

मुख्य महाप्रबंधक दूरसंचार कार्यालय, केरल परिमंडल
OFFICE OF THE CHIEF GENERAL MANAGER
TELECOM, KERALA CIRCLE,
HR-III Section, 2nd Floor, Doorsanchar Bhavan
PMG Junction, Thiruvananthapuram-695033
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

To
PGM(Est),
BSNL CO,
New Delhi.

No. HR-III/2-8/2010/JTO/79 dated at TVM-33 the 3/4/2017.

Sub:- Vacancy calculation of JTO reg:-
Ref:-BSNL CO No. 6-1/GEN/2016/Estt.IV dated 15/3/2017.

Kindly refer to the letter under reference.

In the letter under reference, for calculating JTO vacancies for a particular year, it is illustrated to club together the carry forward vacancies of previous year in each quota (internal and direct) along with the vacancies created during the current year and then to distribute among each quota as per RR.

In this connection, letter issued by BSNL Corporate Office Pers. Section vide letter No. 25-02/2004-Pers.II dated 14/8/2013 along with DOP&T Dy No. 91542/12/CR (copies enclosed) may be seen please. In this it is stated "as per recent clarification received from DOP&T, the carry forward vacancies have to be treated separately from the current vacancies (ie, vacancy arising in a particular vacancy year). The unfilled vacancies including backlog vacancies of STs/SCs are to be carried forward to succeeding year in respective quota and would not be added to the current year vacancies. The current year vacancies are to be distributed in the ratio prescribed in the RR as illustrated in DOP&T OM dated 19/1/2007."

Thus the instruction regarding calculation of vacancy in these two letters are contradictory.

It is also observed if the carry forward vacancies of previous years in each quota and current year vacancies are clubbed together and redistributed as per RR as given in the letter dated 5/3/2017, the position of backlog vacancies which is based on the cadre strength up to the previous year is likely to be affected as the cadre strength in both quota will undergo change.

Hence it is requested kindly give necessary direction as to which method is to be followed.

Encl. As above.

महाप्रबंधक (मा.सं/प्रशासन) General Manager (HR/Admn)
मु.म.प्र.दू का, भा.सं.नि.लि O/o CGMT, BSNL
तिरुवनंतपुरम Thiruvananthapuram-33
फोन: 0471-2305500 फैक्स: 2301300

Copy to:-
GM(Pers), BSNL CO New Delhi.



No.25-02/2004-Pers.II
BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE, PERSONNEL-II SECTION
Bharat Sanchar Bhawan, 4th Floor, Janpath, New Delhi - 110 001.

74-1/c
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Dated:- 14th August, 2013.

To

The Chief General Manager,
Bharat Sanchar Nigam Limited,
Kerala Telecom Circle,
Doorsanchar Bhavan,
PMG Junction,
Thiruvananthapuram-695033.

DCM-HR/A
For u/c pl
9/8

Subject:-

Promotion to the grade of Private Secretary under Seniority-cum-fitness quota on the basis of DPC held on 28.06.2013 in pursuance of Recruitment Rules 2004 of Private Secretary of BSNL Field Units and modifications issued from time to time.

Sir,

With reference to your office Letter No.HR-III/6-25/2012/Pt./17 dated 18.07.2013 on the above cited subject it is stated that this office vide Lr. No.20-08/2013-Pers.II dated 25.06.2013 has amended column 11 of the schedule of RR-2004 of PS of BSNL field units whereby the word "posts" has been replaced by "vacancies". Thus, the vacancy arising during the year 2012-13 in both the streams i.e., Seniority-cum-fitness and LICE has to be merged and distributed as per RR. Moreover, as per recent clarification received from DOP&T, the carry forward vacancies have to be treated separately from the current vacancies (i.e., vacancy arising in a particular vacancy year). The unfilled vacancies including backlog vacancies of STs/SCs from LICE or promotee quota streams are to be carried forward to succeeding year in respective quota and would not be added to the current year vacancies. The current year vacancies are to be distributed in the ratio prescribed in the RRs as illustrated in DOP&T OM dated 19.1.2007.

