

**URGENT**

**Bharat Sanchar Nigam Limited**

(A Government of India Enterprise)

Corporate Office, SCT Cell

Room No.221, Eastern Court

Janpath, New Delhi - 110001

No.45-1/2008-SCT / 725

Dated the 24 December, 2008.

To

1. All Heads of Telecom Circles and Metro Districts
2. PGM (Arch.)/(BW)/(Elect.)/(FP), BSNL Corporate Office, New Delhi,
3. GM (Pers)/(TF), BSNL Corporate Office, New Delhi,

**Subject: - Special Recruitment Drive for filling up the backlog vacancies reserved for SC, STs and OBC as on 01.11.2008.**

Kindly find enclosed herewith a copy letter No.12-9/2008-SCT dated 12.12.08 received from Director (SR) & LO (SCT), Department of Telecom, forwarding therewith a copy of O.M.No. 36038/12008-Estt. (Res) dated 19.11.2008 of Department of Personnel & Training, containing Government of India's instructions for conducting special recruitment drive to fill the reserved backlog vacancies meant for SCs, STs and OBCs.

2. In this connection, all the appointing/cadre controlling authorities are requested identify the backlog vacancies in direct recruitment quota and promotion quota (for SCs and STs only) in respect of all the cadres under their control and take appropriate action to fill up the said backlog vacancies.

3. Therefore, you are requested to implement the orders/instructions contained in the aforesaid Office Memorandum immediately and furnish compliance report, in the 'Tabular Forms (Proforma III-A) and (Proforma III-B) which are enclosed herewith.

4. **Furthermore, you are requested to kindly study the aforesaid DOP & T's Office Memorandum thoroughly and scrupulously adhere to the contents therein.**

**The receipt of this letter may please be acknowledged.**

*[Signature]*  
24/12/08

**R.K.Varun, I.T.S.**

**Chief Liaison Officer (SCT)**

**Tel.011-23037363**

**FAX No.011-23766143**

Copy to:

1. PPS to Director (HRD), BSNL New Delhi.
2. PPS to Director (Finance), BSNL, New Delhi.
3. The Director (SR) & LO (SCT), Department of Telecom, Sanchar Bhawan, New Delhi-110001 w.r.t. his letter No. 12-9/2008-SCT dated 12.12.08.
4. The GM (Estt.), BSNL Corporate Office, New Delhi.
5. The AGM (CSS)/(Pers-I)/(Pers-II)/(Pers-III)/(Pers-IV)/(SEA), BSNL Corporate Office, New Delhi.

✓  
BSNL Intranet.

2389  
22/12/08

**SPECIAL RECRUITMENT DRIVE/Most Urgent**

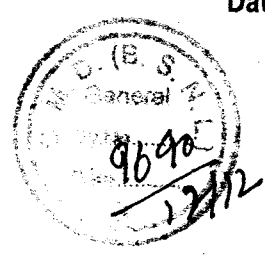
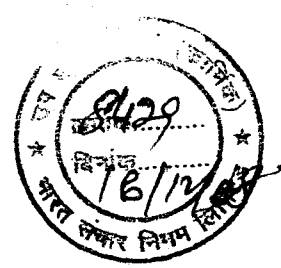
**Ministry of Communications  
Department of Telecom  
(SCT CELL)  
Sanchar Bhawan, Ashoka Road  
New Delhi 110 001**

No. 12-9/2008-SCT

Dated: 12 .12.08.

To

CMD, BSNL  
CMD, MTNL  
CMD, TCIL  
- CMD, ITI  
Secretary, TRAI  
Registrar, TDSAT  
ED, C.DoT



**Sub: Special Recruitment Drive for filling up the backlog reserved vacancies of SCs, STs and OBCs in Direct Recruitment quota as well as Promotion quota existing as on 1.11.2008.**

The undersigned is directed to forward herewith a copy of the O.M No. 36038/1/2008-Estt(Res) dated 19.11.08 received from DoP&T on the subject mentioned above. The O.M is self explanatory.

