

**No.-BSNLCO-PERB/2/2024-DPC**

**Dated: 26.06.2025**

**Speaking Order**

**Subject: Hon'ble Supreme Court Judgment dated 16.07.2024 in SLP(C) No. 30281-30282/2019 & other connected Transfer cases/ Petition – Case of 147 LDCE Executives.**

Reference is invited to Hon'ble Supreme Court judgment dated 16.07.2024 in SLP(C) No. 30281-30282/2019 & other connected Transfer cases/Petition filed by BSNL & Ors Vs Sanjay Singh Pathania & Ors vide which the Hon'ble Supreme Court has passed the order as :

*"3. Further, having regard to the fact that the impugned orders were passed as long back as on 10<sup>th</sup> July, 2019 and on 05<sup>th</sup> September 2019 and four years have already expired during the pendency of the present proceedings, it is deemed appropriate to direct the petitioners to make compliances of the impugned orders at the earliest by issuing a show cause notice to the respondents and granting them time to file a reply to the said notice, where after appropriate order shall be passed under written intimation to the respondents."*

Further, Hon'ble Supreme Court vide order dated 24.03.2025 has extended the time for implementation of the above order by 3 months.

2. In compliance of aforesaid Hon'ble Supreme Court order dated 16.07.2024, Show Cause Notices were issued to 44 respondents vide this office order No. BSNLCO-PERB/2/2024-DPC dated 18.10.2024 & 05.11.2024.

3. In response to the Show Cause Notices issued to 44 respondents, 43 respondents have submitted replies on different dates. Out of 44 respondents, replies received from 33 respondents are analogous whereas replies from remaining respondents are slightly different, however, all are seeking the similar reliefs. All the replies received in response to show cause notices dated 18.10.2024 and 05.11.2024 have been considered and examined.

4. Before going into the merits of the replies furnished by respondents, the brief background of the case and brief detail of the judgements of various Courts passed on the matter are given as under:

- i. As per the Recruitment Rules for Telecom Engineering Services (TES) Group B posts which were initially framed in 1981 and amended in 1986, there were 2 streams of promotion to TES group B through 66 <sup>2</sup>/<sub>3</sub><sup>rd</sup> by selection on the basis of departmental qualifying examination (DQE)/seniority cum fitness, and 33 <sup>1</sup>/<sub>3</sub><sup>rd</sup> through a Limited departmental competitive examination (LDCE). Eligibility for appearing for DQE as well as LDCE prescribed in



1981 Rules as "Five years of regular service in the grade on the 1<sup>st</sup> January of the year in which the examination is held" is amended as "Junior Engineers recruited in that grade against the vacancies of a year ordinarily not less than five years prior to the year of announcement of such examination". The combined examination consisting of two parts viz: qualifying and competitive examinations (LDCE) for promotion shall be held in every calendar year.

- ii. In compliance of judgment of Hon'ble Supreme Court dated 25.10.1996 and Hon'ble CAT Ernakulam bench order dated 01.05.1998, DoT vide order dated 06.11.1998 issued notification for holding departmental qualifying cum competitive examination for promotion to Telecom Engineering Service (Group B posts) for vacancy years 1994-97 (22-7-1996) as per RRs 1981 as amended in 1986. The exam was held in Nov 2000 and result was declared on 04.02.2002. Subsequently, in pursuance of Hon'ble High Court of Kerala interim order dated 28.01.2002 in CMP No. 35256/2001, DoT vide order dated 17.04.2003 issued notification to hold special supplementary departmental qualifying-cum-competitive examination for promotion to TES Gr 'B' in continuation of the one conducted in Nov 2000 and the exam was held in Sept 2003. Approximately 150 executives (commonly known as 147 group) were declared passed in the said examinations and accordingly, they were promoted to SDE(T) in the year 2005 onwards on different dates under 1/3<sup>rd</sup> quota, but they were not assigned seniority. Being aggrieved by the same, certain 147 executives approached Hon'ble High Court of Kerala in OP CAT No. 37134/2001 & 21656/2001 and the Hon'ble High Court vide order dated 13.07.2006 directed the department to assign proper ranking/seniority to these executives, and accordingly seniority was assigned to the 147 executives against vacancy years 1994-95, 1995-96 and 1996-97 (upto 22.07.1996) by DoT vide order dated 01.02.2007 and endorsed by BSNL vide order dated 13.02.2007.
- iii. Not being satisfied with the above seniority position assigned by DoT/BSNL, some of the executives belonging to 147 group filed contempt petition 713/2007 before Kerala High Court seeking seniority from vacancy year 1990 onwards instead of 1994 onwards. Hon'ble High Court passed an order dated 09-10-2007 that the contempt petition stands dropped. However, in the said order in para-11, the Court observed that:

*"In our opinion, if for any reason, the complainant was aggrieved by the ranking assigned to him in the final seniority list that was prepared and published on 13<sup>th</sup> February, 2007 by the respondents, a separate cause of action would arise for him and he can definitely question the ranking assigned to him in the final seniority list prepared as directed by this Court before an appropriate forum"*

Relying on the aforesaid observations of High Court of Kerala, seniority position of 147 executives was revised w.e.f. vacancy year 1990 onwards by DoT vide order dated 27.03.2008. Final revised seniority list was issued by DoT on 28.07.2008 which was endorsed by BSNL vide letter dated 11.08.2008. This resulted in substantial improvement in their seniority position. After revision of seniority to much higher position, some of the 147 executives were promoted to DE-Adhoc grade vide order 29.09.2008. The



said seniority list and promotion order were challenged before Hon'ble CAT Ernakulam Bench by seniority quota executives who were already assigned seniority before 1994 by virtue of their SDE promotion under 2/3<sup>rd</sup> quota against pre 1994-95 vacancies.

- iv. Hon'ble CAT Ernakulam Bench vide its order dated 05.02.2010 in OA bearing No. 86/2009 quashed both seniority and promotion of the 147 candidates by passing the following in para 31 as under:-

*"31. In view of the above, OA is allowed. The impugned seniority at Annexure A-7 and the Annexure A-32 promotion order issued based on Annexure A-7 seniority are hereby quashed and set aside. Respondents are directed not to disturb the seniority of the applicants and similarly situated individuals by interpolating the seniority of the combined competitive exam qualified individuals (147) whose seniority has to be below that of those who had passed in the qualifying examination prior to 1996. Seniority list should therefore be recast accordingly. Further promotion to the post of executives (TES group B Telecom) should be on the basis of the recast seniority."*

Against the said order of Hon'ble CAT Ernakulam, two executives from 147 group and BSNL filed writ petitions 5406/2010 & 26226/2010 respectively before Hon'ble High Court of Kerala. Some other executives of 147 group also filed two Review Applications before CAT Ernakulam with respect to its order dated 05-02-2010 which were dismissed by the Tribunal by affirming its earlier order. Immediately after dismissal of the Review Applications, the RA applicants filed OP (CAT)s (3019/2011 & 2941/2011) before High Court of Kerala and were tagged with the earlier writ petitions filed against CAT's order dated 05.02.2010 in Hon'ble High Court Kerala.

