



**BHARAT SANCHAR NIGAM LTD.**

(A Government of India Enterprise)  
7<sup>th</sup> Floor, Bharat Sanchar Bhawan, H.C Mathur Lane,  
Janpath, New Delhi – 110001.

No. 4-18/2007-SEA (Pt.)  
Dated: - 30-01-2015.

To

- (1). All Chief General Managers/Circle IFAs  
BSNL Telecom Circles/Telephone Districts.
- (2). All Chief General Managers/Circle IFAs,  
BSNL Telecom Project Zones/Telecom Maintenance Regions.
- (3). All other Administrative offices/Units in BSNL.

Subject: - Inter-se-Seniority of Direct Recruits and Promotes in the cadre of JAO in the Gradation list of Assistant Accounts officers/Junior Accounts officer in BSNL as on 02.12.2014- reg.

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This office had received various representations from Departmental quota JAOs of 2010 batch alleging discrepancies in the gradation list. They had requested to place them en-block senior to Direct Recruit JAOs of 2010 batch on the plea that their recruitment process started in 2004 and as per DOP&T guidelines OM No. 20011/1/2012-Estt. (D) dated 04.03.2014 they are to be placed en-block senior to Direct Recruit JAOs of 2010 batch.

The matter has been examined in detail and the following has emerged :

1. The process of conduction of JAO Main Exam (Part-II) was initiated in 2009, the vacancies for the exam were notified in 2009, the examination conducted in 2010 and the candidates joined in 2010 onwards.
2. Similarly, the process of conduction of JAO (DR) Exam from open market started in 2009, the vacancies for the exam were notified in 2009, the examination conducted in 2010 and the candidates joined in 2010 onwards.
3. Nevertheless DOP&T OM dated 04.03.2014 is made effective from 27.11.2012 and not applicable in the case of fixing inter-se-seniority between Direct Recruits and Departmental JAOs since their selection was finalized in 2010 i.e. before 27.11.2012, the date of Supreme Court judgment in Civil Appeal No. 7514-7515/2005 in the case of N.R Parmar Vs UOI & ors

In view of above, the request of Departmental JAOs of 2010 batch to place them en-block senior to Direct Recruit JAOs of 2010 batch in view of DOP&T OM dated 04.03.2014 cannot be acceded to since their selection was finalized in 2010.

This disposes off all the representations received from Circles/individuals on the subject and any further representation on the subject may also be disposed accordingly.

This issues in consultation with Establishment branch vide Dy. No. 2062/GM (Estt.) dated 23.01.2015.

This has the approval of the Competent Authority.

(Sunil Rajput)  
Assistant General Manager (SEA)