



BHARAT PENSIONERS' SAMAJ

ESTABLISHED IN : 1955

(All India Federation of Pensioners' Associations)
(Registered No. 2023 of 1962-63)

Member International Federation on Ageing, Montreal (Canada)

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No: BPS/BDPA.I/TN/2020

Dated 13th January, 2020

To:

Hon'ble Shri Ravi Shankar Prasad,

Minister for Communications,

Sanchar Bhawan, 20, Ashoka Road,

New Delhi 110001

Sub: Harassment of ST Employees in BSNL, Tamilnadu Telecom Circle by the Office of the CGMT, Tamilnadu Circle resulting in deprival of their rights to opt for VRS and ultimately denying their terminal benefits – Request for immediate intervention.

Hon'ble Sir:

1. We are grateful to you, Sir, for sparing your valuable time to take personal care if ailing BSNL and with your personal efforts got success in procuring Cabinet Nod for Survival of BSNL. But for your timely intervention, the BSNL would have nowhere and met with drastic result and could have not been saved from perishing. You have got appreciation from all the corner of the nation and we are really grateful to you for coming to rescue of the workers/pensioners.
2. We regret to bring to your kind notice that there are few notorious elements bent upon to spoil excellent work done under your able leadership without any reason, whatsoever; and we have to approach your august office to inform you that the Circle Administration of BSNL Tamilnadu Circle is - it appears is influenced by such mischievous elements – is harassing the ST Community employees to spoil the glaring result of VRS – 2019 Scheme and to spoil the entire environment of working class.
3. The ST Community Employees of Tamilnadu Telecom Circle joined the main stream of the workers exercising option for VRS – 2019 Scheme. We would have no regret or any complaint, had the Tamilnadu Telecom Circle had adopted uniform policy for all the employees. None of the SC Employees' have been asked for verification report of their Community Certificate either from State Level Scrutiny Committee or the District Level Scrutiny Committee but with apparent clear intention to spoil atmosphere and harass the ST Employees, more than 40 Employees are forced by Circle Administration to face the exercise which has no approval from BSNL Corporate Office nor DoT.
4. Sir, normally as per the rules on the subject, the Community Certificates of the employees belonging to the SC/ST community should be verified prior to their appointment and if it was not possible at given time, then it ought to have been done immediately after appointment but before the issue of confirmation order. It is most unfortunate that these rules are not followed in the then

DOT nor in the present BSNL even after the lapse of two or three decades or even more than that.

5. Only after the introduction of BSNLVRS-19 Scheme, the Circle Office has sent a list of 28 employees of various cadres for whom the verification of community certificate is pending particularly for ST employees. There is no such case communicated for SC category employees. These ST employees are appointed from 1980 to 2004. The year wise break up and the number of pending cases are given below: 1980(1), 1982(3), 1983(6), 1985(1), 1986(6), 1987(1), 1988(1), 1989(1), 1990(2), 1992(1), 1996(3), 2003(1) and 2004(1) Total 28 cases. It may please be noted that it is felt that no such verification seems to have been done for SC employees for obvious reasons and their terminal benefits are sanctioned without any verification or hitch. This is to be investigated by the DOT or Corporate Office as the case may be to find out the partiality shown by the Circle Administration so far as the ST employees are concerned.

6. It was also brought to the notice of the DOT/BSNLCO that in the year 2014, the Liaison officer / Circle Administration issued instructions to all SSA heads not to sanction terminal benefits at the time of the superannuation of ST employees, if the verification report of their community certificates is pending from the SLSC or DLSC. This instruction has been issued without any direction or authority from the Government i.e. DOPT, DOT, BSNLCO etc,

7. In this connection we would again like to bring to your kind notice that the Secretary, Dept. of Posts in his letter dated 28.07.2019 (copy submitted to CGM by our Tamilnadu Circle Association) has clearly stated to the CPMG, Tamilnadu Circle that,

“Withholding pension cases of employees on superannuation for alleged pendency of caste verification is inappropriate”.

It is further stated therein that,

“Verification of caste certificate is the responsibility of appointing authority, at the time of appointment or during the service period. An employee cannot be debarred from his entitlement for terminal benefits / pension on superannuation after he / she serves for a specific period as prescribed under CCS (Pension) Rules”

8. In light of above stated facts, we reasonably feel the rule of law should prevail in BSNL also and there is no place for any personal opinion or views of any individual authorities on with a motive to harass particular community or any individual employee of that community. This issue also needs to be investigated by the higher authorities to safe guard the interest of the ST community employees and harmonious environment in employees' community.

We, conclude our say, with a request to your good self that the CGM Tamilnadu is instructed to issue the struck off orders of all the ST VRS 2019 Optee, as they have already serve the department/company giving unblemished service and there is no justification whatsoever to differentiate particular community with intention to harass and spoil the environment of the Company.

In the end, we request the administration to clear terminal benefits of VRS optee and also the pending cases of superannuation retirees on this count without any more delay. If on a later date it

is found that the caste certificate furnished by the ex-employees not genuine BSNL/DOT can initiate proceedings under Rule 9 of CCS (Pension) Rules 1972.

We also urge to take appropriate action against those Appointing Authorities who have failed to verify the caste certificates before appointment or immediately after appointment, resulting in hardship to all.

With regards,

Yours Sincerely

(D.D. MISTRY)

Secretary BSNL/PSU

Bharat Pensioner Samaj.

- 1) The CMD, BSNL, New Delhi.
- 2) The Secretary, DOT, New Delhi.
- 3) The CGM, BSNL, Tamilnadu Circle, Chennai – 6.
- 4) The CS, BDPA (I), TN Circle.