- v. Hon'ble High Court of Kerala vide its judgment dated 01.07.2013 in WP(C) No. 5406/2010 upheld the decision of Hon'ble CAT Ernakulam, dismissed all the WPs(C) and passed the following order as under:

*"47. Merely because the LDCE was not held from 1989 that does not create a vested right in the 147 candidates to be assigned seniority in the 1/3<sup>rd</sup> quota of LDCE from the year 1990 onwards. **We have already found that the DQE and LDCE exams held in 2000-2003 were only to the vacancies of 1994-95, 1995-96 and 1996-97 (22-7-1996).** The promotion to the DQE quota can only be from the year in which a candidate qualified. The promotion on the basis of the LDCE can also be only to those 1/3<sup>rd</sup> available vacancies in the year of the LDCE. The distinction is in so far as the DQE is considered to the 2/3<sup>rd</sup> quota from the year in which he qualifies vis-a-vis the seniority among the DQE candidates; and on the basis of his qualification is considered in all the subsequent years. While the LDCE is considered only to the vacancies available in that year and the rank obtained by a candidate not entitling him to be considered in any subsequent years. **Hence the 147 candidates ought to be considered for the 1/3<sup>rd</sup> vacancies in 1994-95, 1995-96 and 1996-97 (up to 22-7-1996) according to their merit as also their eligibility to appear for the combined examination.** The eligibility year has to be considered since, one combined examination was held for three years. **A candidate entitled to appear in 1996 (by reason of completing five years of regular service in the***

**feeder category on the 1<sup>st</sup> of the January of the year) cannot be placed in the vacancy of 1994-1995; however high his rank may be. If the seniority list requires any recast on the above lines: obviously, the official respondent ought to do so.**

*In the circumstances, we do not find any reason to differ from the decision of the Tribunal impugned in the writ petitions or interfere with the dismissal of the review applications impugned in the original Petitions (CAT). The writ petitions and Original Petitions (CAT) are dismissed, however, with no costs".*

- vi. The Hon'ble High Court of Kerala's judgment dated 01.07.2013 was challenged in several SLPs bearing Civil Appeal Nos. 392/2017 and others (396, 393, 394, 395 & 397 of 2017) which were dismissed by the Hon'ble Supreme Court by a common order dated 12.12.2017 by upholding the Hon'ble High Court, Kerala judgment dated 01.07.2013 in WP (C) No. 5406 of 2010 as under:

*"Heard learned counsel for the parties and perused the record. We do not find any ground to interfere with the impugned order. The appeals are dismissed.*

Further, the Review Petition (C) No. 524/2018 in CA No. 396/2017 filed by Shri Rupendra Pathak and Ors (147 executives) against the dismissal order was also dismissed by the Hon'ble Apex Court vide order dated 14.03.2018 holding that:

*"We have carefully gone through the review petition and the connected papers. However, we do not find any merit in the review petition. Accordingly, the review petition is dismissed."*

As a result, it is the order of the Hon'ble High Court of Kerala dated 01.07.2013 which holds the field in determining the seniority of 147 LDCE executives and their eligibility against vacancy years 1994-95 to 1996-97 (upto 22.07.1996).

- vii. Hon'ble Supreme Court in another case related to issue of fixation of seniority of BSNL executives (under Rule 206) on promotion from JTO/JE to the next higher post of SDE/AE constituted an expert committee vide its order dated 21.01.2015 in CA No. 4389/2010. The expert committee made some recommendations and submitted to Hon'ble Supreme Court. The Hon'ble Supreme Court disposed of the CA and other several appeals vide its order dated 14.12.2017 by passing order in para 7 as:

***"7. We do not consider it necessary to pass any further order on above recommendations except that 14 persons who are said to have been given promotions - 3 persons in the BSNL and 11 persons in the MTNL contrary to the law laid down by this Court in (1997) 10 SSC 226 (Supra) may not be now disturbed....."***

Though reference has been made to the recommendations of the Committee by Hon'ble Supreme Court while dismissing the CA, but none of the recommendations made by it were either accepted or were directed to be implemented.

- viii. With the dismissal of CA No. 392/2017 by Hon'ble Supreme Court, the Hon'ble High Court of Kerala order dated 01.07.2013 attained legal finality





and BSNL had to implement Apex Court order dated 12.12.2017. Hence, in accordance with the judgment of Hon'ble Kerala High Court, the seniority of BSNL executives of 147 group in SDE grade was revised and further promotions on the basis of recast seniority were revised vide orders dated 06.06.2018. Out of 138 BSNL executives, **42 executives who had completed 5 years of regular service in the feeder cadre (JTO) as on 1<sup>st</sup> January of a vacancy year were held as eligible and remaining 96 executives who had not completed 5 years of regular service in the feeder cadre (JTO) as on 1<sup>st</sup> January of a vacancy year were held as ineligible against vacancy years 1994-95 to 1996-97(part).** Accordingly, their old seniority issued against vacancy year 1990 onwards vide order dated 11.08.2008 was cancelled. The 42 eligible executives had been assigned revised seniority against vacancy year 1994-95, 1995-96 and 1996-97(Part) vide order dated 06.06.2018 and the promotions granted earlier to them to the grade of DE (Adhoc), DE(Regular) and DGM(Adhoc) on the basis of interim protection granted by Hon'ble Courts in regard to pending litigation, were cancelled vide order dated 06.06.2018 and they were reverted to AGM/SDE grade except those whose juniors were already promoted in the grade. The promotions granted earlier to 96 ineligible executives to the grade of DE(Adhoc), DE(Regular) and DGM(Adhoc) were also cancelled vide order dated 06.06.2018 and they were reverted to SDE grade as none of the juniors of these executives were promoted to AGM grade. Subsequently, they had been assigned revised seniority in the grade of SDE(T) at par with their juniors promoted under seniority quota as per SDE Recruitment rules 1996/2002.

