



सत्यमेव जयते

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)

F.No. Review/29/BSNL/2024-SSW

Dated: 17.12.2024

To

1. The Secretary,  
Deptt. of Telecommunications,  
Sanchar Bhawan, Ashoka Road,  
Sansad Marg Area, New Delhi – 110001.

2. The Chairman & Managing Director,  
Bharat Sanchar Nigam Limited,  
Bharat Sanchar Bhawan, Janpath Rd,  
HC Mathur Lane, New Delhi – 110001.

Sub: Tour Report of Hon'ble Member, NCST, New Delhi to BSNL, Telangana Circle.

महोदय,

I am directed to refer to subject cited above and to say that Shri Jatothu Hussain, Hon'ble Member, NCST, New Delhi visited at BSNL, Telangana Circle on 02.12.2024. A copy of the tour report is enclosed.

2. It is requested that Action Taken/to be taken on the recommendations may be submitted to National Commission for Scheduled Tribes within 30 days from the receipt of the letter.

Yours faithfully,

(एच.आर. मीना/H.R. MEENA)

अनुसंधान अधिकारी/Research Officer

Ph No.011-24641640

Email:- research.officer-ssw@ncst.nic.in

Copy for information to:

1. PS to Hon'ble Member(JH), NCST.
2. NIC, NCST for uploading on website.

Ref No: 29/BSNL/2024-SFW



**File No.: TP/NCST/Member(JH)/2024-21**

**National Commission for Scheduled Tribes**

**Tour visit of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to BSNL, Telangana Circle on 2.12.24**

**Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to BSNL Telangana Circle, Telangana on 2.12.24 to Review the implementation of Constitutional Safeguards**

The National Commission for Scheduled Tribes (NCST) is a constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matter relating to protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy of decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President of India reports upon working of those safeguards and all such reports are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.

2. In pursuance of the above constitutional mandate, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes accompanied by Dr P Kalyan Reddy, Director, NCST and Shri Ashok Lakkarasu, PS to Hon'ble Member (JH) visited Bharat Sanchar Nigam Limited(BSNL), Telangana Circle, Telangana State to understand the nature of grievances of ST employees in the organization and redressal mechanism and to give certain recommendations for effective implementation of constitutional safeguards for the employees and Administration belonging to Scheduled Tribes.

3. The Commission has received certain representations from the ST employees community with regard to the following issues.

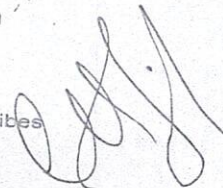
1. There is no forum to express the grievances of ST employees in the organization. The existing organization of SEWA has least and marginal representation of ST Employees ie, only 2 out of 21

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सदस्य / Member  
भारत सरकार / Government of India  
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National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi

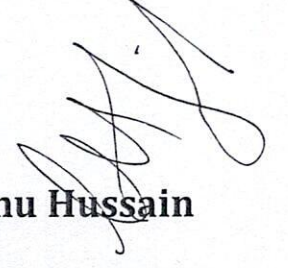


- membered body are STs. The new Association is yet to be recognized by the management.
2. There is no mechanism of hearing the grievances, No Grievance day is held and no quarterly meetings are being held with the ST Associations/ Employees.
  3. The Pensionary benefits are denied to employees though they are selected through notification of DoT in 2000 prior to the cutoff date.
  4. The promotions for the filled backlog vacancies are stopped attributing the reasons of court cases. Even when the competitive examination is held, the results are kept in abeyance.
  5. Rule of Reservation is not being implemented and Rosters are not implemented properly. Due to the interchangeability clause earlier the posts earmarked for the STs are given to SCs and now when the ST Candidates are available the same are not interchanged in favour of STs. The cumulative reservations are shown at 22.5% but it is favourable to SCs and not STs
  6. Though there are guidelines that the posting shall not be given at a distance of not more than 7 Km in the event of JTO to SD promotion , the employees are often transferred to longer distances.
  7. In 2021 the ST Backlog posts are shifted from front to back and still the reversal case is pending in the court
  8. Mr. Mangilal Bhadra , a chief accounts officer is denied post of DGM which is given to his juniors.
  9. Mr. Harisingh, AGM, Warangal has informed that promotion was given to him in 2022 instead of 2012 and many juniors became seniors during that time.
  10. Mr. Thara singh, JTO has raised that the timebound promotion is pending due to the lack of coordination between the Vigilance and Administration Sections.
  11. The Non SC/STs too VRS in the Golden handshake policy and so after that the proportion of SC/ST Employees is increased but DGM promotion is denied to them.
  12. Before 2022-23 it is purely seniority basis promotions but in 2022-23, the intake of 50% through competitive exam for higher cadre posts is introduced and thereby the prospects of promotion got reduced.

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सदस्य / Member  
भारत सरकार / Government of India  
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National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



7. The Commission desires that the Secretary, DoT, CMD, BSNL and CGM, BSNL should dispose off the grievances highlighted in a time bound manner. The NCST will continue to provide support in addressing these challenges.



**Jatothu Hussain**

**Member, NCST**

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सदस्य / Member

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National Commission for Scheduled Tribes  
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Copy to,

✓ Secretary, Department of Telecommunications, Govt of India

✓ CMD, BSNL

✓ PGM, BSNL

CFM, BSNL, Telangana Circle