Accordingly, it is requested to revise the vacancy position as stated above. You are also requested to indicate the details from where these vacancies has arrived. Further action in this case will be taken on receipt of the above said information.

Yours faithfully,

CP-14-8-12

(V. K. SINHA)
Asstt. General Manager (Pers.-II)
Tel. No. 011-23037191

20/08/2013
ACM(HR)

21/8/13

Department of Personnel & Training
Establishment (RR)

Dy. No. 91542/12/CR

Reference notes at pre-page.

2. The instructions on policy issues of this Deptt. is applicable to various posts under the Ministries/ Deptts. of Central Government. The applicability of instructions of this Deptt. in a PSU may be ascertained/ decided by DOT in consultation with Deptt. of Public Enterprises. The clarification sought in para 1 of notes at p.1-2/N-ante has to be seen in context of this Deptt. OM dated 19.1.2007 read with para 2.4.2 of this Deptt. OM No. 22011/7/86-Estt. 'D' dated 3.7.1986. It is stated that as per OM dated 3.7.1986, the unfilled direct recruitment quota vacancies would be carried forward to corresponding direct recruitment quota vacancies of the next year (and to subsequent years where necessary) for taking action for direct recruitment for the total number according to usual practice. As such, the carry forward vacancies have to be treated separately from the current vacancies (i.e. vacancy arising in a particular vacancy year). We may clarify the issue raised by D/o Telecom in taking into account the above position, as follows: -

- (i) Para 1(a) & (d) at p. 1/N - The unfilled vacancies including backlog vacancies of STs/SCs from LDC or promotee quota streams are to be carried forward to succeeding year in respective quota and would not be added to the current year vacancies. The current year vacancies are to be distributed in the ratio prescribed in the RRs as illustrated in DOPT OM dated 19.1.2007.
- (ii) Para 1(b) at p. 1/N - The LDCE is though considered part of promotion, as also indicated in Para 5 of notes at p.2/N but the current vacancies need to be distributed between LDCE and seniority quota promotion as per the instructions dated 19.1.2007.
- (iii) Para 1(c) at p. 1/N - The current vacancies have to be filled as per the percentage prescribed for each method of recruitment in the RRs of the post. The provisions of RRs, where percentage of vacancies is to be filled by various method of recruitment, do not prescribe for maintaining a particular percentage of posts recruited by each method in the cadre & hence, there is no question of shortfall or excess in cadre strength by a particular method of recruitment.
- (iv) Para 1(f) at p. 2/N - The provision of the method of recruitment for filling up the vacancies (& not posts) as per aforesaid OM will be applicable from the date, the notified RRs incorporating the abovesaid provision has been made effective.
- (v) Para 1(g) at p. 2/N - This matter [Para 1(g) of notes at p.2/N] may be decided by DOT in consultation with DPE. This Deptt. may have no comments in the matter.
- (vi) Para 6 at p. 2/N - The presumption at para 6 is not correct as whenever percentage of vacancies to be filled by various methods is prescribed in the notified RRs, the instructions dt. 19.1.2007 will be applicable.
- (vii) In respect of para 8 at p.3/N, the relative seniority of officers promoted under promotion quota and LDCE shall be determined according to rotation of vacancies between available incumbents of both the modes which is based on the quota of vacancies reserved for recruitment through each of the modes, namely in the ratio of 3:1. Consolidated instructions in the matter has been notified by the DOPT in OM No. 20011/12/2008-Estt. (B) dated 11.11.2010 available on the website of the Department.

Submitted please.

(Rajiv R. Singh)
US (RR-II)

Dir(E-1)

US (RR-II)

(Rajiv R. Singh)
21/5/13

22/5/2013

D/o Telecom

As per T.O. No. 91542/12/CR dt. 22/5/2013

16.05.2013
at this place