



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A Constitutional body under Article 338A of the Constitution of India)

File No. NCST/SER-689/MCIT/17/2022-SSW

Dated: - 29.01.2024

To,

Shri P.K Purwar
Chairman and Managing Director
Bharat Sanchar Nigam Limited (BSNL)
Janpath, New Delhi – 110001
Email:- cmdbsnl@bsnl.co.in, Phone:- 011-23372424

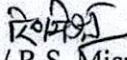
Sub: सीएसएस कैडर के उपप्रबंधक पद पर कार्यरत अनुसूचित जनजाति के कर्मचारियों की 2015-16 की एक बैंक लॉग सहित दो विभागीय परीक्षा कोटा की रिक्त पदों को भरने के संबंध में - श्री ललन साह (उपप्रबंधक, BSNL) एव अन्य के अभ्यावेदन ।

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 18.1.2024 at 11:30 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Yours faithfully,


(आर.एस.मिश्र / R.S. Misra)
अनुसंधान अधिकारी / Research Officer
Tel:-011-24641640

Copy to:-

श्री ललन साह, उप प्रबंधक एव अन्य
बीएसएनएल कॉर्पोरेट ऑफिस
नई दिल्ली - 110001
मो0- 9868265599, ई मेल - lalansah01@gmail.com

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes
(F. No. NCST/SER-689/MCIT/17/2022-SSW)**

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Lalan Sah (Deputy Manager, BSNL) and others, regarding their promotion.

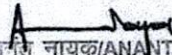
**Date of the meeting: 18/01/2024, 11:30 AM
Participants in the meeting - As per Annexure**

Shri Lalan Sah (Deputy Manager, BSNL) and others in their representation dated 04.11.2022 have stated that in the CSS cadre 67% of the vacancies are to be filled up through seniority-cum-fitness and 33% through Limited Internal Competitive Examination(LICE). However from 2015-16 to 2021 through the annual DPC, only promotion have been made on the seniority cum fitness quota but the remaining 33% of which are to be filled by LICE has not been done and due to that 2 vacancies including 1 backlog for Scheduled Tribes, have not been filled by BSNL from 2015-16 until now.

Thereafter a meeting was held on 06/11/2023 with the officials of BSNL and the Petitioner at NCST Headquarters. In the meeting, the Commission recommended that "a copy of the letter dated 03.02.2023 of BSNL as furnished during the Meeting, noted at para 4 above, may be provided to the Petitioner. The Petitioner may file his Rejoinder on the issue. After receipt of the Rejoinder from the Petitioner, the Commission may decide further course of action in the matter."

The petitioner vide rejoinder dated 9.11.2023 had requested for another meeting to resolve the issues. Accordingly, the Commission had decided to discuss the issue with the CMD, BSNL and the petitioner on 18-01-2024. The CMD, BSNL deputed the officials to appear before the Commission on 18-01-2024. BSNL vide letter dated 17-01-2024 has furnished the facts and comments on the issue raised in the rejoinder dated 09-11-2023 of the petitioner. The officials were present before the Commission and the Petitioner was also present.

The Petitioner has reiterated his issues and requested for promotion against the vacancy for the year 2015-16. The officials of BSNL reiterated the facts submitted to the Commission vide letter dated 17-01-2024. It was also informed that the post of CSS has been restructured vide letter dated 24.11.2021 of BSNL. This restructuring affected all posts of CSS and there is no discrimination with the petitioner. The petitioner alleged that the then Assistant Manager(CSS)(Shri M Udaya Kumar) is regularly discriminating against him since he is performing the same job at the same place while he got promotion to higher posts. Hence the matter needs to be inquired into.


अनंता नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

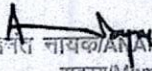
However, the authorities of BSNL present had attempted to clarify that whatever decision were taken were done with the approval of the Competent Authority.

After hearing both the sides, the Commission recommends the following:-

(i) The BSNL may review the case for promotion of the Petitioner from the vacancy year 2015-16 as mentioned in the previous notification No. 103-1/2018-CSS dated 1701.2018 ;

(ii) An Internal Grievance Committee for redressal of grievances of ST Employees of the BSNL may be set up in terms of NCST Advisory issued in August 2021 to all Ministries/Departments of the Government of India (Copy enclosed).

Action Taken Report may be submitted within 30 days from receipt of the minutes .


अनंता नायक/ANAMTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the meeting held on 18.1.2024 at 11:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Lalan Sah (Dy. Manager, BSNL) and others regarding promotion.

I	<u>BSNL</u>
1.	Shri Kalyan Sagar Nippani, Director (HR)
2.	Shri Adhir Kumar Singhal , Principal General Manager (Pers)
3.	Shri Jagdish Prasad, General Manager & Chief Liaison Officer (SCT)
II	<u>Petitioner</u>
	Shri Lalan Sah