



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)

फा. सं.: NCST/SER-689/MCIT/17/2022-SSW

दिनांक: 18.03.2025

सेवा में,


श्री ए रॉबर्ट जे रवि,
अध्यक्ष एवं प्रबंध निदेशक,
भारत संचार निगम लिमिटेड (बीएसएनएल),
जनपथ, नई दिल्ली 110001-
ईमेल :-cmdbsnl@bsnl.co.in

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

महोदय/महोदया,

कृपया उपरोक्त विषय पर दिनांक 28.02.2025 को 03:30 बजे आयोग के माननीय अध्यक्ष महोदय, श्री निरूपम चाकमा की अध्यक्षता में हुई सिटिंग का सन्दर्भ ग्रहण करें। उक्त सिटिंग का कार्यवृत्त इस पत्र के साथ संलग्न कर प्रेषित किया जा रहा है। आपसे अनुरोध है की सिटिंग में लिए गए निर्णयों एवं आयोग द्वारा दिए गए सुझावों पर कार्रवाई करते हुए कार्रवाई रिपोर्ट इस आयोग को 15 दिन के भीतर भेजना सुनिश्चित करें।

संलग्न: यथोपरि.


(एच. आर. मीना)
अनुसंधान अधिकारी
ई-मेल: researchofficer-esdw@ncst.nic.in

प्रतिलिपि प्रेषित:

श्री ललन साह एवं अन्य
बीएसएनएल कॉर्पोरेट ऑफिस
नई दिल्ली - 110001
मो0- 9868265599,
ईमेल - lalansah01@gmail.com

1. माननीय सदस्य के निजी सचिव (श्री निरूपम चाकमा)
2. एन.आई.सी अपलोड करने हेतु।



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
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File No: NCST/SER-689/MCIT/17/2022-SSW

Minutes of the Sitting held on 28.02.2025 at 03:30 P.M. under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST, New Delhi on Petition of Shri Lalan Sah and others, Deputy Manager, BSNL, New Delhi regarding "Non-Filling of Scheduled Tribe Vacancies in CSS Cadre due to delay in Limited Internal Competitive Examination (LICE) from 2015-16 to 2021."

Date of Sitting: 28.02.2025 at 03:30 P.M.

List of Participants: As per Annexure

The petitioners, including Shri Lalan Sah and others, Deputy Manager, BSNL, in their petition dated 04.11.2022, raised concerns regarding the non-filling of vacancies for Scheduled Tribe (ST) employees in the CSS cadre. According to the recruitment rules, 67% of vacancies are to be filled through seniority-cum-fitness, and 33% through the Limited Internal Competitive Examination (LICE). However, from 2015-16 to 2021, while promotions were carried out annually through the seniority-cum-fitness quota, the remaining 33% of vacancies, which should have been filled through LICE, remained unaddressed. As a result, two vacancies, including one backlog for the ST category, remain unfilled to this day. The petitioners claim that this delay and failure to conduct the necessary exams have severely affected the career progression of eligible ST employees. Despite several appeals, no corrective action has been taken, and the ST employees' legitimate rights to promotions and career advancement have been continuously denied. The petitioners seek immediate intervention from the NCST to fill these vacancies and address the ongoing discriminatory practices that have hindered the professional growth of ST employees in the organization.

2. The Commission issued a notice-vide letter dated 19.12.2022 to the CMD, BSNL, for an Action Taken Report (ATR) within 15 days. The report received from the concerned authorities on 18.01.2023, 14.11.2023, and 15.04.2024 concerning the issue of backlog vacancies for ST in the Deputy Manager Grade - Case of Shri Lalan Sah, submitted the following:

- BSNL withdrew the LICE process for vacancies from 2015-16 to 2017-18 following the approval of the BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017 (BEPPAR).

• Due to post-VRS restructuring, several posts, including those in the DM grade, were abolished, which led to the withdrawal of LICE across various vacancies, including the backlog ST quota. Further, BSNL clarified that no discrimination had been practiced against Shri Lalan Sah. The withdrawal of the LICE process applied to all vacancies. Shri Lalan Sah was promoted under the Seniority-cum-Fitness (SCF) quota in May 2022. In October 2023, he appeared for LICE for new vacancies but did not appear in the merit list. An internal committee found the allegations unsubstantiated, noting that Shri Udaya Kumar was not authorized to make independent decisions and belonged to a reserved category himself. BSNL provided a detailed explanation for the non-holding of LICE and confirmed that the decision was part of the broader restructuring plan. The allegations against Shri M. Udaya Kumar were cleared, and the restructuring within BSNL led to the cessation of his responsibilities in the CSS section.

3. The petitioner submitted a rejoinder to the Commission on 20.12.2024, requesting the implementation of the recommendations issued by the Commission on 18.01.2024. A sitting was held on 06.11.2023 and 18.01.2024 at the NCST Headquarters with BSNL officials and the petitioner. The following recommendations were issued:-

(i) As per the detailed discussion with the Director (HR) in the sitting, the unfilled backlog vacancy of the ST category for the vacancy year 2015-16, as mentioned in the previous notification No. 103-1/2018-CSS dated 17.01.2018, should be included in the current notification and filled by the eligible ST candidate. A copy of the order issued by BSNL may be furnished to the National Commission for Scheduled Tribes within 15 days.

(ii) The case of Shri M. Udaya Kumar (the then Assistant General Manager) may be examined by the administration of BSNL, as he is continuously discharging his duties in the same division.

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

4. In the sitting held on 28.02.2025, chaired by Hon'ble Member Shri Nirupam Chakma, the CMD of BSNL, senior officers, and the petitioner, Shri Lalan Sah, were all present. Senior officers from BSNL submitted that the restructuring and rationalization of manpower had been implemented through VRS, resulting in the abolition of all posts in excess of the sanctioned strength, effective from 01.02.2020. The concerned authority submitted OA No. 1448/2022 of the CAT, which indicated that the year-wise vacancies prior to the reorganization and rationalization were no longer valid. Additionally, F.No. BSNLCO-PERS/12(40)/26/2022-CSS dated 13.12.2023 was submitted, stating that a letter had been sent to the petitioner regarding the examination notification issued under letter No. BSNLCO-11/13(11)/4/2023-RECTT-CO dated 06.10.2023 for conducting the Limited Internal Competitive Examination (LICE) for promotion from Assistant Manager to Deputy Manager under the 33% quota, applicable only to the vacancy years 2020 (01.02.2020 to 31.12.2020) and 2022, as referenced in the SCT Section letter.



After a detailed discussion in the sitting held on 28.02.2025 with the CMD BSNL, senior officers of BSNL, and the petitioner, the National Commission for Scheduled Tribes (NCST) recommends that BSNL may submit the following documents/orders to the National Commission for Scheduled Tribes (NCST) within a period of 15 days:-

BSNL may submit detailed chronology or dossier of the events related to the petitioner's case, outlining all relevant actions and decisions taken, to enable the Commission to conduct a thorough scrutiny and examination of the factual aspects of the case.

BSNL may submit proof of receipt, confirming that Shri Lalan Sah was duly notified and informed about his eligibility and requirement to appear in the Limited Internal Competitive Examination (LICE) for the vacancy year 2020 and 2022.



(Nirupam Chakma)

Member, NCST

निरुपम चाकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi