



Bharat Sanchar Nigam limited
(A Govt. of India enterprise)
Corporate Office,SEA Section,

7 th Floor, Bharath Sanchar Bhawan Janpath, New Delhi 110 001.

No.4-18/2007-SEA
Dated: 27-02.2009.

To

- (1) All Chief General Managers/Circle IFAs
BSNL Telecom Circles/Telephone Districts
- (2) All Chief General Managers/Circle IFAs,
BSNL Telecom Project Zones/Telecom Maintenance Regions.
- (3) All other Administrative offices/Units in BSNL

Subject: Fixation of inter-se-seniority between External candidates and Direct Recruits (DR JAOs)– Reg.

Sir,

This office has received many similar representations from DR JAOs directly and through circles/units on the subject mentioned above, in which, it is demanded by DR JAOs that their names should be placed above the External Candidates in the Seniority List of JAOs as they are senior to External Candidates who were appointed in BSNL in 2005 where as DR JAOs were appointed in 2004 duly citing the clarification issued by DOP&T vide OM No. 20011/1/2006-Estt(D) dated 03.03.2008. The following has been, inter alia, stated by DR JAOs in the representation in support of their claim:

1. In the undertaking given by the DR JAOs at the time of joining in BSNL, there was no specific mention of Postal JAOs who had appeared in the Special Exam of December, 2000 and thereafter a specific mention was added in their appointment letter after completion of their pre-appointment training.
2. Department of Personnel & Training has clarified that for the purpose of fixation of seniority 'Actual year of Appointment' will be taken into account and 'Persons so appointed shall not get seniority of any earlier year (viz year of vacancy/panel or year in which recruitment process is initiated) but should get the seniority of the year in which they are appointed on substantive basis' vide letter no.20011/1/2006-Estt(D) dated 03.03.2008.
3. As per the above clarification of DOP&T DR JAOs are senior to External Candidates (Postal JAOs) who were appointed in BSNL in 2005 after appointment of DR JAOs in 2004 and the seniority list of JAOs has to be revised accordingly.

The issue has been examined in CO, BSNL with the instructions/guidelines available on the subject and the undersigned has been directed to intimate the following:

1. The external candidates had provisionally qualified in JAO Special Examination held in December, 2000 before recruitment of DR JAOs in 2003.
2. DR JAOs had given undertaking on various occasions that they will rank en-bloc junior to the candidates qualified in the JAO exams that were held before Direct Recruit Exam of 2003.
3. The DOP&T order on the subject speaks about determination of seniority among direct recruits and promotees, where as, DR JAOs and External Candidates were appointed in BSNL against Direct Recruitment quota. As such, they belong to same category. Hence, the instructions/clarification issued by DOP&T on the subject are not applicable for determining the seniority between DR JAOs and External Candidates.

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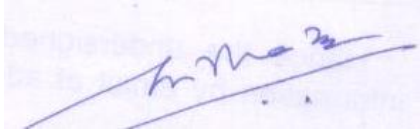
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has clearly stated in their OM dated 03.03.2008 that cases decided with reference to any other interpretation of term 'available' as contained in OM dated 03.07.1986 need not be reopened.

Hence, the seniority fixed between DR JAOs and External Candidates in the provisional Seniority/Gradation list of JAOs as on 11.05.2007 is in order as per the instructions/guidelines issued on the subject. The representations if any, received on the subject from DR JAOs in your unit may be disposed of accordingly and the same need not be forwarded to this office.



(T.A.Sridharan)
Assistant General Manager(SEA)