- ix. The orders dated 06.06.2018 were challenged by some of the 147 executives by filing Court cases before various CAT Benches and in this way, next round of litigation had started. In one such case, challenging this office order dated 06.06.2018, OA No. 2598/2017 (K.B. Upasani & Ors.) and OA No. 2430/2018 (Sanjay Kumar Agarwal & Ors.) were filed before the Hon'ble CAT, Principal Bench, which were dismissed vide order dated 13.07.2018 and the following was passed:

*"...10. One of the points urged by learned counsel for the applicants is that in a Civil Appeal occurring in the same batch, Hon'ble Supreme Court appointed Expert Committee, and that, in turn, suggested that the service be taken as 'ordinary' and not 'regular' one. Though the committee was appointed, and it made certain suggestions, the Hon'ble Supreme Court dismissed the Civil Appeal. Reference has been made to the suggestion of the Committee, but none of the suggestions made by it were either accepted or were directed to be implemented.*

**11. The applicants were not able to point out that the impugned order, in any way, deviated from the directions issued by the Kerala High Court.**

**12. We are not prepared to accept the contention of the learned Court for the applicants that the judgment of Kerala High Court is per incuriam in as much as, it has taken a view contrary to specific amendment to Recruitment Rules of 1986. Firstly, there is nothing**



**in the said amendment so suggest that service of candidate need not be regular. Once the amendment itself refers to the recruitment, the service arising out such recruitment cannot be otherwise than 'regular'.**

13. *We don't find any merit in the OAs. Both accordingly dismissed."*

Further, RA No. 148/2018 in OA No. 2430/2018 filed by Sanjay Kumar Aggarwal & Ors was also dismissed by Hon'ble PB CAT vide its order dated 29.08.2018.

- x. Further, the order dated 06.06.2018 was also challenged by some other different executives of 147 group before Hon'ble PB CAT in OA No. 3150/2018 (Brahmananda Pati & 20 Ors) to set aside the operation of order dated 06.06.2018 and to follow the measures, that were recommended by the expert committee appointed by the Hon'ble Supreme Court through order dated 21.01.2015, and raised objection being placed below Shri Jothappa M, who qualified in 1991. The OA was dismissed by the Hon'ble PB CAT vide order dated 06.09.2018 by passing the following order:

*"8. It is not in dispute that the last LDCE, before the applicants qualified, was held in 1991, more than a decade earlier. Whatever be the claim of the applicants, they cannot become seniors to those who were promoted in 1991. There is absolutely no merit in the objection for being placed below Shri Jothappa, who qualified in 1991.*

*9. Learned counsel for the applicants is not able to point out as to how the impugned order runs contrary to the judgment of the Kerala High Court. **The relief as regards determination of seniority in terms of the recommendations of the committee cannot be granted, since neither the recommendations were accepted by the Hon'ble Supreme Court, nor any authenticity was added thereto.***

*10. The OA is accordingly dismissed. There shall be no order as to costs."*

The above order of PB CAT was challenged by the applicants in HC of Delhi in WP(C) No. 5353/2019. The Hon'ble High Court adjourned the writ petition *sine die* as Transfer Petition (Civil) No. 345/2023 seeking transfer of the writ petition was pending for adjudication before the Hon'ble Apex Court. Transfer Petition (Civil) No. 345/2023 was tagged with SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.)

- xi. 147 group of officers aggrieved with the order dated 06.06.2018 also filed IA No. 1/2018 in OP(CAT) No. 3019/2011 for deletion of the sentence "A candidate entitled to appear in 1996 (by reason of completing 5 years of regular service in the feeder category on the 1<sup>st</sup> January of the year) cannot be placed in the vacancy year of 1994-95, however high his ranking may be", from para-47 of the judgment dated 01.07.2013 passed by the Hon'ble High Court of Kerala in OP(CAT) No. 3019/2011 and connected cases. The said IA had also been dismissed by the Hon'ble High Court of Kerala vide order dated 08.11.2018 with the following observations:





*"The learned senior counsel appearing for the petitioners would contend that there was a mistake committed by this Court in paragraph 47 of the Rules of 1981, which consideration ought to have been under the amended Rules of 1986. The learned senior counsel appearing for the respondents would, however, point out that the petitioners had taken the matter in appeals to the Honourable Supreme Court, which have been dismissed by Annexure-II order produced in the IAs. We see from the order of the Hon'ble Supreme Court, that the Civil Appeals itself were dismissed, in which event, the judgment of the Division Bench merges with the order of the Hon'ble Supreme Court. There was a review filed before the Honourable Supreme Court, which also stood dismissed. Going by the binding precedent in [(2000) 6 SCC 359 9 Kunhayammed V. State of Kerala], we don't see any way to make any clarification to the judgment which has now merged with the order of the Honourable Supreme Court. In such circumstances, we dismiss these Interlocutory Applications.*

- xii. The orders dated 06.06.2018 were also challenged by certain 147 group of executives before Hon'ble CAT, Guwahati in six OAs viz. 042/00204/2018 (Ch. Debendro Singh vs BSNL), 042/00205/2018 (Th. Saratchand Meetei Vs BSNL), 042/00206/2018 (Yumnam Suraj Singh Vs BSNL), 042/00207/2018 (Heisnam Khogen Singh Vs BSNL), 042/00208/2018 (N. Somajita Vs BSNL) and 042/00209/2018 (Chaten Kumar Vs BSNL) praying to set aside and quash the impugned orders dated 06.06.2018. The Hon'ble CAT dismissed the OAs by pronouncing the following order on 18.12.2018:

*"9. In view of the above facts and sequence of decisions taken by the Hon'ble Apex Court, Hon'ble High Court as well as CAT, Ernakulam Bench and recently by CAT, Principal Bench, New Delhi, we find no merit in the present O.A. of the applicants. Hence O.A. is liable to be dismissed. Accordingly, O.A. stands dismissed."*

The aforesaid order of the Hon'ble Tribunal was challenged by the applicant Shri Th. Saratchand Meetei before High Court of Manipur in WP (C) No. 446 of 2019 which was subsequently transferred to Hon'ble Supreme Court and tagged with SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.).

