



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

RAJASTHAN CIRCLE, JAIPUR

25, Mahaveer Colony Extn.
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Kartarpura, Jaipur - 302006.

(Registration No. S-44528 of 2002)
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No.: AIBSNLEA/RAJ/2012-14/26

Dated at Jaipur:- 06-06-2016

To,

Shri R.K.Misra

Chief General Manager,
Rajasthan Telecom Circle,
JAIPUR-302010.

Sub: Acquit shortage in DE/AGM cadre in Rajasthan. Many SSAs issuing unlawful Look After arrangement at local level. All the forgone barred SDEs must be considered for LA in DE/AGM cadre.

Ref: (i) BSNL Corporate Office letter no. 412-13/2013-Pers.I(II) dt.22.03.2013.
(ii) Our letter no. AIBSNLEA/RAJ/2014-16/23 dt.13-04-2016.

Respected Sir,

In continuation of above referred letter on the subject matter, we bring to your kind notice that BSNL CO introduced look after arrangement availing higher scales of pay just to meet out essential operational needs of the organisation in the shortage in grades of DGMs/DEs/SDEs in Circles/SSAs. Though it is a temporary nature arrangement within the confines of prudence and frugality as also to conform to statutory and legal prescriptions under consideration of Management for some time and it is quite different from the adhoc arrangement availing higher scales of pay.

In this regard, it is submitted that Pers. Cell of Rajasthan Circle is implementing the above orders in wrong way treating the same like adhoc arrangement availing higher scales of pay. If an executive refuses the L/A order in any grade, he will not be included in the forthcoming look after order till one year from the date of acceptance by the competent authority of the refusal for L/A irrespective of the date of refusal letter given by the executive and this practice is followed by Pers. Cell CO RJ since long. There are no such guidelines available in L/A arrangement policy (referred above), which is quite illegal and nowhere applied in any SSA/Circle.

Officers sitting on HR/Admin of SSAs/Circle are habitual of taking unlawful actions in their day to day working ignoring BSNL Corporate office orders. Several SSAs (Jaipur, Kota etc.) have also ignored the policies made by the BSNL CO and issued L/A arrangement's ignoring the existing legitimate BSNL Corporate Office policies/orders in this regard and have issued Look after Orders from SDE to DE/AGM under intimation of Circle Office beyond their power.

Therefore, it is requested to issue necessary instructions to HR Cell of BSNL Rajasthan to de-link L/A arrangement's order with Adhoc/Regular promotions as L/A is to meet out essential operational needs of the SSAs in the shortage in grades of DGMs/DEs/SDEs. It is also requested that process of L/A arrangement's order from SDE to DE/AGM to meet out the acquit shortage from the SDEs kept out from consideration zone due to misinterpretation of their forgo the previous orders. Kindly also instruct all the SSAs for unauthorised use of the Power of LA arrangements.

Yours sincerely

(M.K.Morodia)
Circle Secretary

Copy to:-

1. Shri Prahlad Rai, Genl. Secy. AIBSNLEA, New Delhi for n/a pl.