



# Sanchar Nigam Executives' Association (India)

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**SNEA(I)/CHQ/ GM(E)/2012-14/02**

**Dated 27<sup>th</sup> January, 2014.**

To  
Sh. R. K. Goyal,  
GM (Estt), BSNLCO,  
New Delhi.

**Sub: Comments/suggestions on draft JTO RR 2014 reg:  
Ref: No 5-32/2013-Pers-IV dated 17th January 2014.**

Kindly refer letter under reference circulating the draft JTO RR 2014 for our comments. Through proposed amendment, one of the major issues regarding regularization of screening test qualified and JTO Phase I trained officials is addressed as demanded by the Association long back. However, comments/suggestions by this Association on different provisions of the draft JTO RR 2014 and some of the important provisions to be incorporated to protect the seniority of the existing JTOs, seniority of the JTOs to be recruited as per the new RR, their recruitment year, educational qualifications etc are submitted as follows:

#### **A. Schedule 4. Pay scale:**

In the draft RR, the pay scale is proposed to be scaled down arbitrarily to E1 whereas the pre-revised pay scale of JTO cadre was E1A. As per DPE guidelines this intermediary E1A pay scale has to be replaced by standard pay scale. Whereas all other CPSUs having intermediary pay scales have moved over to next higher IDA scale in accordance to DPE guidelines, BSNL is adopting a thoroughly retrograde attitude by demoting the cadre of JTO whose strategic importance and critical role in overall growth and development of telecom services in erstwhile DOT has been widely acclaimed by premier manpower consultant National Productivity Council(NPC) and another high power SM Aggarwal Committee. It would be extremely pertinent for BSNL Management to get apprised of what NPC has mentioned about the strategic importance of the JTO cadre in its report after extensively studying and meticulously evaluating the role that this cadre has played in the growth of telecom in DOT, particularly in areas of high technology, in both switching and transmission. The report provides valuable insight into the vital functions of this cadre and would be an eye opener for BSNL Management, provided it is interested in acknowledging the exemplary role of this cadre.

Over a period of time, particularly after transition of DOT to BSNL, with incredibly vast and rapid technological changes taking place in the field of telecom, particularly with the advent of wireless telecom services (GSM), this critical role of JTO cadre in BSNL not only got reinforced but assumed strategic importance of extraordinary nature. It is of course a different matter that BSNL Management, completely lacking professionalism to deal with and exploit potential

Human Resources and thus harness and channelize their energies and potential for growth of the Company, has been, on the contrary, trying its best to demotivate and demoralize this cadre. Proposing E1 pay scale thus in the draft RRs is nothing but a manifestation and reflection of unprofessional and perverse thinking of the BSNL management. If management has any genuine seriousness and concern about future growth of the Company, it should immediately give up its narrow considerations and wide open its eyes to see the reality and the hard reality is to preserve and further strengthen the huge strategic importance of this cadre. **The first step towards reinforcing the confidence and morale of this cadre is to straightaway extend it the standard E2 pay scale recommended by DPE and approved by Govt.**

#### **B. 10. Initial constitution:**

**Initial constitution:-** All officials who had been appointed as JTO(T) on regular basis prior to the date of commencement of these Rules shall be deemed to have been appointed under these Rules on regular basis with effect from the date of their appointment to the posts.

The draft RR is silent about the candidates having passed the LICE held on 02.06.2013 and undergoing training or to be sent for training and waiting for appointment. All of them should become part of the initial constitution to protect their appointment and seniority. **In other words "all the officials appointed as JTO(T) on regular basis or under the process of recruitment/appointment at various stages as per JTO RR 2001 shall be deemed to have been appointed under these rules on regular basis with effect from the date of their appointment to the posts".**

#### **C. Schedule 7. Educational and other qualification for Direct Recruits:**

M Tech (Electronics), M Tech (Information Technology), M Tech (Software Engineering), M Sc (Information Technology), M Sc (Instrumentation), M Sc (Physics with Electronics as specialization), M Sc (Software engineering) also shall be added. **The Direct recruitment can be on the basis of GATE score.**

#### **D. Schedule 11.**

**(1) ABSORPTION:** By absorption of Screening Test qualified and JTO Phase-I trained officiating JTOs.

There can be candidates who are not officiating now after completion of phase I training. So it may be modified as **"By absorption of screening test qualified and JTO Phase I trained officials"**.

