



SANGHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanghar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi.

Letter No. SNEA CHQ/Corr/Dir HR /2022-23 **Dated 16th August 2023.**

Sub: Request for ensuring uniform implementation of different guidelines for granting facilities available to the Executives /Employees recruited under PwBD Category.

Ref: 1. The Right of Persons with Disability (PwBD) Act 2016.

2. BSNL CO Letter No. 28-1/2013/SCT(PG)/Pt/490 Dated 09/09/2015.

3. BSNL CO Letter No. 28-6/2022-SCT Dated 23/07/2022.

Respected Sir,

With reference to above subject, we will like to bring your kind notice the hardship and difficulties faced by the executives/employees of BSNL recruited under PwBD Category and serving BSNL with full devotion, due to non-uniform, partial application or totally denial of facilities for person with Benchmark disabilities (PwBD) defined under RPWD ACT 2016. It is important that DoPT also has issued instructions for implementation of certain facilities vide different time to time instructions/guidelines issued by DOPT.

We have consolidated the details and same are attached for ready reference please.

1. Section A of PwBD Act 2016 directs for identification of posts and work allocation for PwBD Category executives as per the disability associated with post and same is not yet implemented in BSNL. Please look into it and see that corrective action is taken to avoid hardship to the executives/employees under PwBD Category.
2. As per section C&D of PwBD Act 2016, provision is to be made for Accessible office environment and assistive devices and reimbursement of artificial limbs, hearing aids etc and monetary help from Management in lieu thereof and other facilities admissible to PwBD. But this is not implemented in BSNL in true spirit and many such requests/application are not given consideration and rejected at lower level. This needs to be implemented in BSNL without further delay to give justice and relief to the Executives in BSNL who are facing hardship and difficulties.
3. As per section G of PwBD Act 2016 the executives recruited under PwBD Category are eligible 4 Special C/L in addition to existing 12 C/Ls, but same is not implemented in BSNL. Many of these executives have submitted requests to controlling officers, but same is denied as

there is no provision in ERP/ESS. As such it is requested to make provision in ESS Portal for 4 Special CLs in respect of all executives/employees recruited under PwBD category.

4. As per section H of PwBD Act 2016 guidelines are issued to ensure proper implementation of Transfer & postings as policy laid by DoPT in true spirit & imposition of exemption from rotational, routine transfers and transfer on promotion of PwBD. It is seen that these guidelines are followed by some of the offices, but certain officers/offices are still biased to the grievances of PwBD executives/employees. We request your honor to issue fresh instructions to all Unit/Circle Heads to follow these guidelines in true spirit and any grievances raised by the concerned officers, same may be resolved within period of 15 days. Further, no PwBD Category Executive should be forcefully relieved through ERP in any case as noticed in some recent transfers.
5. As per section 10 of RPwBD Act 2016(Reference 1) directs to ensure calculation, disclosure & implementation of separate Roster for PwBD and the same is not implemented in BSNL at many places including BSNL Corporate office, which is responsible for implementation of policy and one can understand situation of field units.
6. There are instructions from DoPT to designate the Grievance Redressal Officers at Circles among PwBDs and/or GRO Reports duly signed by any member of DEWAB CHQ/CS of Respective Circle on Complaints of PwBDs, but nothing has been done by BSNL in these directions and we request your honor to look into these genuine issues of these PwBD executives /employees recruited /working in BSNL.
7. As per the DOPT guidelines, Section 2.1 of OM Under reference 1, instructions are issued to implement the **reservation in promotion** and vacancies computed **4% of cadre strength instead of vacancies arose in coming years**, among all cadres & streams including Accounts/Civil/Electrical & others, but same are not followed in BSNL in true spirit. This is adversely affecting the promotional prospects of the executives recruited under PwBD Category. Hence, we solicit your kind intervention and justice to the executives recruited under PwBD Category by computing vacancies 4% of cadre strength.
8. Many executives have represented for filling up the vacancies earmarked for PwBD candidates retrospectively i.e. w.e.f. 19/04/2017 among all cadres, but same is not given consideration and the matter is litigated further and since last few months, the issue is not finalized by Court. It is requested to take review of the situation and give justice to these PwBD Category candidates so that they also get benefits with early promotions.
9. Relaxation in Online attendance timings admissible to PwBD. Extend attendance app to all PWD employees irrespective of executives/non-executives, along with time relaxation of at least 30 mins, in addition to the existing 30 mins available to all employees.
10. Travelling Allowance at the rates prescribed by DoPT should be maintained without any restrictions admissible to PwBD employees.


11. As per PwBD Act 2016, the PwBD Candidates needs to be given protection by curving out social difference and harassment, physical assault, torture incidents within office premises against PwBDs and same is not provided in BSNL at majority places and hence we request yourself to issue binding instructions to follow these guidelines.

Sir, going through all above provisions of PwBD Act 2016 and different guidelines issued by DoT/DoPT, it is required that BSNL also needs to strictly implement these guidelines in BSNL all over India. This will help in releasing unrest among these executives and also restore the benefits/facilities to these executives /employees of PwBD category serving in BSNL

We humbly request your honor to look into these genuine issues of the executives under PwBD Category and give them justice by implementing these guidelines in true spirit.

With warm regards.

Yours Sincerely


16/11/2023
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind Information please.
2. PGM Pers/SR/Estt for kind information and n/a please.
3. CLO BSNL CO for kind information and n/a please.