



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

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No.AIBSNLOA/CHQ/2012/54

Dated: 17th August 2012

To

Shri K.C.G.K. Pillai,
Director (Finance),
Bharat Sanchar Nigam Limited,
New Delhi

Subject: **Proposed amendment to BSNL Accounts Officers Recruitment Rules, 2002 - reg**

Ref: **BSNL No. 3-13/2002-SEA dated 7.8.2012**

Sir,

This is with reference to BSNL letter cited under reference wherein it has been proposed to introduce the concept of Limited Department Competitive Examination (LDCE) in the grade of Accounts Officer in line with SDE (Telecom) and to amend the Accounts Officers Recruitment Rules accordingly. We are thankful that in this regard comments of this Association have been called for.

2. We are to state that at present large number of JAOs, who are working as regular JAO since the year 2000 and completed more than 12 years of their service as JAO, are awaiting their first functional promotion in BSNL. Introduction of LDCE at this stage, therefore, will cause a serious blow to their career growth and invite further stagnation. We strongly feel that such type of amendment in A.O. RR, if considered unavoidable, should be made applicable only after promotion of all the eligible JAOs. The required eligibility condition for promotion from JAO to AO is just 3 year of regular service as JAO and at present enough vacancies are also available in BSNL to accommodate all these JAOs. Hence, we feel that the on-going preparations and processes for holding DPC for promotion from JAO to AO should be completed and all the vacancies in this grade existing on date should be filled first and thereafter the consultation process on the proposed amendment should commence.

3. Equal treatment of Accounts & Finance wing and the Telecom Operations wing, aiming at common HR policy is welcome, but the glitches associated with the

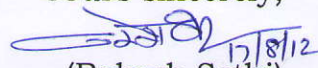
LDCE in Telecom wing, e.g failure to hold the LDCE regularly every year, the resultant seniority disputes and consequent court cases are to be sorted out before attempting to adopt the concept in the Accounts & Finance wing. The introduction of LDCE for promotion to Accounts Officer will put a complete halt on BSNL's promotion strategies in Accounts & Finance wing also even in seniority cum fitness quota, as it will divide the existing executives of BSNL in sub groups as per their individual interests and they are likely to engage themselves in these subgroups and plead their cases before the administration and courts.

4. Further asking the comments of the associations, providing curt deadline for submitting the comments without divulging the details of the proposal, just before seeking approval of the Management Committee, is neither fair nor just. Change for the better is always welcome and is needed; but important proposals have to be deliberated at length before any decision is taken.

5. We therefore request you to kindly advise the SEA section to fill up all the existing vacant posts of Account Officers from the eligible JAOs first, then circulate the detailed proposal to the Executives Associations, have discussions, without haste and formulate a scheme devoid of the hitches afflicting the LDCE concept in Telecom wing.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

o/c General Secretary

Copy to:

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