- xiii. Some other executives belonging to 147 group further challenged orders dated 06.06.2018 by filing six OAs i.e OA Nos. 201/2018 (H. D Kulkarni & 3 Ors), 210/2018 (Mrinal Roy), 211/2018 (Ramesh Kumar & 1 Ors), 212/2018 (Biswajit Lanka), 225/2018 (Ajit Kumar Das) and 226/2018 (Srinivas Mohapatra & 1 Ors) before Hon'ble CAT Guwahati. The Hon'ble CAT vide its judgment dated 16.03.2020 observed that - *all the applicants were reverted from senior to lower grade through impugned order dated 06.06.2018 without even throwing any show cause notice. As such the impugned order dated 06.06.2018 was issued in violation of principle of natural justice and set aside the order dated 06.06.2018 and directed BSNL to give opportunity to the applicants represent their case and after hearing them, respondent authority shall take a decision by a reasoned speaking order which will be communicated to applicants forthwith.*

The said order of the Tribunal was challenged by BSNL before Hon'ble High Court of Guwahati in WP No. 3620/2020 and later on transferred to Hon'ble Supreme Court and tagged with SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.).

- xiv. The order dated 06.06.2018 was also challenged by two candidates of 147 group before Hon'ble CAT Bangalore. Hon'ble CAT Bangalore vide its order dated 02.07.2019 in OA No. 170/2018 (G. Kumareshan & Ors vs BSNL) had quashed the orders dated 06.06.2018 by holding that the issue has been handled by an improper understanding of the orders of the Hon'ble High Court of Kerala which did not go into the rule position and the eligibility thereon.

The above order dated 02.07.2019 of Hon'ble CAT, Bangalore was challenged by BSNL before High Court of Karnataka in WP No. 41610/2019 and subsequently transferred to Hon'ble Supreme Court and tagged with SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.).

- xv. The order dated 06.06.2018 was also challenged by some executives amongst 147 group before Hon'ble CAT, Chandigarh Bench in OA Nos. 778/2018 (Janak Raj & Ors.) and 918/2018 (Anita Bhardwaj). The Hon'ble CAT, on the basis of the judgment of Hon'ble Principal Bench dated 13.07.2018, dismissed both the OAs vide its order dated 07.08.2018 by passing the following order as under:

*"....We find that the Principal Bench has already considered the eligibility of the candidates (applicants therein) and dismissed the OAs after considering the rule formulation and law on the subject. Finding that the facts of the instant case, the points of law involved are common and for the parity of reasons given in the indicated judgment and there being no distinguishing features brought to our notice, we also dismiss both these petitions in the same terms...."*

- xvi. The above order of Hon'ble CAT Chandigarh Bench was challenged by the applicants (Sanjay Singh Pathania & Ors) before Hon'ble High Court of Punjab & Haryana in WP No. 25405/2019. The Hon'ble High Court vide judgment dated 10.07.2019 passed the order on the following grounds:

*"Learned counsel appearing for the petitioners has drawn the attention of this Court to Annexures P.1 to P.3 (all orders dated 06.06.2018) which were impugned before the Tribunal. He submits that Hon'ble Supreme Court in an SLP preferred by the respondent-BSNL has constituted a Special Committee, which has made recommendations in favour of the petitioners. However, fact of the matter is that these findings made by the Special Committee are not mentioned in the impugned Annexures. The petitioners have also acquired vested rights on the basis of seniority which led to their promotions. Any adverse order could be passed only in conformity with the principles of natural justice. **The Petitioners have not been issued any show cause notice. These facts have not been disputed by learned counsel for the respondent. In this view of the matter, the present petition is allowed and impugned***



***orders are set aside. The respondent is directed to hear the petitioner after affording him reasonable opportunity of hearing and pass appropriate orders in accordance with law within a period of eight weeks from today."***

- xvii. The above judgment dated 10.07.2019 of Hon'ble High Court, Punjab & Haryana was challenged by BSNL in Hon'ble Supreme Court in SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.) and Hon'ble Supreme Court vide order dated 16.12.2019 stayed it. The other cases pertaining to 147 matters pending in High Court of Delhi, Karnataka, Guwahati and Manipur were also transferred to Hon'ble Supreme Court and tagged with SLP(C) No.30281-30282/2019. The Hon'ble Supreme Court disposed of the said SLP on 16.07.2024 along with Transferred Case(C) Nos. 88-89/2022 (BSNL Vs G. Kumaresan & Ors.), 90/2022 (BSNL Vs Hitendra Dattaray Kulkarni & Ors) & 91/2022 (BSNL Vs Sharat Chand Meetei) and Transfer Petition(C) No. 345/2023 (BSNL Vs Brahmananda Pati & Ors.) with the following directions:

*"3. Further, having regard to the fact that the impugned orders were passed as long back as on 10<sup>th</sup> July, 2019 and on 05<sup>th</sup> September 2019 and four years have already expired during the pendency of the present proceedings, it is deemed appropriate to direct the petitioners to make compliances of the impugned orders at the earliest by issuing a show cause notice to the respondents and granting them time to file a reply to the said notice, whereafter appropriate order shall be passed under written intimation to the respondents."*

Vide above judgment dated 16.07.2024, Hon'ble Supreme Court has directed BSNL to issue a show cause notice and pass appropriate order to comply the impugned orders.

**5. Grievances raised by respondents in their replies/representations:** The respondents in their replies/representations on the show cause notices dated 18.10.2024 & 05.11.2024 have inter-alia raised the following grievances:

- i. **No one disputed the exam notification and statutory RRs:** Respondents in their replies have claimed that their eligibility for LDCE exam should be determined as per amended RRs 1986 and exam notification dated 06.11.1998/17.04.2003 since no one has so far disputed terms and conditions of the notification, the clarification and relevant statutory Recruitment Rules.

- ii. **Request for Assignment of seniority as Expert Committee and submission of I.A No. 3 dated 31.08.2016 before Hon'ble Supreme Court:**

The seniority determined before the Expert committee and accepted by the Expert committee is the seniority determined in accordance with the judgement dated 01.07.2013 of Hon'ble High Court of Kerala. Respondents requested to settle their seniority in terms of seniority determined before Expert committee. BSNL had agreed to this seniority determined before the expert committee and made submission before Hon'ble Supreme Court through I.A No. 3 but while issuing the order dated



06.06.2018, the findings of the expert committee which favored 147 executives is concealed.

