



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)
SNEA Bhavan, Dharmalayam Road, TVM-695001

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No:- SNEA/KLA/CGM/2016-17/118

dtd at TVM, the 17-04-2017

To

The CGMT
BSNL, Kerala Circle,
Trivandrum

Sub:- Calculating JTO vacancies as per DOPT OM dated 19-1-2007 and Filling up of all JTO posts (Promotee quota) in Kerala Circle through LICE for the year 2014-15 and 2015-16 Reg.

Respected Sir,

It is a matter of proud that Kerala circle is the most revenue earning and profit making among all other Circles in BSNL. To retain and enhance the performance of the Circle, ensuring proper manpower as well as motivation to the existing manpower deserves a serious consideration. As per our information the percentage of JTO filling in Kerala Circle is only 39% of the sanctioned strength which is least among all other circles in BSNL. In the matter of recruitment and promotions it appears that the Circle is not interested to fill up maximum posts to meet the man power requirement as well as to extend promotions to its own highly performing employees. Many other Circles with less assets and revenue were able to get more JE/JTO posts sanctioned for direct recruitment. Many of our executives are transferred to other Circles on promotion or on long stay without any incoming.

As far as the present subject under consideration Kerala Circle has calculated internal vacancy of JTO posts as 758 for the vacancy year 2013-14. **Had the vacancies were calculated as per DOPT OM dated 19-1-2007 from 2007 onwards the vacancies would have been much more than that of 758.** Out of the 758 posts 215 vacancies were reserved in the name of some pending court cases without any order from the court. Though later 160 vacancies were released, 55 JTO vacancies are still reserved without filling in the name of court cases. There is no order from any court for reserving vacancies to the applicant pending disposal of the case. It is pertinent to note that one of the OA pending before the Hon.CAT is challenging the JTO RR 2015 and with a prayer to fill up vacancies up to 2015 under pre-amended RR. We are failed to understand the logic and rational behind this decision while number of promotion orders are issued by the corporate office wherein court cases were pending subjected to the final disposal of the court case. In this case the Circle administration has chosen to not to fill up these posts to the disadvantage of its operations as well as to eligible candidates. This stand of the administration will only strengthen the argument of the petitioners. The petitioners can point out to the court that BSNL itself is not having faith in the correctness of its arguments as it have reserved posts for the petitioners anticipating the prayer in the OAs are allowed. **As there is no order from the courts for the reservation of the posts against the applicants it is requested to release all the vacancies without any further delay.** It may be noted that 9 more qualified hands of 2014-15 is yet to be accommodated and 196 candidates have qualified in the LICE for

promotion to JTO against 2015-16 and only 17 posts are declared as vacant. It was expected that the number of vacancies under promotee quota would be increased as per the latest instruction from corporate office which is now kept under abeyance. Hence it is requested to take all out efforts to declare all vacancies so as to ensure promotions to all qualified hands. **It is requested to calculate the vacancies from 2007 onwards as per DOPT OM dated 19-1-2007 and declare all the vacancies including the reserved posts so that all qualified candidates of 2014-15 and 2015-16 can be promoted which will ensure better manpower and motivate the employees to improve the performance of the Circle.**

Sincerely Yours



**T Santhosh Kumar
Circle Secretary
SNEA, Kerala Circle.**

Copy to

1. GM(HR), O/o CGMT, Trivandrum
2. GS, SNEA CHQ, New Delhi