



No. 28-6/2022-SCT

Dated: 23.09.2024

To

1. All the Head of Telecom Circles, BSNL
2. All Cadre Controlling Authorities, BSNL Corporate Office, New Delhi
[CGM (Arch)/CGM (BW)/CGM (EW)/PGM (Estt.)/PGM (Pers.)/PGM (EF)/GM (Recruitment)]

Sub: Implementation of DOP&T OM No 36012/1/2020-Estt. (Res.-II) dated 28-12-2023 on the issue of Reservation in promotion to Persons with Benchmark Disabilities (PwBDs) employees in BSNL- reg

- Reference:** - 1. DOP&T O.M.No.36012/1/2020-Estt.(Res-II) dt: 28/12/2023.
2. DOP&T OM No 36012/1/2020 -Estt(Res-II) dated 17/05/2022.
3. SCT Cell, BSNL CO letter No.28-6/2022-SCT dated 05.01.2023.


Kind attention is invited to this office letter no. under reference 3 above vide which the reservation in promotion to PwBD employees in BSNL was implemented in pursuance to DoP&T O.M. dated 17.05.2022. Subsequently DoP&T vide its order No.36012/1/2020-Estt.(Res.-II) dated 28.12.2023 has issued guidelines and instructions regarding reservation in promotion to Persons with Benchmark Disabilities.

2. The approval of the Competent Authority i.e. CMD BSNL is hereby conveyed to implement the DOP&T O.M.No.36012/1/2020-Estt.(Res-II) dt: 28.12.2023 in BSNL in following manner :

- (i) The Management shall consider the creation of SNP (supernumerary posts), if required. The number of such requirement of the supernumerary post shall be assessed by the concerned cadre controlling authorities for all the relevant DPCs as described above. The proposal for creation of supernumerary posts, if necessary, for the period w.e.f. 30.06.2016 shall be submitted to Management Committee and BSNL Board for approval.
- (ii) Accordingly, the DPCs conducted in BSNL for vacancy years 2016-17 and onwards, will be reviewed considering 3% reservation to PwBD employees for the vacancies upto 18.04.2017 (as per PwD Act 1995) and 4% reservation for vacancies on or after 19.04.2017 (as per RPWD Act, 2016). Concerned HR Branch shall carry out the activity cadre wise and submit the proposal accordingly.
- (iii) In order to provide reservation to candidates in the already conducted LICEs for vacancy years 2016-17 and onwards their result shall be reviewed to fill up the required vacancies with relaxed standards, if required, and unfilled vacancies may be carried forward as per extant DOP&T instructions. If review of result is not possible, then conducting of supplementary LICE shall be considered by the management.

- (iv) Though, the principles / rules followed in original DPCs are to be followed in the review DPC, but in the instant case, the reservation (including own merit concept), which was not followed in original DPCs, will have to be followed in the review DPCs.
- (v) The Personnel branch shall develop necessary t-code to capture above data, so that the date from which a candidate is eligible for benefit of reservation in promotion can be ascertained and seniority vis-à-vis the recruitee in the category can be fixed.
- (vi) With regard to modalities of carrying forward the unfilled vacancies as stipulated in Para 13.1 of DOP&T OM dated 17/05/2022, the number of unfilled vacancies may be carried forward to the succeeding recruitment year, without specifying the category of vertical reservation.

3. All Circle/Unit Heads are requested to further circulate and ensure the implementation of the DOP&T O.M.No.36012/1/2020-Estt.(Res-II) dt: 28/12/2023 as above.


(Santosh Kumar)

Dy. General Manager (SCT)

E-mail ID:scticcbsnl@gmail.com

Copy to:-

1. PPS, CMD, BSNLCO, New Delhi.
2. PPS, Director (HR), BSNL Board, New Delhi.
3. BSNL Intranet.