



No. 250-17 /2013-Estt. III(Pt.)

Dated, the 27<sup>th</sup>, August, 2015.

To

The Chief General Manager,  
All recruiting Circles of BSNL.

Sub : Review and monitoring of implementation of reservation policy for  
Scheduled Castes in BSNL - Submission of ATR.

Sir,

I am directed to refer to the subject noted above and to inform that the National Commission for Scheduled Castes, in their Review Meeting held on 25.11.2014 to assess the implementation of the Reservation Policy for Scheduled Castes in BSNL, have given their observations in respect of Maintenance of Reservations Rosters. The relevant excerpts of Minutes of the Review Meeting are as follows :

**"Maintenance of Rosters:** Prior to holding of the review meeting, the reservation rosters for various cadre/posts maintained by BSNL were called for inspection. The Commission observed that Rosters maintained for various cadre/posts under Direct Recruitment and Promotion have not been prepared/ maintained as per the DoPT guidelines/instruction. The rosters are not prepared in running way. There are gaps in between the placement of the incumbents. The placement of the SC incumbents have been made in subsequent recruitment years against the reserved points. This is the violation of DoPT guidelines/instructions on maintenance of rosters. No summary has been prepared after each recruitment made. So it is not clear whether in one recruitment year there was any shortfall of SC vacancies. The rosters maintained have been prepared from the year 2011 onwards and BSNL did not mention about maintenance of rosters for pervious years.

The Commission was of the view that the BSNL Management should follow the DoPT instruction/guidelines on maintenance of the Roster. Moreover, the Rosters should have been prepared/maintained after implementation of post based reservation rosters as per DoPT OM dated 2.7.1997 for all cadre posts in promotion and Direct Recruitment separately. Accordingly, the Commission suggested to the BSNL Management to re-cast all the reservation Rosters and prepare/maintain as per the DoPT guidelines. The Liaison Officer for SCs should also regularly inspect/check the reservation rosters. The Commission also advised that the roster should be shown on the website of the BSNL.

The CMD, BSNL agreed to take necessary action with the submission of action taken report within one month."

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