



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

File No. BR/1/2019/MPNT2/SEPROM/RU-IV

Dated: 31.12.2019

To,

**The Chairman and Managing Director,**  
Bharat Sanchar Nigam Limited,  
Bharat Sanchar Bhawan,  
Harish Chandra Mathur Lane,  
New Delhi.-110001

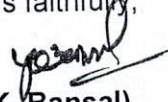
**Sub: Proceedings of the Sitting taken by Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST) on 11.12.2019 in the case of Smt. Bindu Roy, Additional General Manager (NFSG), BSNL regarding denial of promotion to the post of General Manager.**

Sir,

I am directed to enclose a copy of the proceedings of the Sitting held on 11.12.2019 under the Chairmanship of Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that action taken report in the matter may please be sent to the Commission by 15<sup>th</sup> January, 2020 positively for placing the same before the Hon'ble Chairperson, NCST.

Yours faithfully,

  
(Y.K. Bansal)  
Research Officer

(Encl: as above)

Copy to:-

Smt. Bindu Roy,  
Additional General Manager (NFSG),  
Bharat Sanchar Nigam Limited,  
Bharat Sanchar Bhawan,  
Harish Chandra Mathur Lane,  
New Delhi.

✓ Copy to: - SAS, NIC, NCST.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

PROCEEDINGS OF THE SITTING HELD ON 11.12.2019 CHAIRED BY HON'BLE CHAIRPERSON, DR NAND KUMAR SAI REGARDING REPRESENTATION OF SMT BINDU ROY, ADDITIONAL GENERAL MANAGER (NFSG), BSNL WITH REGARD TO DENIAL OF PROMOTION TO HER FOR THE POST OF GENERAL MANAGER

(File No. BR/1/2019/MPNT2/SEPROM/RU-IV)

Date: 11.12.2019

The list of Participants is annexed.

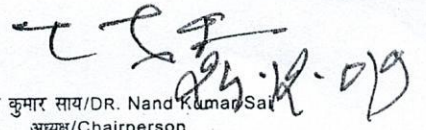
After welcoming the participants and their introduction, the petitioner was asked to explain her grievance.

2. The petitioner stated that she was denied the promotion for the post of General Manager although she is eligible as per rules. She stated that she is entitled to be considered for the promotion of GM w.e.f. 1<sup>st</sup> Jan., 2018 as she had completed combined service of more than 5 years in the grade of Jt. GM and Addl. GM. She also stated that the officers belonging to Civil/Electrical/Telecom cadres have been promoted and brought to the administrative posts in BSNL, and whereas in CSS cadre, where she is the only eligible candidate for promotion, her candidature has been ignored deliberately because she belongs to ST community. In addition, more than 50 officers of Civil/Electrical cadre have been promoted, though, there were no posts available in their cadre. She is the only eligible and deserving officer who is left out for promotion while others were promoted to the post of GMs. Every Jt. GM/Addl GM having 5 years of service has been promoted to the next grade but her rightful claim for the post of GM has been denied. In this regard, she has represented her case before the Competent Authority i.e. CMD, BSNL vide her representations. But so far nothing has been done in the matter.

3. Director, (HR), BSNL appeared before the Commission. He, inter alia, stated that she could not be promoted as there was no vacancy available in that cadre. He apprised the Commission that she would be promoted to the post of GM after the vacancy arises in January, 2020 after superannuation of the incumbent officer on 31.12.2019. The Commission also considered the comments of BSNL as received vide its letter dated 23.07.2019

4. The Commission is not convinced by the explanation given by the officer of BSNL and felt that the petitioner is senior most and eligible ST candidate to be considered to the post of General Manager. She was entitled to get promotion w.e.f. 01.01.2018 as she had completed eligible service. The Commission, therefore, recommends that the petitioner should be considered for promotion to the post of General Manager w.e.f. 01.01.2018 which is rightful claim. The BSNL authorities will take action to promote the petitioner and will send the action taken report by 15<sup>th</sup> January, 2020.

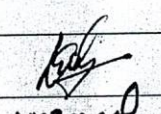
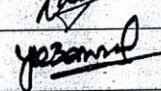
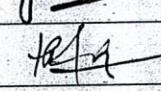
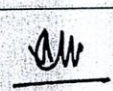
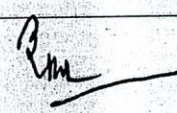
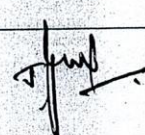
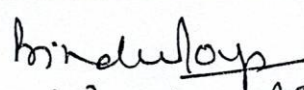
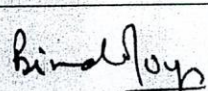
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डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

Attendance Sheet  
National Commission for Scheduled Tribes

Case File No. BR/1/2019/MPNT2/SEPROM/RU-IV

Sitting held on 11.12.2019 at 04.00 P.M. in the matter of Smt. Bindu Roy, Additional General Manager (NFSG), BSNL regarding denial of promotion to the post of General Manager

Sl. No.	Name and Designation	Address & Phone No.	Signature
I	<b>National Commission for Scheduled Tribes</b>		
1.	Shri Nand Kumar Sai, Hon'ble Chairperson	In Chair	
3.	Shri. Harshadbhai Chunnilal Vasava, Hon'ble Member	—	
4.	Shri Hari Krishna Damor, Hon'ble Member	P	
5.	Smt. Maya Chintamn Ivnate, Hon'ble Member	—	
6.	Shri A.K. Singh, Secretary	—	
7.	Shri K. Tauthang, Joint Secretary	P	
8.	Dr. Lalit Latta Director		
9.	Shri Y.K. Bansal, Research Officer		
10.	Shri H.R. Meena, Senior Investigator		
11.			
II	<b>Officers of Bharat Sanchar Nigam Limited</b>		
1.	ARVIND VADNERKAR DIRECTOR (HR) BSNL BOARD	9422003030	
2.	ARUN KUMAR P. G. M. (Gen) BSNL C.O. New Delhi	9412030300	
3.	JAGDISH PRASAD GM & CLO (SCT) BSNL CO	9416201341	
III	<b>Petitioner</b>		
1.	 (BINDU ROY) Addl GM	8447931292 Room No. 29 Eastern Cough ND. BSNL CO	 11/12/2019
2.			
3.			