



संचे शक्ति  
Together We Can

# ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

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Dated, 31.07.2023

No. AITEEA/CHQ/HR/2023

To,  
Shri Arvind Vadnerkar ji  
The Director (HR), BSNL Board  
Bharat Sanchar Bhawan  
Janpath, New Delhi.

**Subject:** Delay in implementation facilities for person with disabilities (PwBDs)/Divyangjan in BSNL – Reg.

**Reference :**

1. DoPT OM No. 36012/1/2020-Estt. (Res.-II) Dated 17.5.2022.
2. DoPT O.M No.36035/3/213/-Estt (Res) dated 31/03/2014.
3. DoPT O.M No W-02/0015/2021-DPE (WC) Dated 21.02.2022.

Respected Sir,  
Greetings!!

Your kind attention is invited towards delay in implementation of facilities for person with disabilities (PWBDs)/Divyangjan in BSNL. As your good self is aware that The Rights of Persons with Disabilities (RPwD) Act, 2016 envisages various mandatory provisions for the welfare of Divyangjan in Government Organizations as well as in CPSEs. DoPT has also issued various orders/instructions time to time which may be observed as under reference. Some of the important issues pertaining to Divyangjan in BSNL needs immediate attention which are reproduced hereunder –

- a) Implementation of reservation in promotion equal to 4% of cadre strength as per guidelines of DoPT, among all cadres/streams including Accounts/Civil/Electrical & others.
- b) Implementation of Special C/L in SAP ERP in addition to existing 12 C/Ls.
- c) Fair calculation, disclosure & implementation of separate Roster.
- d) Designation of the Grievance Redressal Officers at Circles among PwBDs.
- e) Filling up of vacancies earmarked for PwBDs and retrospectively wef 19.04.2017 among all cadres.
- f) Relaxation in online attendance timings admissible to PwBDs. Extend attendance app to all PwBD employees irrespective of executives/non-executives, along with time relaxation of at least 15 minutes, in addition to the existing 30 minutes available to all employees.
- g) Proper implementation of Transfer & postings as policy envisaged by DoPTs for PwBD employees in true spirits & exemption from rotational, routine transfers and transfer on promotion of PwBDs.
- h) Posts identification and work allocation as per the disability associated with post.
- i) Travel Allowance at the rates prescribed by DoPT.

We are hopeful that your good self will take the note of above to empower the most deprived section in the interest of BSNL as well as our Executive fraternity.

General Secretary –

31/07/23

Copy to : Sh. P. K. Purwar ji, The CMD, BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi.