

Department of Telecommunications

By:

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Status of Dashboard to reflect data on backlog reserved vacancies

- ▶ A dedicated tab already exists on DOT website for Reservation Cell with the following hyperlink:

<https://dot.gov.in/circular-and-notifications/2849>

- ▶ The present data on backlog reserved vacancies as on 01st January, 2023 has already been uploaded on the aforesaid web-link
- ▶ DOT shall request DOPT to explore the possibility of evolving a common dashboard on the RRCPS Monitoring System (https://rrcps.nic.in/) under the control of DOPT so that backlog reserved data in respect of DOT and its attached organization and CPSEs can be uploaded/stored centrally

Reasons for backlog vacancies

❖ DOT:

- i) Due to non-availability of suitable candidates and ongoing court cases in IRRS cadre
- ii) Non-availability of reserved candidates in feeder grade in Staff Car Driver grade
- iii) Vacancies in ITS cadre and TES cadre have been intimated to UPSC for filling through UPSC Engg. Services Examination
- iv) Non-availability of reserved ST officers in feeder grade of IP&TAFS Gr. A cadre and the same has been intimated to UPSC for filling up from the extended zone & Non-availability of suitable candidates in LDCE Exams in IPTAFS Gr. B cadre

❖ BSNL:

Post VRS, all the cadres and their Sanctioned Strength has been restructured and any backlog, if any, shall arise once the process of recruitment/promotion undergoing is completed as per restructured sanctioned strength and the same shall be filled as per the prescribed rules by BSNL.

❖ BBNL:

DOT has issued instructions that “no further recruitment to be done at any level inclusive of contractual staff” in BBNL

❖ MTNL:

Due to overstaffing, MTNL Board has banned recruitment in all cadres except in specialized cadres where posts have to be manned by professionally qualified skilled personnel; recruitment to such posts are done on recruitment basis. MTNL launched VRS-2019 scheme for reduction of workforce to manage financial losses. Post VRS, organization restructuring is in process, and thus no recruitment has been planned till date.

❖ TCIL:

Backlog is predominantly in Non-Executive Cadre; TCIL is a project based organization and has its work/project components outsourced; reducing the requirement of non-executives; as of now TCIL has surplus staff in non-executive cadre; Direct recruitment of executive is mostly through campus interview at entry level and at other ranks are as per requirements and through deputation and immediate absorption basis.

Difficulties, if any, faced in filling up of backlog reserved vacancies

- ▶ Ongoing court cases in some cadres
- ▶ Non availability of reserved candidates in feeder grade (Staff Car Driver cadre)
- ▶ Non availability of suitable candidates in LDCE exams
- ▶ CPSEs like TCIL have adopted a business whereby work/project components are outsourced; reducing the requirement of non-executives and making it diminishing cadre
- ▶ In MTNL, many selected reserved candidates did not join after issue of offer of appointment

Details of Expert Committee constituted in DOT in compliance of DOPT O.M dated 16.12.2014

In -House Expert Committee		
1	DDG(C&A), DoT Hqrs.	Chairperson
2	Director(Staff), DoT Hqrs.	Member
3	Director(SEA), DoT Hqrs.	Member
4	Deputy Secretary (Admin.-II), DoT Hqrs.	Member
5	Deputy Secretary (SCT) & LO, DoT Hqrs.	Member & Convenor

Terms of Reference:

- i. Identification of backlog reserved vacancies;
- ii. Study root cause of such vacancies;
- iii. Suggest measures to remove the factors causing such vacancies;
- iv. Filling up of such vacancies through Special Recruitment Drive in a time bound manner, if required.

Status of implementation of reservation policy in promotion in terms of DOPT O.M dated 12.04.2022 and O.M dated 17.05.2022 & Action Plan for future

- ▶ Instructions have been issued to all cadre controlling units in DOT and its attached organisations including CPSEs to follow the guidelines contained in DOPT O.M dated 12.04.2022 & O.M dated 17.05.2022 while implementing reservation in promotion . Cadre units have informed that the instructions are being complied with.

Thank
You!