- iii. **Violation of statutory RR and misinterpretation of Hon'ble High Court of Kerala judgment dated 01.07.2013:** The respondents submitted that in the combined DQE and LDCE exam, 300 executives passed only DQE part while 147 executives had passed both DQE and LDCE part. The eligibility of these 300 DQE executives is not disturbed as their eligibility is considered as per 1986 amendment rule i.e 5 years from year of recruitment while 96 executives are declared as ineligible as their eligibility is considered as per un-amended RRs i.e 5 years of regular service. It violates rules of statutory RR and directions of Hon'ble High Court of Kerala order dated 01.07.2013. The orders misinterpreted the Hon'ble Kerala High Court's judgment dated 01.07.2013 by applying the unamended 1981 RRs five-year regular service criterion for eligibility whereas Kerala High Court addressed seniority, not eligibility.
- iv. **Seniority of 42 eligible LDCE passed candidates:** Respondents stated that the seniority of 42 LDCE passed executives who are found eligible even under eligibility condition of 5 years regular service is fixed en-bloc below to those who were allowed to appear in the examination but failed the LDCE that is, by placing seniority below seniority of Mr M. Jathappa who was allowed to appear the LDCE but failed to qualify the LDCE.
- v. Further, respondents have submitted that as per the judgments passed by Hon'ble High Court of Punjab and Haryana on 10.07.2019, Hon'ble CAT Bangalore on 02.07.2019, Hon'ble CAT Guwahati on 16.03.2020 and Hon'ble National commission for SC vide letter dated 15.01.2019, the seniority determined vide order dated 06.06.2018 is not in accordance with the judgment dated 01.07.2013 of the Hon'ble High Court of Kerala.
- vi. Finally, respondents have requested that since the 06.06.2018 orders had been set aside/quashed, these 06.06.2018 are to be cancelled and they are to be reinstated to the post/grade held by them just before issuance of the 06.06.2018 orders and their seniority is to be settled in terms of the seniority which had been determined in accordance with judgment dated 01.07.2013 of the Hon'ble High Court of Kerala before the Expert Committee.

6. The replies submitted by the respondents in response to the show cause notices have been examined in detail in view of the all-aforesaid judgments of various Courts passed on the matter of eligibility and seniority of 147 LDCE executives before and after issue of the order dated 06.06.2018, TES Group(B) RRs 1981 and its amendment in 1986, notifications of the exams and subsequent clarifications, and the following observation have been made:

- i. **Respondents' submission that no one has disputed the exam notification and statutory RRs:**

Hon'ble High Court of Kerala in its judgment passed on 01.07.2013 unambiguously held that since one combined examination was held for three vacancy years, so eligibility year has to be considered as completing five years of regular service in the feeder category on the 1st of the January of the year and the said judgment of HC Kerala has been upheld by Hon'ble





Supreme Court vide order dated 12.12.2017. Further, the Review Petition filed by some candidates of 147 group against the Hon'ble Supreme Court order dated 12.12.2017 was also dismissed. Further, some of the executives of 147 group aggrieved with the order dated 06.06.2018 filed IA No. 1/2018 in OP(CAT) No. 3019/2011 for deletion of the sentence "A candidate entitled to appear in 1996 (by reason of completing 5 years of regular service in the feeder category on the 1<sup>st</sup> January of the year) cannot be placed in the vacancy year of 1994-95, however high his ranking may be", from para-47 of the judgment dated 01.07.2013 passed by the Hon'ble High Court of Kerala in OP(CAT) No. 3019/2011 and connected cases. The said IA had also been dismissed by the Hon'ble High Court of Kerala vide order dated 08.11.2018 with the following observations that "...the petitioners had taken the matter in appeals to the Honourable Supreme Court, which have been dismissed by Annexure-II order produced in the IAs. We see from the order of the Hon'ble Supreme Court, that the Civil Appeals itself were dismissed, in which event, the judgment of the Division Bench merges with the order of the Hon'ble Supreme Court. There was a review filed before the Honourable Supreme Court, which also stood dismissed..."

Further, Hon'ble PB CAT New Delhi vide its order dated 13.07.2018 held that the view of Hon'ble High Court of Kerala is *not contrary to specific amendment to Recruitment Rules of 1986 as there is nothing in the said amendment so suggest that service of candidate need not be regular. Once the amendment itself refers to the recruitment, the service arising out such recruitment cannot be otherwise than 'regular'.*

In view of the above judgments, it is evident that on the matter of eligibility of 147 executives against vacancy years 1994-95 to 1996-97 (upto 22.07.1996), the judgment dated 01.07.2013 of Hon'ble High Court of Kerala holds the field. Accordingly, it is observed that the eligibility condition as mentioned in the orders dated 06.06.2018 that "a candidate should complete 5 years of regular Service in feeder Cadre (JTO) as on 1<sup>st</sup> January of a Vacancy Year for making him/her eligible" is in accordance with the para 47 of Hon'ble High Court of Kerala judgment dated 01.07.2013.

ii. **Respondents request for Assignment of seniority as per expert committee and submission of I.A No. 3 dated 31.08.2016 before Hon'ble Supreme Court.**

Hon'ble Supreme Court vide its order dated 21.01.2015 in CA No. 4389/2010 related to fixation of seniority of BSNL executives (as per Rule 206) on promotion from JTO/JE to the next higher post of SDE/AE constituted an expert committee. BSNL submitted revised seniority lists including the seniority of 147 executives from 1994 onwards before expert committee. The expert committee made some recommendations and submitted to Hon'ble Supreme Court. However, Hon'ble Supreme Court while disposing of the Civil Appeal CA 4389/2010 vide order dated 14.12.2017 made reference to the recommendations of the Committee, but none of the recommendations made by it were either accepted by the Apex Court or were directed to be implemented except protection on the promotions given to 14 persons (3 in BSNL and 11 in MTNL). The same



has been affirmed by Hon'ble PB CAT in its order 13.07.2018 and dismissed the OAs filed by some applicants of 147 group.

Further, the relief sought by Brahmanand Pati and 20 Ors applicants of 147 group before Hon'ble PB CAT, New Delhi in OA No. 3150/2018 with regard to determining the seniority in terms of recommendations of the expert committee appointed by the Hon'ble Supreme Court through order dated 21.01.2015, was not granted by the Hon'ble PB CAT and dismissed the OA vide order dated 06.09.2018 stating as:

***"9.... The relief as regards determination of seniority in terms of the recommendations of the committee cannot be granted, since neither the recommendations were accepted by the Hon'ble Supreme Court, nor any authenticity was added thereto..."***

In view of the above judicial directives, the expert committee report which was not even accepted by Hon'ble Supreme Court vide its order dated 14.12.2017, cannot be considered to determine the seniority of the respondents who are among 147 group of executives.

