

## **Anomaly in BSNL MS 2009, in respect of the Electrical & Civil Wing Executives.**

**-A B Ingle, Sr.SDE (E), Akola-**

I, A.B. Ingle on the behalf of all Diploma Engineers Executives of Electrical, Civil & architect wing of the BSNL wish to submit few lines for taking our case with the appropriate level.

**1)** According to RR 1975 { Post & Telegraph Civil Engineering Recruitment Rules ( Electrical & Civil Gazetted Officers ) }, we join DOT as JE(Ele / Civil ) with required qualification of Diploma in Electrical / Mechanical & Civil Engineering. There was no restriction to the diploma holder for the upper promotions.

**2)** Amendment to RR 1975 was issued on dated 15<sup>th</sup> July 1994. In which Diploma Engineer were debarred from the Post of the Executive Engineer ( Ele / Civil ). However Diploma Holder

AE ( Ele /Civil) regularized prior to the date of the notification were allowed for the post of the Executive Engineer ( Ele / Civil ).

**3)** While amending the Recruitment Rule for the Executive engineer ( Ele / Civil ) in 1994 , entry level qualification required for the feeder post Jr Engr ( ele / Civ ) was not enhance as Degree in Concern Discipline. Qualification of Diploma in Civil / Electrical was continued criteria for the

Jr Engineer ( Ele / Civ ). Two batches of JE (Ele/Civ) was recruited based on above Educational Qualification. Rule of JTO ( Ele / Civil ) came in force during Dec 2001 with required qualification of Engineering Degree in concern discipline. After 1994 to till today no recruitment of JTO ( Ele / Civ ) is done with above Educational Qualification.

**4)** On 14<sup>th</sup> July 2009 heart breaking RR received in which all Diploma Engineers of Electrical & Civil wing is debarred from the promotion of the Executive Engineer ( Ele / Civil )

**5)** Our only demand at this stage is to have uniform Recruitment Rules for all units of the BSNL.

Rules, Pay scales & other things are uniform for all units of the BSNL, then why the disparity for the promotion policy is notified by the BSNL. Why this type of humiliating treatment is given to Electrical & Civil wing when we are equally competent to accept any challenge which we are doing since 1967. Why our Experience is neglected by the BSNL. Some of us are having Experience of 18 years in the SDE's cadre while 25 years experience in the

Department. In Electrical & Civil wing Competitive Exams for promotion from JTO to SDE started from 1995. Why all Degree holders were not selected in first Three batches? Out of approximate 73 nos SDE (E) selected in first three Approximate 80 % of Diploma holders were selected. That time in 1997 more than 150 eligible

Engineering Degree holders JE (E) were appeared in this Exam. If Education is the only criteria for further promotion, then why all Degree holders were not get promoted through the limited competitive Exam? Why Master Degree in concern discipline is not essential for the promotion of the Supdt Engineer? Why PHD is not essential for the post of Chief Engineer & PGM? Presently r Educational qualification for JTO (Ele) is Degree in only Electrical Engineering, but our head of the Electrical Wing is Degree in Mechanical Engineering who is not professionally qualified for Electrical wing.

**6)** Our all Diploma holder Executives got depress by this BSNL act. I received telephonic calls from all parts of India. We are moving in the court after issuing a notice to BSNL. We are launching at least 15 cases in the different CAT of India. This will certainly financial set back for us but BSNL will loose more. All of us are so disturbed that working in current situation is very difficult. We will also loose our time for visiting the Courts.

**7)** Presently in the Executive Cadre (JTO & SDE) of Civil & electrical wing, Diploma holders' strength is more than 50 %. The promotion avenues of this mass group can not be taken out by any rule. This is against the law of equality.

**8)** We can also up grade our qualification, by attending part time Degree OR correspondence course like AMIE. But it will harmful for the Organization. In that case we can not spare much time for BSNL works than what we are doing now.

**9)** Finally I will like quote some important lines of Law & equality.

**Government can frame such type of the rule defining qualification & suitability for promotion are the condition of the service & they can be changed retrospectively. This rule however subject to the well recognized principle that the benefits acquired under the existing rule can not be taken away by amendment with retrospective effect, that is to say there is no power to make such rules under the proviso to article no 309 of equal justice & human right which effect or impairs vested rights"**