



Sub: Implementation of DoP&T guidelines on PwBD category employees' reservation in promotion- review of results for LICE VY-2022 and LICE VY-2023 thereof.

This is regarding implementation of DoP&T O.M. No. 36012/1/2020-Estt.(Res.-II) dated 17th May 2022 and 28th Dec 2023 issued regarding 4% reservation in promotion for Persons with Benchmark Disabilities (PwBDs), and its distribution across five categories of disabilities as mentioned in Para 2.2 of the OM dated 17.05.2022.


2. Vide DoP&T OM dated 17.05.2022 issued instructions for 4 % reservation in promotion of the total number of vacancies in the cadre strength up to the lowest rung of Group 'A' for PwBD candidates. This four percent reservation is distributed among the 5 types of disabilities as defined at para 2.2 of the said OM. Accordingly, the said reservation in PwBD category in promotion has been applied to the LICEs held for Vacancy Year (VY) 2022 & VY 2023 in respect of JTO(T) cadre.
3. Post restructuring, the LICE for VY 2021 was held without reservation in PwBD category in promotion to JTO cadre as there was no instruction at that time. Also, no LICE was held for VY 2020 as there was no vacancy for LICE in Pan India.
4. Subsequently, vide DoP&T OM no. 36012/1/2020-Estt. (Res.-II) dated 28.12.2023 conveyed to implement the said reservation in promotion w.e.f 30.06.2016 and in consequence, BSNL Management decided that all 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).
5. Recruitment Branch vide letter dated 16.04.2025 reviewed the results for PwBD candidates in accord with DoP&T O.M. dated 28.12.2023 and dated 17.05.2022 for the LICEs held for VY (16-17, 17-18, 2021 and special LICE 2021) in respect of JTO(T) cadre.
6. Further, it is to mention that BSNL is restructured on 01.02.2020 and vacancies existed before 01.02.2020 were abolished in the said accomplishment. The first Departmental examination for promotion to JTO(T) cadre was held for VY 2021 without reservation in promotion for PwBD category however, the result of the said exam was reviewed as stated at para 5 above. In order to ensure continuity in the processes of reservation in promotion w.r.t. JTO(T) cadre as per the DoP&T OMs cited above, the unfilled vacancy of LICE VY 2021 i.r.o PwBD category [excluding carried forwarded vacancies of pre-restructuring LICEs i.e. VY (16-17, 17-18)] needs to be carried forwarded to the vacancies for LICE for VY 2022 and then to LICE VY 2023.
7. In this regard, the approval of the competent authority is hereby conveyed to carry forward the unfilled vacancies in PwBD category from VY 2021 (current vacancy only) to VY 2022 onwards. However, the unfilled vacancies of Spl. LICE VY 2021 shall not be carry-

forwarded as it was held by diverting 50% DR quota vacancies numbering 445 to LICE quota as a onetime measure.

8. Accordingly, Recruitment Branch is requested to review the results of JTO(T) LICE for VY-2022 and VY-2023 by carry forwarding the unfilled vacancies of PwBD category from LICE VY-2021 [excluding carried forwarded vacancies of pre-restructuring LICE i.e. VY (16-17, 17-18)] so that the left-out vacancies from LICE VY-2023 can be carried forwarded to upcoming LICE VY-2024.

9. Further, all Recruiting Circles/Units are requested to ensure to maintain the PwBD Roster strictly in accordance with the DoP&T guidelines along with sub-category of PwBD vacancies as per the exercise mentioned above.

10. This issues with the approval of competent authority.


17/12/2025

(M Maniombi Devi)

Dy. General Manager (Estt. -III)

To

PGM (Rectt.), BSNL CO

U.O. no. : BSNLCO-A/16(12)/2/2024-ESTAB dated: 17.12.2025

Copy to:

1. All Heads of Recruiting Circles, Bharat Sanchar Nigam Limited.
2. Intranet.