(2) **PROMOTION:** Internal quota left after absorbing screening test qualified and JTO phase-I trained officiating JTOs (i.e. para '1;) above will be filled up through LICE from employees in the pay scale of 13600-25420 or above with combined 7 years residency period in the pay scale of 13600-25420 or above and below the age of 55 years as on 1st July of the vacancy year provided they possess the following essential qualification from recognized University/Institution of a Central/State govt.

- a) By insisting pay scale of 13600-25420, non-executives in TTA cadre only will be eligible to appear in the LICE. Since separate quota is not maintained for Sr TOA and other cadres for promotion to JTO cadre, **the condition of pay scale may be accordingly modified to make other non –executives having the requisite educational qualifications also eligible to appear in the LICE.**
- b) **Qualifying service or residency period should be reduced from 7 to 5 years.** As per the BSNLCO letter dated 21.12.2009, the last LICE was notified in 2010 and this issue has been discussed with the BSNL Management and Management in principle agreed to consider the proposal to reduce the residency period from 7 years to 5 years in the next JTO recruitment through LICE. This will provide opportunity to younger generation to compete and get into the cadre of JTO.
- c) **B Sc (Information Technology) and B SC (Software Engineering)** also may be added as educational qualification for Intl candidates to appear in the LICE. Similarly many candidates were appointed as TTAs in 2001-2003 with different courses like **power electronics, electronics production, Computer hardware, industrial electronics, instrumentation & control, E&E, ET&T** etc all over India, by considering their equivalent Certificates. Promotional avenues /eligibility of these candidates for appearing in the LICE also may be ascertained and incorporated in the proposed RR.

#### **E. The draft RR is silent on the following issues:**


- a) The draft RR is silent about the seniority of the candidates having passed the LICE held on 02.06.2013 and undergoing training or to be sent for training with reference to the JTOs going to be recruited as per the new RR, in case the JTOs through LICE held on 02.06.13 are joining after the joining of JTOs recruited as per new RR 2014. This may happen as the results of LICE held by some Circles are not yet published due to court cases and it can be further delayed. **The seniority of the JTOs recruited or under process of recruitment as per JTO RR 2001 should be protected, ie. "JTOs appointed or under process of recruitment as per JTO RR 2001 should be enbloc senior to those who are recruited by the new JTO RR 2014".**
- b) Fixation of inter-se seniority between internal candidates promoted through LICE and Direct rectx in a particular recruitment year is not specified in the draft RR.

**It is suggested that "the seniority be fixed in the ratio 1:1 in a particular recruitment year starting with promoted officer" as in the case of other RRs.**

- c) **Seniority among officiating JTOs going to be regularized by absorption.** It is mentioned in the draft RR that seniority of the future recruits shall be decided on the basis of marks/merit obtained in the respective examination, ie LICE/Direct rect examination. However remaining officiating JTOs are not going to appear in future LICEs. So method of fixation of seniority among officiating JTOs should be clearly spelt out in the proposed RR, ie whether their rank/seniority in the feeder cadre or training centre marks exclusively for them (as a onetime measure) will decide their inter-se seniority.
- d) **Seniority between the JTOs recruited through LICE and recruited through absorption against 50% internal quota for the first rect year:** The draft RR is silent on this important issue. The seniority between these two streams should be clearly mentioned in the RR to avoid litigations in the future between these two streams.
- e) **Recruitment year for JTO recruitment:** In the JTO RR 2001, recruitment year is not mentioned. As a result, the recruitment year will be decided based on DoP&T OM dated 03.03.2008. The DoP&T OM dated 03.03.2008 is going to raise serious issues for the JTO cadre for the recruitment held in the year 2013. Almost in all the Circles, the LICE was held on the same date 02.06.2013. But the declaration of results, pre-appointment training and appointment etc vary from Circle to Circle. In some Circles, the appointment will be done before 31.03.2014, so all the JTOs will get the recruitment year of 2013-14. But in some other Circles, the training will be completed only after 31.03.2014 and their recruitment year will be 2014-15. **So for the same recruitment process and LICE held on the same date, the seniority of the JTOs varies from Circle to Circle, for some Circles it will be 2013-14 and for others it will be 2014-15.** Secondly, if the LICE is not held every year, then the eligible candidates will lose their seniority and service also. These twin issues have to be addressed in the new RR. **For that purpose, recruitment has to be done every year and vacancy year or year of notification of rect should become the recruitment year for all the officials irrespective of their date of joining. This provision should be incorporated in the RR.**

With kind regards,

Sincerely Yours,



(K. Sebastin)