With regard to filing of an affidavit as IA No.3 dated 31.08.2016 before Hon'ble Supreme Court by BSNL for dismissal of SLP, it can be seen from the Hon'ble Supreme Court order dated 12.12.2017 that Hon'ble Supreme Court while pronouncing the order perused the record and dismissed the appeal stating that *"We do not find any ground to interfere with the impugned order."* Thus, Hon'ble Supreme Court vide above order dated 12.12.2017 had upheld the judgment of the Hon'ble High Court of Kerala passed on 01.07.2013. Further, aggrieved with the dismissal of the appeal, some of the 147 executives (Shri Rupendra Pathak and Ors) filed review petition No. 524/2018 which was also dismissed by the Hon'ble Supreme Court vide order dated 14.03.2018 stating that *we do not find any merit in the review petition.*

It is observed that after order of Hon'ble Supreme Court dated 12.12.2017 and dismissal of review petition vide order dated 14.03.2018, **it is the order of the Hon'ble High Court of Kerala dated 01.07.2013 which holds the field in determining the seniority and eligibility of 147 LDCE executives including the respondents**, and not the report of the expert committee or the I.A No. 3 as claimed by the respondents. Further, it is also observed that the legal principles laid down by the Hon'ble High Court of Kerala for determining seniority and eligibility of the 147 LDCE executives have not been unsettled by Hon'ble Supreme Court after issue of the orders dated 06.06.2018. Since Hon'ble Court of Kerala order dated 01.07.2013 had attained finality, following the Hon'ble Supreme Court order dated 12.12.2017, the eligibility and seniority of the 147 executives was determined in accordance with the judgment of Hon'ble High Court of Kerala, but not as per the expert committee report so there was no relevance in mentioning the findings of the expert committee in the orders dated 06.06.2018.



iii. **Respondents' submission regarding alleged violation of statutory RR and misinterpretation of Hon'ble High Court of Kerala judgment dated 01.07.2013:**

After going through all the judgments related to 147 cases as stated above, it is observed that in the context of DQE examination and eligibility of DQE qualified executives, no order has been pronounced by any Court so far so eligibility of 300 executives who only passed DQE part was not disturbed after the Hon'ble Supreme Court order dated 12.12.2017 upholding Hon'ble High Court Kerala judgment dated 01.07.2013 pronounced in the case of only 147 LDCE executives. In the case of 147 LDCE executives, the Hon'ble High Court of Kerala in its judgment dated 01.07.2013 unambiguously held that –

*(i). 147 candidates should be assigned seniority in the 1/3<sup>rd</sup> LDCE quota from 1994-95 onward not from the 1990 onward as DQE and LDCE exams held in 2000-2003 were only to the vacancies of 1994-95, 1995-96 and 1996-97 (upto 22-7-1996);*

*(ii). 147 candidates ought to be considered for the 1/3<sup>rd</sup> vacancies in 1994-95, 1995-96 and 1996-97 (up to 22-7-1996) according to their merit as also their eligibility to appear for the combined examination. Since one combined examination was held for three vacancy years, so eligibility year for the LDCE executives has to be considered as completing five years of regular service in the feeder category on the 1<sup>st</sup> of the January of the year.*

The said order of the Hon'ble High Court was upheld by Hon'ble Supreme Court vide order dated 12.12.2017 in the Civil Appeal 392/2017 and review petition was also dismissed by the Apex Court vide order dated 14.03.2018. Hence, the judgment of the High Court Kerala had attained the finality and BSNL had to implement it. Accordingly, eligibility of the 147 LDCE executives for a particular vacancy year was determined by considering 5 years of regular service in the feeder cadre on the 1<sup>st</sup> January of the vacancy year and seniority in SDE grade was assigned w.e.f. vacancy year 1994-95 onwards as per directions contained in aforesaid judgment dated 01.07.2013 and orders dated 06.06.2018 were issued. As such, BSNL followed the orders of the Hon'ble Apex Court and hence, there is no violation of Article 14 and Article 16 as alleged by the respondents in their replies.

Aggrieved with the order dated 06.06.2018, 147 group of officers file IA No. 1/2018 in OP(CAT) No. 3019/2011 before HC of Kerala for deletion of the sentence "A candidate entitled to appear in 1996 (by reason of completing 5 years of regular service in the feeder category on the 1<sup>st</sup> January of the year) cannot be placed in the vacancy year of 1994-95, however high his ranking may be", from para-47 of the judgment dated 01.07.2013 had also been dismissed by Hon'ble High Court of Kerala vide order dated 08.11.2018 with observation that the **petitioners had taken the matter in appeals to the Honourable Supreme Court, which have been dismissed by Annexure-II order produced in the IAs. We see from the order of the Hon'ble Supreme Court, that the Civil Appeals itself were**



**dismissed.** So on the matter of eligibility, petitioners have not got any relief in the said IA from the Hon'ble High Court of Kerala.

Further, Hon'ble PB CAT, New Delhi in its judgment dated 13.07.2018 has not accepted the contention of the applicants pertaining to 147 group that Hon'ble High Court of Kerala has taken a view contrary to specific amendment to Recruitment Rules of 1986 **as there is nothing in the said amendment so suggest that service of candidate need not be regular.**

Further, Hon'ble PB CAT vide order 06.09.2018 held that the learned counsel of the applicants is not able to point out that the impugned order (i.e. order dated 06.06.2018), in any way, deviated from or run contrary to the directions issued by the Kerala High Court.

