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SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS
(An Association of Junior Engineers Of BSNL)

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No. GS/SNATTA/ JTO-RR-2023-01

Dated: 09/01/2023

To,
Shri Arvind Vadnerkar Ji
Director (HR) ,BSNL
Bharat Sanchar Bhawan, Janpath,
New Delhi- 110001

SUB: Restoration of Vacancy Year concept and Elimination of any Condition on availability Clause by treating it as Internal Competitive Exam not as External Competitive Exams.

Ref:Letter No.5-32/2013-Estt.IV , DATED ON 14.10.2015 & Letter No.BSNLCO-A/16(12)/2/2022-ESTAB/1 , DATED ON 31.12.2022

Respected Sir,

Setting side by side of JTO RR-2014 and JTO RR 2023 as per reference Letter, SNATTA is strongly fulminating and condemning the every aspects and intentions of the BSNL Management to destroy the Career Growth of JEs by **diminishing the most important factor of Vacancy Year Concept against the all Odds and Rights of the Employees, which is the main factor to maintain the Seniority and Regularity of the JTO LICE** .It is nothing but to impose autocracy in BSNL by snatching the Rights of the Employee without Publication of the Draft of JTO RR 2023 for detailed Discussion with Recognized Unions and Published it directly, It is similar kind of gesture that has been shown during the enactment of ambiguous Restructuring Order after VRS.

Another New Factor imposed in this RR , is about setting a clause of Availability of Candidates must be 5 times of the available Vacancy, Which is nothing but to treat Internal Exams as External Exams.Management must not forget that, We the Employees , are giving our Best Effort for this Organisation to reach out to the Door of Our Customers .BSNL Management must not treat us as a group Slaves or must not treat with employees like How We are being treated before our Independence.

How Come Management can expect that a Tired employee after delivering his best efforts for 7.30 hrs in office , will be able to prepare like External Exam for Internal Promotional Exams in 1:5 Ratio? **On the Other Hand ,Different methodology has been adopted for the Promotions in ITS Level ,Where Our Hon'ble Prime Minister's Vision is to set One Nation One Policy in all aspect in our Country but BSNL Cannot adopt "ONE DEPARTMENT ONE HR POLICY".**

The Total JE fraternity is very much annoyed with the Management for its dysfunctional nature to create severe unrest in BSNL by violating their rights on different juncture in terms of showing tremendous Lethargic Attitude for settling 3rd PRC and now trying to choke their Promotional aspects . We believe that Every Organization's Management should have impartial motive towards its each and every Employee irrespective of any Grade and SNATTA (an Association of JEs in BSNL) would like to pinned this point to BSNL's TOP Management for reminding them the Frustrating situation JE cadre in BSNL and Provided them the Best Possible Proposals above to avoid any kind of nuisance in the Department due to the conspiracy going on to destroy the Career of JEs and It will not be tolerated further.

Scrutinizing the JTO RR 2023, SNATTA would like portray its utmost dissent over the Negative intensions of the Management to derail the Promotional aspects of JE cadre, which will not be tolerated further as it was being done by the Management in different aspects and will request further to your high Office to have a View of the Employees via Unions and Associations , If these modified RRs are really for the Welfare of the Employees.

We want ONE DEPARTMENT ONE HR POLICY for all Employees .

Thanks and Regards

Yours sincerely



SURESH KUMAR
General Secretary

Copy to,

1. CMD ,BSNL , BSNL CO, New Delhi for kind information and n/a please.
2. Sr. GM(SR) , BSNL CO, New Delhi for kind information and n/a please
3. Sr. GM(ESTT) , BSNL CO, New Delhi for kind information and n/a please
4. GM (RECTT), BSNL CO, New Delhi for kind information and n/a please
5. GM(PERS) , BSNL CO, New Delhi for kind information and n/a please
6. P. Abhimanyu Ji ,GS BSNLEU CHQ for immediate intervention and n/a Please
7. GSs of All UNIONS and ASSOCIATIONS for kind cooperation
8. Office Copy