The concerned cadre authorities are requested to initiate immediate action to fill up all the backlog vacancies reserved for SCs, STS and OBCs for direct recruitment and SCs, STs also for promotion after identifying the backlog vacancies as per post based roster and also as per the instructions contained in the DoP&T's said O.M . It is also requested that necessary action/prograess report in the prescribed format (enclosed) may please be forwarded to SCT Cell in time so that a consolidated report in respect of all PSUs and Autonomous Bodies could be submitted to DoP&T at the earliest. The desired action may please be taken on priority basis.

Besides in order to carry out the SRD porgramme smoothly each PSUs/Abs are requested to nominate one nodal officer at the level of Deputy SecretaryDirector or equivalent and the name and address, tel.no (Mobile Number). etc may be communicated to Director (SR) & LO (SCT). The nodal officer in a particular Division shall be responsible for watching the progress of the special drive and furnish a consolidated report to SCT cell for further consolidation of the information.

Manager (SCT)  
P. Kumar  
22-12-08  
sh. PPC  
Urgent  
AGM-I (SCT)  
22/12/08

A for  
14/12/08  
DIR (MAN)  
22/12/08

Director (Staff Relations) & LO(SCT)  
Tel. 23711239

2/10 Release

~~PS(A)~~

2788/31/12/08

01/12

**NATIONAL COMMON MINIMUM PROGRAMME**  
**SPECIAL RECRUITMENT DRIVE**

F.No.36038/1/2008-Estt (Res.)  
Government of India  
Ministry of Personnel, P.G & Pensions  
Department of Personnel & Training  
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New Delhi, Dated the 19<sup>th</sup> November, 2008

**OFFICE MEMORANDUM**

Subject:- Special Recruitment Drive for filling up the backlog reserved vacancies of SCs, STs and OBCs.  
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The undersigned is directed to say that the Government had launched a Special Recruitment Drive in August, 2004 to fill up the backlog reserved vacancies of SCs and STs existing as on 1.7.2004. More than 56000 vacancies were filled during that Drive. Some backlog vacancies could not be filled for various reasons. It is possible that some fresh backlog vacancies might have been created meanwhile. It has come to notice of this Department that a number of backlog vacancies of OBCs also exist. Keeping all these facts in view, it has been decided to launch a fresh Special Recruitment Drive to fill up backlog reserved vacancies of SCs, STs and OBCs in direct recruitment quota and of SCs and STs in promotion quota existing as on 1.11.2008.

2. Following schedule shall be followed for the Drive:

Sl. No	Action	Target Date
1.	The Ministries / Departments to issue instructions to all appointing authorities under their charge for conduct of the Drive.	By 27.11.2008
2.	Appointing Authorities to identify the backlog reserved vacancies as on 1.11.2008.	By 15.12.2008
3.	The appointing authorities /Ministries/Departments to report the vacancies to the UPSC / SSC or other concerned recruiting agencies.	By 31.12.2008
4.	UPSC/SSC/Other recruiting agencies to advertise the vacancies.	By 31.1.2009
5.	UPSC/SSC/Other recruiting agencies to make selections. *	By 30.4.2009

10/3/08  
3/11/2

838/10/12/08  
3/12/08

4. All advertisements calling for applications for filling up the posts by way of Special Drive may be published under the caption, **"Special Recruitment Drive for SCs, STs and OBCs"** and may be given wide publicity so that the information reaches the target group. The UPSC, SSC and all other recruiting agencies should expedite the selection of candidates for which indents are placed with them.


