



# 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/2016-17/106 dtd at TVM, the 03-03-2017

To

The CGMT,  
Kerala Circle, Trivandrum.

Sub: JTO(T) vacancy calculation in Kerala circle reg.

Ref:-

1. JTO RR 2014; No. 5-32/2013-Estt.IV dated 14 Sep 2015
2. DOPT guidelines; No. 14017/2/1997 Estt (RR) dated 19 Jan 2007
3. JTO LICE direction: No. 5-32/2013-Estt.IV dated 4 Jan 2016
4. Punjab vacancy calculation direction; No.6-1/Gen/2016/Estt-IV dated 7 feb 17

Respected Sir,

At the outset we would appreciate the efforts being taken by the Circle Administration for declaring the results of JTO LICE for the year 2014-15 after complying with Hon.CAT direction. As per the vacancy calculation done by the circle, 758 vacancies are notified. In this connection we would suggest to release results as per the above calculations already done and further consider the following facts so that another 122 posts also can be filled by the LICE for 2014-15 and 2015-16

1. The Recruitment Rule 2014 clearly states that all the future recruitments would be done strictly according to this recruitment rule. Accordingly from vacancy year 2013-14 the ratio between DR and PR to be 50:50 under Recruitment rule 2014.

2. In 2007 as per supreme court direction Department of Personnel and Training DOPT made amendment on its guidelines for vacancy calculations(ref 2).DOPT guideline which was endorsed by BSNL clearly states that recruitment is to be done based on vacancies at any given point of time and not based on number of post. That means vacancies should be in 50:50 proportion for both external and internal candidates. The annexure of this guideline clearly illustrates:

*"A condition when 200 vacancies arose in a grade where 500 was strength of direct recruitees and 500 promotees. In that 50 posts vacated from direct recruited quota and 150 from promotee quota, as a result of this, the number of incumbents in the direct recruitment quota became 450 and in promotion quota 350. Since the recruitment rule provide 50:50 proportion method so after filling vacancy 100 by direct recruitment and 100 by promotion the cadre strength become 450 for promotion quota and 550 for direct recruited quota respectively."*

The present case of JTO(T) vacancy for the year 2013-14 in Kerala circle is as follows:

Total sanctioned strength as on 31st March 2014	2364
Working strength	604
Total vacancy	1760

As per 50:50 proportion internal and external vacancies, it would be  
 $1760/2 = 880$  each

Corporate office establishment cell issued an instruction to all the circles for fresh vacancy calculation with order (ref-3) dated 4th January 2016 after implementing JTO(T) Recruitment Rule 2014. Kerala circle calculated internal vacancies as 758 for vacancy year 2013-14 which is not in 50:50 proportions and not followed the DOPT guideline in true spirit. As a result the number of vacancies reduced from 880 to 758.

The clarification issued to Punjab circle by corporate office in this regard as per letter under reference 4 is enclosed for ready reference.

After considering the above facts we humbly request your esteemed office to recalculate the vacancies in compliance with DOPT guidelines in true spirit so that the legitimate promotional avenues to departmental candidates are not denied .

**Thanking you,**

**Yours faithfully,**



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

Copy to:

1. GM(HR), O/o CGMT, Trivandrum
2. DGM(HR), O/o CGMT, Trivandrum