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No. GS/AIGETOA/2018/50

Dated: 12.12.2018

To,

Shri Anupam Shrivastava Ji
Hon'ble Chairman Cum Managing Director
BSNL, New Delhi.

Subject: - MT Recruitment notification issued vide notification No. 74-1 (1)/2018-Rectt dated 11.12.2018 and No. 74-1 (2)/2018-Rectt dated 11.12.2018 – an exercise to virtually kill the career aspirations of thousands and thousands of BSNL Executives, One Side Rights with respect to Promotions, Pension and Pay are being denied to BSNL recruits on the pretext of Financial Viability and on the other side BSNL is recruiting Management Trainees above them by ignoring the huge in house Talent - Regarding.

Respected Sir,

With reference to the subject cited above, your kind attention is drawn towards the BSNL CO office letter No. 74-1 (1)/2018-Rectt **dated 11.12.2018 and** 74-1 (2)/2018-Rectt **dated 11.12.2018** vide which BSNL has notified the recruitment process for External MT and Internal MT. Vide the aforesaid recruitment notification, BSNL Management is virtually killing the career aspirations of thousands and thousands of BSNL Executives. **Perhaps, BSNL does not believe in grooming the huge internal talent of the company consisting of professionally qualified executives having qualifications ranging from B.Tech, M.Tech, MBA, CA, ICWA, M.COM, M.Sc, Diploma Engineers & some of them are possessing multiple qualifications and prefers to fill up the middle management through external recruitments by ignoring the vast pool of around 40,000 Professionally qualified executives (includes DoT recruited as well those recruited in JE Cadre).**

BSNL has been continuously recruiting professionally qualified executives at the level of JTO/JAOs since its inception **and they are the actual Management Trainees** (Till date almost around **18,000** Professionally Qualified Executives have been recruited directly by BSNL). Similar numbers of **Technically Qualified Employees have been recruited as TTAs/JEs** over the years and many of them have been promoted as Executives while some more are waiting to be promoted soon. **So over all, BSNL is having a vast talent pool of around 40,000 technically and professionally qualified executives.**

It's a matter of great irony that **HR Managers of BSNL have failed to give these executives even a single promotion through Regular Channel of Promotion i.e. through Seniority –Cum-Fitness.** Now, instead of promoting the in-house talent amongst this vast pool **through Fast Track Promotional Methodologies**, BSNL is further blocking their career aspirations by going for recruitment of similarly qualified fresher executives at middle level. BSNL is also overlooking the fact that **this workforce is primarily responsible for BSNL surviving the cutthroat competition in the market.**

In addition to the facts mentioned above, we would also like to draw your kind attention to the fact that some executives had earlier challenged the similar advertisement issued by BSNL. **The said OA was disposed of on the contention of respondent (BSNL) that examination advertisement dated 30-04-2015 stands withdrawn. Now BSNL has issued a similar notification that goes against the order passed by Honorable CAT Chandigarh on 19-11-2016.** Your kind attention is further drawn towards another **OA which is pending for adjudication before law in the CAT Chandigarh bench.** So the ongoing notification for conducting MT recruitment is completely **against the settled principle of law** as laid down in the judgment passed by Honorable CAT Chandigarh as well as many other cases decided by Honorable Courts and **is otherwise contemptuous as well.**

Further from the above, pulsating nature of HR group is also visible, where on one side, they are denying the rightful promotions of executives by showing the fear of court despite the fact that there is no bar on promotions from any court while at the same time they are not hesitating in going for new recruitment despite their own submissions in the court of Law to the contrary. On one side, BSNL has done Promotions in AGM/DE cadre out of the way by creating new vacancies, beyond the existing strength in the cadre and on the other side they are notifying MT as a feeder cadre which becomes completely contrary to each other. BSNL Management should not have at all promoted this excessive set of executives beyond the sanctioned strength of the cadre of AGMs, keeping aside the Judgment of Honorable High Court of Madras and against Government of India guidelines. Now the workforce is beyond the sanctioned strength and BSNL is intending to recruit more executives in the same cadre, which is against the settled principles.

Further, it is also a well-known fact that BSNL is going through tough times financially now-a-days. The payments on CCL/ HK staff, temporary advance to meet the maintenance expenses, medical reimbursement, Payment of Electricity Bills, even Statutory Contributions like EPF, GPF etc are badly delayed. Already many reports are showing that there is more than 85% of wages burden on total revenue of BSNL currently and the need for reduction in staff strength need not be overemphasized. **Hence any attempts of going for an external recruitment without looking at the above points holistically will be detrimental to BSNL survival. Any attempts to plan a direct recruitment at this juncture and that too by ignoring the in-house talent will have an effect of not only perpetuating the legacy HR issues of BSNL to another 10-20 years but also will result in further burden to the Salary Head which is already under pressure.**

AIGETOA, since beginning has been agitating against MT recruitment and has been able to successfully convinced management from time to time that MT recruitment is not required as there is no dearth of Talent in BSNL and its executives are fully equipped to take up the higher responsibility, especially the Professionally & Technically qualified lot who are sufficiently experienced to take up the challenges faced by BSNL in today's competitive scenario.

We would also like to submit that Your Good Self has given us an assurance that MT RR shall be scrapped altogether as in the current scenario; there is no relevance for recruitment of MTs. However, this sudden notification has brought all the BSNL recruited executives in a state of shock and disbelief as we all were going by the assurance of management that MT recruitment will not be held.

We hereby request your good self to direct the concerned cell to withdraw the aforesaid recruitment notification so that Employee-Employer relationship remains maintained in a state of mutual faith and cooperation. **At this crucial juncture when BSNL is going through its toughest phase, any type of internal conflict will be detrimental to the growth, which is the last thing anybody would want in BSNL.** AIGETOA once again expresses its firm opposition to any form of Lateral Entry for Fresher's above JTO/JAO Level ignoring the in-house Talent. Our members are hugely agitated and have conveyed their willingness to go to any extent to stop this "uncalled for" recruitment, which is nothing, but a gross injustice to this dedicated and existing work force.

Being a responsible representative of a responsible association, it is my duty to inform you of prevailing unrest in the minds of Young Brigade. **I request your good self to kindly intervene in the matter and direct HR wing to:**

- (i) **Withdraw MT Recruitment Notifications to avoid any internal conflict between Management & BSNL Executives at this crucial juncture and further litigation as stated above, which may invite Contempt of Court also.**
- (ii) **Scrap MTRR for forever as assured us by your good self as it will only creates internal conflict which is detrimental for BSNL and**
- (iii) **concentrate their energy on issuance of long pending promotions.**

With Regards,

Yours truly

Sd/

(Ravi Shil Verma)

General Secretary

Copy to:

1. **Smt. Sujata T Ray, Director (HR) BSNL – for kind information and request for intervention please.**
2. **GM (SR), BSNL CO with reference to the various minutes issued by SR Cell in this regard.**
3. **GM (Pers), BSNL CO, New Delhi.**
4. **GM (Recruitment), BSNL CO, New Delhi.**