



Connecting India

Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
Establishment-IV Section

5th Floor Bharat Sanchar Bhawan, Janpath
New Delhi-110001

Reminder

No. BSNLCO-A/16(12)/2/2024-ESTAB

Date: 23.10.2024

To,

All the Territorial Circles,
Bharat Sanchar Nigam Limited.

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 the Persons with Benchmark Disabilities (PwBDs) in BSNL.

Ref: 1. letter no. 28-6/2022-SCT dated 23.09.2024.
2. This office letter of even number dated 07.10.2024 (enclosed).

Kindly refer to this office letter of even number dated 07.10.2024 wherein information with respect to the above cited subject was sought.

2. In this regard, it is conveyed that the administrative deptt. (DoT/ DoP&T) is pressing hard for implementation of reservation in promotion to the Persons with Benchmark Disabilities (PwBDs) in BSNL.

3. Therefore, all the territorial circles are once again requested to identify/determine the PwBD vacancies (roster) and eligible PwBD candidates who have appeared in the four Limited Internal Competitive Exams (LICE) held for Vacancy Years 2016-17, 2017-18, 2021 and Special LICE for VY 2021 in the requisite format as informed in the letter dated 07.10.2024.

3. The above requested information vide table -1 & 2 may be sent to this office **latest by 02.11.2024 on email id agmestt4@gmail.com.**

5. This may be treated as **most immediate.**

This issues with the approval of competent authority.

Encl: As above.

M. Maniombi
23/10/2024

(M. Maniombi)
Assistant General Manager (Estt.-IV)
Tel: 011-23734152



Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
Establishment-IV Section
5th Floor Bharat Sanchar Bhawan, Janpath
New Delhi-110001

No. BSNLCO-A/16(12)/2024-ESTAB

Date: 07.10.2024

To,

All Heads of Territorial Circles,
Bharat Sanchar Nigam Limited.

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 the Persons with Benchmark Disabilities (PwBDs) in BSNL i.r.o JTO(T) cadre.

Ref: letter no. 28-6/2022-SCT dated 23.09.2024.

This is regarding implementation of DoP&T OM no. 36012/1/2020-Estt. (Res.-II) dated 28.12.2023 on reservation in promotion to the Persons with Benchmark Disabilities (PwBDs) in BSNL as per the BSNL Corporate office, SCT cell letter dated 23.09.2024 (enclosed).

2. In this regard, all territorial circles are requested to identify/ determine the PwBD vacancies (roster) and eligible PwBD candidates who have appeared in the four Limited Internal Competitive Exams (LICE) held for Vacancy Years 2016-17, 2017-18, 2021 and Special LICE for VY 2021 in the following format:

Table -1

Name of the Recruiting /Territorial Circle:					
JTO(T) cadre	OC	SC	ST	Total	Identified PwBDs vacancies (Out of Total)
	(a)	(b)	(c)	L=(a+b+c)	x
Roster of LICE already notified along with identified PwBD vacancies for the Vacancy Year (VY):2016-17					
No. of employees promoted against VY 2016-17					
Unfilled vacancy for the VY 2016-17					
Roster of LICE already notified along with identified PwBD vacancies for the VY 2017-18					
No. of employees promoted against VY 2017-18					
Unfilled vacancy for the VY 2017-18					

Roster of LICE already notified along with identified PwBD vacancies for the VY 2021					
No. of employees promoted against VY 2021					
Unfilled vacancy for the VY 2021					
Roster of LICE already notified along with identified PwBD vacancies for the VY-2021 Special LICE					
No. of employees promoted against Spl. LICE VY 2021					
Unfilled vacancy for the Spl. LICE VY 2021					

3. Further, a list of PwBD candidates who had appeared in the above LICES held as per relevant DoP&T OM and this office letter No. 5-8/2017/Estt-IV/PwD/ 2016 dated 04.09.2018 may be send as per format given below:

Table -2

A	JTO(T) LICE for VY 2016-17		
	Perner No	Name	Type of Disability
1			
2			

B	JTO(T) LICE for VY 2017-18		
	Perner No	Name	Type of Disability
1			
2			

C	JTO(T) LICE for VY 2021		
	Perner No	Name	Type of Disability
1			
2			

D	JTO(T) LICE for VY Spl LICE VY 2021		
	Perner No	Name	Type of Disability
1			
2			

In this regard, all Territorial circles are requested to provide the above information at table -1 & 2 to this office latest by 19.10.2024 on email id agmestt4@gmail.com.

This issues with the approval of competent authority.

Encl: As above.


7/10/2024
(M. Manitombi)
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

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 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.