



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/318 (MH)**

**10.05.2024**

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Non-implementation of the DoP&T orders in the matter of verification of the caste certificates of ST employees of Maharashtra circle – requesting for your kind intervention - req.**

Ref: - (1) BSNLEU letter no.BSNLEU/318(MH) dated 14.08.2019.  
(2) BSNLEU letter no.BSNLEU/318(MH) dated 14.10.2019.  
(3) BSNLEU letter no.BSNLEU/318(MH) dated 11.01.2021.  
(4) BSNLEU letter no.BSNLEU/318(MH) dated 14.12.2021.  
(5) BSNLEU letter no.BSNLEU/318(MH) dated 27.09.2023.  
(6) DoP&T letter No.41034/1/2022-Estt.(Res-I) dated 29<sup>th</sup> March, 2023.

With reference to our letters cited above, we wish to once again bring the following to your kind notice for favour of necessary action.

In Maharashtra circle, the employees belonging to the Scheduled Tribe category are facing harassment from the Maharashtra circle administration. The problem started with the writing of a baseless complaint by a fly-by-night organisation called OFROT. It has been stated in the complaint of that organisation that, 857 Scheduled Tribe employees of Maharashtra circle had entered the service by producing bogus caste certificates. Unfortunately, based on this baseless complaint, the Maharashtra circle administration started harassing the ST employees in the name of validation of their caste certificates.

The ST employees were directed by the Maharashtra circle administration to appear before the State / District Level Scrutiny Committees for validation of their caste certificates. These State / District Level Scrutiny Committees are established by the Maharashtra state government. Hence, BSNLEU protested this step taken by the Maharashtra circle administration. BSNLEU cited the DoP&T letter no.36011/1/2012-Estt.(Res.) dated March 14, 2016, wherein it is stated that the genuineness of the caste certificate should be verified by the appointing authority only through the District Magistrate concerned.

However, the Maharashtra circle administration continued to issue instruction to the heads of SSA / BA, to get the caste certificates of ST employees verified through the District Level Scheduled Tribe Scrutiny Committees. As already stated, these District Level Scheduled Tribe Scrutiny Committees have been established by the Maharashtra state government. Whereas, BSNL is a Government of India Undertaking. As such, any verification of the caste certificates of ST / SC / OBC employees / retirees of BSNL should be done only as per the instruction issued by the DoP&T. As such, the Maharashtra circle administration has totally disregarded and deviated from the order issued by the DoP&T on the subject.

In this connection, we wish to cite one more order of the DoP&T letter no.41034-1-2022-Estt.(Res-I) dated 29th March, 2023, wherein it is stated as follows:-

*“ Para 4 : The State / UT Governments have been requested from time to time that they are required ensure at their own level that veracity of the Caste / Community referred to the District Authorities is verified and reported to the Appointing Authority within one month.....” (copy enclosed)*

The DoP&T has once again insisted that, the veracity of the Caste / Community certificates should be verified only through the District Authorities. Once again, from the above cited letter it is established that the genuineness of the caste certificate of the SC / ST employees should be verified only through the District Authorities. Thus, the action of the Maharashtra circle administration of BSNL, pressurising the ST employees to get their caste certificates validated through the Scrutiny Committee appointed by the Maharashtra State Government is completely wrong.

In view of the foregoing, we earnestly urge upon you to kindly intervene in this matter and to ensure that verification of the caste certificates of the ST employees of Maharashtra circle are done as per the instructions contained in the letters of the DoP&T.

Thanking you,

*Yours sincerely,*



**(John Verghese)**  
**Acting General Secretary**

Encl: Copy of the DoP&T letter No.41034/1/2022-Estt.(Res-I) dated 29th March, 2023.

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**No.41034/1/2022-Estt.(Res-I)**  
**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**Department of Personnel and Training**  
**ESTT.(Estt. Reservation-I)**

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**North Block, New Delhi**  
**Dated 29 March, 2023**

To,

All States and UTs

**Subject:-Timely verification of Caste/Community Certificates -  
regarding.**

Sir,

I am directed to say that Government of India has been issuing instructions to all the States/UT Government for streamlining the process of verification of Caste certificate and ensuring its timely completion.

2. In this regard, this Departments' letter No.41034/4/2020-Estt.(Res-I), dated 19.03.2021, addressed to the Chief Secretaries of all States/UTs and letter No.41034/2/2022-Estt.(Res-I), dated 21.10.2022, addressed to the Secretaries (General Administrative Departments) of all States/UTs may be referred vide which attention of all the States/ UT Governments was invited towards some cases of withholding of pensionary benefits of the employees of the Central Government belonging to ST category due to pendency of their caste verification process at the end of concerned State Government. The concern and the serious view taken by the Parliamentary Committee on the Welfare of SC and ST in this regard was also communicated to the State/ UT Governments vide the aforesaid letters. Copies of the aforesaid two letters are attached.

3. Now, the Parliamentary Committee on the Welfare of SC and ST, vide its recommendations in its 21<sup>st</sup> Report (17<sup>th</sup> Lok Sabha), has reiterated its earlier recommendations for timely completion of caste verification process.

4. The State/UT Governments have been requested from time to time that they are required to ensure at their own level that veracity of the Caste/Community certificate referred to the district authorities is verified and reported to the appointing authority **within one month** of receipt of request from such authority. The State/UT Governments are also required to initiate disciplinary proceedings against the officers of the State who default in timely verification of Caste Status.

5. In view of the above, all the State/ UT Governments are once again requested to ensure adherence to the aforesaid instructions and ensure that veracity of the Caste/Community certificate referred to the district authorities is verified and reported to the appointing authority **within one month** of receipt of request from such authority.

6. This issues with the approval of Secretary (P).

**(Sign of Authority)**  
**SANDEEP SAXENA**  
**DEPUTY SECRETARY (RESERVATION)**  
**23092036**