In view of the above directions of the Hon'ble Courts, it is observed that there is no violation of statutory Recruitment Rules and misinterpretation or violation of the directions of the Hon'ble HC of Kerala judgment dated 01.07.2013 due to issuance of the orders dated 06.06.2018. Further, since one combined exam was held for three vacancy years, so Hon'ble High Court of Kerala vide order dated 01.07.2013 has not only addressed the seniority of 147 executives but also addressed their eligibility.

iv. **Respondents claim regarding seniority of 42 eligible LDCE passed candidates:**

In accordance with the para 31 of judgment of Hon'ble CAT Ernakulum directions dated 05.02.2010 upheld by Hon'ble High of Kerala order dated 01.07.2013, the seniority of combined competitive exam qualified candidates has to be below that of those who had passed in the qualifying examination prior to 1996. It is observed that the seniority of 42 eligible LDCE executives who passed combined competitive exam in the year 2000/2003 and found eligible against vacancy years 1994-95 to 1996-97 (upto 22.07.1996), has been fixed below Shri Jothappa M., the last candidate who passed the qualifying exam in the year 1991 and it is found in accordance with the para 31 of the aforesaid judgment dated 05.02.2010 of Hon'ble CAT Ernakulum upheld by Hon'ble High of Kerala order dated 01.07.2013. The seniority among eligible executives was fixed in accordance with their eligibility for a vacancy year and merit position. Moreover, those executives who were found eligible to appear in competitive part of combined departmental examination and promoted earlier against the vacancies for 1994-95, 1995-96 and 1996-97 (upto 22.07.1996) under 2/3<sup>rd</sup> quota have been allotted the seniority beneficial to them by following the directions contained in para 37B of Kerala High Court judgment. In a way, for example, Shri Thangavel S has been assigned seniority no. 19666 under 2/3<sup>rd</sup> quota above the Shri Jothappa M (Sen. No 19992.502) by cancelling his seniority no. 19992.502.9 under 1/3<sup>rd</sup> quota. As such, there are no errors and implications due to issuance of orders dated 06.06.2018.

v. **Respondents' allegation that in accordance with the judgments passed by Hon'ble High Court of Punjab and Haryana on 10.07.2019, CAT Bangalore on 02.07.2019 and Hon'ble CAT Guwahati on**



**16.03.2020, the seniority determined vide order dated 06.06.2018 is not in accordance with the judgment dated 01.07.2013 of the Hon'ble High Court of Kerala.**

It may be noted that Hon'ble High Court of Punjab and Haryana in its judgment dated 10.07.2019 has only mentioned the submission of learned counsel appearing for the petitioners about the expert committee but the Hon'ble High Court did not pass any order on it. However, the Hon'ble High Court vide judgment dated 10.07.2019 set aside the impugned orders.

Evidently, the Hon'ble High Court of Punjab and Haryana vide judgement dated 10.07.2019 set aside the orders dated 06.06.2018, which were impugned before the Hon'ble CAT, Chandigarh not the judgment dated 13.07.2018 of Hon'ble PB CAT, on the ground that the Petitioners have not been issued any show cause notice. Hence, the judgment dated 13.07.2018 of Hon'ble Principal bench is relevant in the 147 case which held that there is nothing in the said amendment in RRs 1981 to suggest that service of candidate need not be regular.

The judgment dated 10.07.2019 of Hon'ble High Court of Punjab and Haryana was challenged by BSNL in Hon'ble Supreme Court in SLP(C) No.30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.). Hon'ble Supreme Court vide order dated 16.12.2019 stayed the impugned order dated 10.07.2019 of Hon'ble Punjab and Haryana High Court. The judgments of the Hon'ble CAT Bangalore dated 02.07.2019 and Hon'ble CAT, Guwahati dated 16.03.2020 were also challenged by BSNL before Hon'ble High Court of Karnataka and Guwahati respectively which later on transferred to Hon'ble Supreme and tagged with main SLP(C) No. 30281-30282/2019 (BSNL & Ors. Vs Sanjay Singh Pathania & Ors.). Hon'ble Supreme Court disposed of the aforesaid SLP No. 30281-30282/2019 and other connected transferred cases and petition vide judgment dated 16.07.2024 and directed BSNL to comply the impugned order (i.e order dated 10.07.2019 of Punjab and Haryana High Court) by issuing show cause notice and to pass appropriate order.

Evidently, the judgment dated 10.07.2019 of Hon'ble High Court of Punjab & Haryana, and the judgment dated 02.07.2019 of Hon'ble CAT Bangalore & the judgment dated 16.03.2020 of Hon'ble CAT Guwahati tagged in the SLP No. 30281-30282/2019 through appeals in respective High Courts, all these have now merged with the order of Hon'ble Supreme Court dated 16.07.2024 in SLP No. 30281-30282/2019. Hon'ble Supreme Court in its judgment dated 16.07.2024 has neither interfered with its earlier order dated 12.12.2017 nor unsettled the ratio laid by Hon'ble High Court of Kerala order dated 01.07.2013 for determining the eligibility and seniority of 147 executives. Therefore, even after Hon'ble Supreme Court judgment dated 16.07.2024, it is only the Hon'ble high Court of Kerala judgment dated 01.07.2013 which still holds the field in determining the eligibility and seniority of the 147 group of executives.



7. Since the relief sought by the respondents in their replies to the show cause notices are similar, a common speaking order is being issued to the respondents as listed in Annexure-I.

8. In light of the above observations, with the approval of competent authority, the following is hereby conveyed:

- i. As far as eligibility and seniority of 147 group of executives, the judgment of Hon'ble High Court of Kerala dated 01.07.2013, which was upheld by Hon'ble Supreme Court in its judgment dated 12.12.2017, remains applicable.
- ii. None of the recommendations of the expert committee were either accepted by the Hon'ble Supreme Court in its judgment dated 14.12.2017 or were directed to be implemented except protection on the promotions given to 14 persons (3 in BSNL and 11 in MTNL).
- iii. The eligibility condition as mentioned in the orders dated 06.06.2018 that "*a candidate should complete 5 years of regular Service in feeder Cadre (JTO) as on 1<sup>st</sup> January of a Vacancy Year for making him/her eligible*" is in accordance with the Hon'ble High Court of Kerala judgment dated 01.07.2013, which was upheld by Hon'ble Supreme Court in its judgment dated 12.12.2017. There is no violation of statutory Recruitment Rules and misinterpretation or violation of Hon'ble High Court of Kerala order dated 01.07.2013.
- iv. Inter-se-seniority of 42 BSNL executives of 147 group in the SDE(T) grade, who were found eligible against vacancy years 1994-95 to 1996-97 (upto 22.07.1996) for which combined exam was held in the year 2000/2003, fixed vide order dated 06.06.2018 is in accordance with para 31 of the Hon'ble CAT, Ernakulam order dated 05.02.2010, which was upheld by the Hon'ble High Court of Kerala vide its order dated 01.07.2013. The seniority among eligible executives has been fixed in accordance with their eligibility for a vacancy year and merit position. Further, the seniority of remaining 96 BSNL executives of 147 group, who were found ineligible for any of the aforesaid three vacancy years, has been fixed subsequently in the SDE(T) grade at par with their juniors promoted under seniority quota as per SDE(T) RR 1996/2002 and is found in order.

Therefore, the cancellation of seniority list of BSNL executives of 147 group including the respondents in SDE grade circulated vide this office letter No. 15-08/2006-Pers.II dated 11.08.2008 and revision of their seniority against vacancy years 1994-1995 to 1996-1997 (Upto 22.07.1996) – in accordance with Hon'ble High Court of Kerala judgment dated 01.07.2013, which was upheld by Hon'ble Supreme Court in its judgment dated 12.12.2017 – vide this office orders dated 06.06.2018 are found to be in order. Further, the cancellation of promotions granted earlier to BSNL executives of 147 group including the respondents in the grade of AGM (Adhoc) vide this office order dated 29.09.2008, AGM (Regular) vide order dated 16.08.2010 & DGM (Adhoc) vide order dated 03.05.2017 and revision of their promotions on the basis of revised seniority list vide order dated 06.06.2018 are also found to be in order.



Accordingly, the representations of the respondents mentioned in Annexure-I are hereby disposed of.

This issues with the approval of competent authority.

Encl.: Annexure-I (List of the respondents)

  
26.06.25  
(Sailash Kumar)  
AGM(Pers. DPC-SM)  
BSNL CO New Delhi

To:

1. All concerned CGMs, BSNL with a request to handover the Speaking order to the respondents' executives working/retired in their circles and forward their dated acknowledgement to this office.
2. AGM(Pers-I) /AGM(Pers.-II), BSNL CO with a request to get speaking order delivered to the respondents' executives working/retired in BSNL CO and forward dated acknowledgement to this office.

Copy to:

1. PPS to Director (HR), BSNL Board.
2. CVO/PGM(Pers)/CLO SCT, BSNL CO
3. DGM(Pers.-I)/DGM(Pers.-II)/DGM(Pers-Legal), BSNL CO
4. AGM(Pers-I)/AGM(Pers.-II)/AGM(Pers-Legal), BSNL CO
5. BSNL Intranet portal

  
26/06/2025  
(Kapil Bargotra)  
DM(Pers. DPC-SM)  
BSNL CO New Delhi

**Annexure-I****No.-BSNLCO-PERB/2/2024-DPC Dated: 26.06.2025**

List of Respondents in SLP(C) No. 30281-30282/2019 and other connected Transfer Cases(C)/Petitions (C).

S. No.	Name of Respondents	SLP(C) No./ Transfer Cases (C)/ Petition (C) No.	HRMS No.	Present Circle	Remarks
1	Sanjay Singh Pathania	30281-30282/2019	199302466	ITPC Pune	Retired under BSNL VRS-2019
2	Brinda Prasad	30281-30282/2019	199100045	MH	Retired under BSNL VRS-2019
3	Indira Thakur	30281-30282/2019	199205312	HP	Voluntary Retirement
4	Deepak Guleria	30281-30282/2019	199300069	CNTX-N	Working
5	Anil Dhiman	30281-30282/2019	199300435	HP	Working
6	Sanjay Kumar Jain	30281-30282/2019	199400296	PB	Retired under BSNL VRS-2019
7	Rajnesh Tagger	30281-30282/2019	199511321	J&K	Working
8	Bhawna Sharma	30281-30282/2019	199501868	HP	Working
9	Jitesh Kumar	30281-30282/2019	199702060	PB	Working
10	Janak Raj	30281-30282/2019	199703686	RJ	Working
11	Brahmanada Pati	345/2023	199001521	OR	Retired under BSNL VRS-2019
12	Debendra Chandra Pradhan	345/2023	199002507	OR	Working
13	Abhay Kumar Swain	345/2023	199002511	OR	Retired under BSNL VRS-2019
14	Udaya Narain Das	345/2023	199001025	OR	Retired
15	Manabendu Das	345/2023	199003635	OR	Retired
16	Kayate B.P.	345/2023	199004967	ITPC Pune	Retired under BSNL VRS-2019
17	Sharad Kumar Srivastava	345/2023	199001998	Inspections	Retired under BSNL VRS-2019
18	S.S. Rajput	345/2023	199001992	Inspections	Retired under BSNL VRS-2019
19	C.K. Bhaskaren	345/2023	198404738	CHTD	Retired
20	Sheshadev Misra	345/2023	199000964	OR	Retired under BSNL VRS-2019
21	G.V. Bhaskar Rao	345/2023	198104103	KTK	Retired under BSNL VRS-2019
22	Miss Geeta Tani Swain	345/2023	199000528	OR	Retired under BSNL VRS-2019





S. No.	Name of Respondents	SLP(C) No./ Transfer Cases (C)/ Petition (C) No.	HRMS No.	Present Circle	Remarks
23	Arun Kumar Pandey	345/2023	199000915	MP	Retired under BSNL VRS-2019
24	Aftab Ahmed Khan	345/2023	199003712	BSNL CO	Working
25	Sanjiv Kumar Routray	345/2023	199002110	OR	Working
26	Rajendra Kumar Behra	345/2023	199001900	OR	Working
27	Mrs. Jayanti Panda	345/2023	199005544	OR	Retired
28	G. Kumareshan	88-89/2022	199703503	A&N	Working
29	D. Sathiyar	88-89/2022	199600076	CNTX-S,	Working
30	Hitendera Duttaray Kulkarni	90/2022	199004822	ITPC Pune	Retired under BSNL VRS-2019
31	Vivekananda Nath	90/2022	199103764	AS	Retired
32	Bhupendra Kaushik	90/2022	199205084	UP (W)	Working
33	Anup Kumar Verma	90/2022	199405848	BSNL CO	Retired
34	Mrinal Roy	90/2022	199408509	CNTX -NE	Working
35	Ramesh Kumar	90/2022	199304624	OR	Retired under BSNL VRS-2019
36	Hrusikesh Patra	90/2022	199300736	OR	Working
37	Biswajit Lenka	90/2022	199701369	Inspections	Working
38	Ajit Kumar Das	90/2022	199303858	OR	Working
39	Srinivas Mohapatra	90/2022	199304214	OR	Working
40	Pradeep Kumar Sahoo	90/2022	199302768	OR	VR
41	Sarat Chand Meetei	91/2022	199004202	N E-II	Working
42	Jagdish Chandra K Patel	IA. No. 2778/2023	199510707	GJ	Working
43	Rupendra Pathak	IA No. 157054 /2021	199508535	BR	Working
44	Indra Shekhar Sudhanshu Mishra	IA No. 157054/2021	199605915	Inspections	Working