5. Following points may be kept in view while identifying the backlog reserved vacancies:

- (i) There is a ban on dereservation of vacancies reserved for SCs, STs and OBCs in case of direct recruitment. Where sufficient number of candidates of the concerned category are not available to fill up the vacancies reserved for them in direct recruitment, the vacancies are kept unfilled. These unfilled reserved vacancies are treated as 'backlog reserved vacancies' for subsequent recruitment year.
- (ii) In case of promotion, the instructions provide that if sufficient number of SC/ST candidates fit for promotion against reserved vacancies are not available, such vacancies may be dereserved and filled by candidates belonging of other communities. However, if sufficient number of SC/ST candidates fit for promotion against reserved vacancies are not available and such vacancies can also not be dereserved for reasons like non-availability of candidates of other categories to fill the posts, these vacancies remain unfilled until the next recruitment year. Such vacancies are treated as "backlog reserved vacancies".
- (iii) There is a distinction between the 'shortfall of reservation' and 'number of backlog reserved vacancies' in a cadre. The 'shortfall of reservation of a particular reserved category in a cadre' means the difference between the total number of reserved posts for that category in the cadre according to the post based reservation' and the number of persons of that category appointed by reservation and holding the posts in the cadre'. The 'backlog reserved vacancies' of a category are those vacancies which were earmarked reserved for that category in an earlier recruitment year according post based reservation but remained unfilled in the previous recruitment attempt on account of non availability of suitable candidates belonging to that category and are still lying unfilled. To understand the distinction between the two more vividly, illustration given in this Department's O.M. No.36033/1/2008-Estt. (Res) dated 15.7.2008 may be seen.
- (iv) Post based reservation rosters are in vogue since 2.7.1997. Backlog reserved vacancies are to be determined as per post based reservation rosters.

- (v) According to this Department's O.M. No. 2/8/2001-PIC dated 16.5.2001 clearance of the Screening Committee is necessary before filling up the direct recruitment vacancies for the year 2001-02 and subsequent years. These instructions do not apply to the vacancies of the period prior to 2001-02 and therefore clearance of the Screening Committee is not needed for filling up the backlog vacancies of that period.
- (vi) Backlog reserved vacancies of SCs/STs/OBCs for the year 2001-2002 onwards are such vacancies which were cleared by the Screening Committee before these were initially advertised /notified. Since the clearance of the Screening Committee for filling up of such backlog reserved vacancies has already been taken, clearance of the Screening Committee is not required again.
- (vii) Such of the sick PSUs, where no recruitments are being made are exempt from the purview of the Drive.

6. An officer holding the post of Joint Secretary or equivalent may be nominated as officer-in-charge of the Special Recruitment Drive, who may monitor and coordinate the special recruitment efforts in the Ministry / Department and all its attached and subordinate offices, public sector undertakings and autonomous bodies. Name, designation and telephone number of this officer may be reported to Shri S.K. Sarkar, Joint Secretary in this Department.

7. Hindi Version will follow.

  
(K.G. Verma)  
Director

To

1. All Ministries / Departments of Govt. of India
2. Department of Financial Services, New Delhi
3. Department of Public Enterprises, New Delhi,
4. Railway Board,
5. Union Public Service Commission / Supreme Court of India / Election Commission / Lok Sabha Secretariat / Rajya Sabha Secretariat / Cabinet Secretariat / Central Vigilance Commission / President's Secretariat / Prime Minister's Office / Planning Commission
6. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah-Zafar Marg, New Delhi.
7. 100 Spare copies





SPECIAL RECRUITMENT DRIVE 2008-2009  
 PROGRESS REPORT  
 (Consolidated information in respect of Public Sector Undertakings)

**PROMOTION**

Classification of posts	Scheduled Castes			Scheduled Tribes		
	No. of backlog vacancies identified (as on 1.11.2008)	No. of backlog vacancies for which candidates are not available even in the extended zone of consideration.	No. of backlog vacancies filled	No. of backlog vacancies identified (as on 1.11.2008)	No. of backlog vacancies for which candidates are not available even in the extended zone of consideration.	No. of backlog vacancies filled
(1)	(2)	(3)	(4)	(5)	(6)	(7)
GROUP A or Equivalent						
GROUP B or Equivalent						
GROUP C or Equivalent						
GROUP D or Equivalent						
Total						