BSNL/MTNL after a decision on the aforesaid issue of periodic revision of pension is taken.

Comments of the Committee

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1.11 The Committee note that absorption of Group A Officers who are deemed on deputation from Department of Telecommunications is still incomplete because a final decision on the issue of periodic revision of pension is yet to be taken. The Committee desire that a expeditious decision in regard to issue of periodic revision of pension should be taken. The Committee should be apprised of the decision taken in this regard and action taken for.

Recommendation (Sl. No. 3, Para No. 2.8)

1.12 The Committee also note that Group A officers individually and through their Associations have filed a series of court cases challenging the terms and conditions of absorption. The Committee strongly recommend that action to vacate stay orders at the earliest should be taken so that absorption process of Group A employees as also cadre of absorbed Group B employees promoted to Group A officers be finalised.

Reply of the Government

1.13 At present, there are only three court cases filed in the Hon'ble High Court of Andhra Pradesh at Hyderabad where the interim orders passed to by this Court staying the absorption process are still in operation. However, as per legal advice, these interim orders are applicable in personam and not in rem, i.e. these interim orders are applicable to the petitioners in these Writ Petitions only. As such, there is no legal bar on proceeding ahead with the absorption process except in the case of a few Group A officers (about 100) who are parties in the above three court cases.

1.14 This Department has engaged learned Additional Solicitor General of India to defend these cases on behalf of Union of India and to have the interim orders vacated.

1.15 In order to seek expeditious disposal of the above cases, separate additional counter affidavits have recently been filed in the Hon'ble High Court of Andhra Pradesh in these cases to bring out the latest developments in the matter of absorption of Group A officers in BSNL/MTNL including the liberalized terms and conditions of absorption notified by this Department vide the latest option letter dated 26.8.2008 read with the revised general terms and conditions of absorption issued on 29.9.2008. In the said additional counter affidavit, a prayer has been made for dismissal of the cases on the ground that most of the demands made by Indian Telecom Service Association (ITSA), as finally approved at the highest level in the Government of India, i.e. Cabinet have been agreed to. Besides, separate Applications have also been filed praying for early hearing of these cases. It is expected that these cases will soon be disposed of by the Hon'ble High Court of Andhra Pradesh.

Comments of the Committee

③ 1.16 The Committee should be apprised of the position in regard to pending absorption cases filed in the Hon'ble High Court of Andhra Pradesh.

Amendment of recruitment rules to fill all reserved vacancies

Recommendation (Sl. No. 5, Para No. 2.20)

1.17. The Committee note that only 406 SC posts in JTO category have been filled up as against 450 posts, which is 15 percent of 3000 posts for which recruitments were held in the year 2006. Similarly, the required number of ST JTOs to be recruited should have been 225 in addition to the carry forward vacancies of 57. The reason for not recruiting the requisite number of SC candidates was that they could not qualify in the

JTO examination, 2005 which was conducted on all India basis even under the relaxed qualifying standards. If given vacancies for a particular recruitment year could not be filled up due to non-availability of candidates, the vacant posts will most probably be carried forward to the next recruitment exercise as in the case of ST posts in JTO category which has been shown as carried forward in the recruitment year 2006. Even, if sufficient number of SC/ST candidates do not qualify in the subsequent recruitment, the trend of carrying forward of vacancies should continue. The Committee recommend that to discontinue these trend of carrying forward of reserved vacancies year after year, the selection should be based on the number of vacancies and merit. The Committee stress that on selection, SC/ST candidates should be given compulsory in-house trainings so as to bring them up to the required standards to meet the job requirements. The Committee, therefore, recommend that the BSNL should amend the recruitment rules and procedures appropriately so that all the reserved vacancies of SCs and STs are completely filled in every recruitment year through selection of the best candidates available in the competitive examinations.

Reply of the Government

1.18 In this para the recommendation of the Committee regarding recruitment appears to be very useful for the organisation and also in the interest of SC/ST candidates. However, BSNL is following the Government's rules and regulations formulated by DOP&T and DPE.

Comments of the Committee

1.19 The Committee are surprised to note that the recommendation of the Committee on recruitment of SCs and STs cannot be carried out since BSNL are following the rules and regulations formulated by DOP&T and DPE. The Committee have simply pointed out the shortcomings noticed in implementation

of the Government rules in practice. The thrust of the recommendation is that year after year due to non-availability of SC/ST candidates, it has been stated that reserved vacancies are carried forward to next recruitment year, which, in the view of the Committee do not serve the interest of SCs/STs in the long run. The Committee earnestly desire that steps should be taken to put an end to this practice. The Committee are of the opinion that one way of addressing the problem is to amend the existing rules and regulations concerning recruitment. The Committee are also of the view that recruitment rules, which are within the jurisdiction of the organization, should be amended as per requirement of circumstances and need due to changing times. The Committee also have some apprehension that carrying forward of unfilled reserved vacancies to the next recruitment year, if not checked on time would have its chain effect on promotional prospects of many SC/ST candidates with the net result of non-availability of candidates in the feeder grades for promotion. The Committee, therefore, reiterate their earlier recommendation that BSNL should amend the recruitment rules suitably so that provisions are made to completely fill all the reserved vacancies of SCs/STs in every recruitment year through selection of the best candidates available in the competitive examinations irrespective of the benchmarks set for the purpose. The Committee further recommend that the selected candidates should also be given in house training so as to bring them up to the required standards to meet the job requirements.

Shortfall of ST category in staff strength

Recommendation (Sl. No. 7, Para No. 2.34)

1.20 The Committee note that from the time of formation of BSNL on 01.10.2000 there is a continuous shortfall in the staff strength of ST category in various groups of posts.