

**UNITED FORUM OF EXECUTIVES ASSOCIATIONS COMPRISING
(AIBSNLEA & AIGETOA)
CHQ, New Delhi**

No:UF/CMD/DGM Rectt. /15-16

Dated the 28th July 2015

To,
Sh. Anupam Shrivastava
CMD, BSNL
New Delhi-110001

Subject: Ambiguous and suspicious recruitment of Direct DGM in Telecom Operation and Finance from among external candidates ignoring more qualified, experienced and deserving internal candidates- Reg.

Reference: Declaration of result of external candidates in written examination of DGM vide No.29-1/2015-Rectt dated 06th July-2015 for DGM recruitment held on 20-10-2013 **and stopping the result of internal candidates appeared in the same exam despite they possess all the required eligibility criteria as of external candidates.**

Respected Sir,

Your kind attention is invited towards the recent ambiguous and suspicious direct recruitment of DGMs in BSNL wherein result of external candidates from private sectors are processed hence selected in written exam but result of similar and even more qualified internal executives appeared in the same examination and satisfying all the eligibility criteria at higher side vis-a-vis external candidates are not processed.

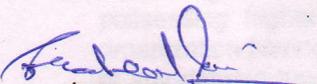
Fact remains that decision of BSNL board is to recruit 200 DGMs in some specialized field like sales, marketing, HR and legal where feeder level recruitment is not available but there is no question of recruiting DGM in Telecom Operation and Finance as already feeder level recruitment in these fields are available in BSNL. This is really height of arbitrariness that thousands of executives possessing all the qualification, experience and talent as prescribed for external candidates are available in-house but they made ineligible and even their result of the same DGM exam is not processed. This is clear act of misuse of executive power with the reason best known to authority by unscrupulously stopping the in-house talent pool of internal candidates standing much taller in all parameters and eligibility requirements but selecting inferior candidates from outside irrespective of their experience in telecom field. The detail of omissions committed in the DGM recruitment is elaborated in the Annexure 'A' enclosed h/w.

DEMANDS OF THE FORUM

The facts submitted above, logically and factually lead us to a conclusion of various wrong doings and mal intentions of the BSNL Management in the direct recruitment of DGM. Hence the Forum demands following.

- Immediate halt of the further process of conducting GD/ interview and scrap the ongoing recruitment process of Direct DGMs completely.
- Initiation of a detail vigilance enquiry into the DGM Recruitment, to unearth a possible scam. The facts submitted clearly indicate a planned and deliberate move to favor some external candidates from targeted sector.

Yours Sincerely


(PRAHLAD RAI)
GS AIBSNLEA

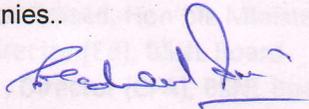

(R.P.Shahu)
GS AIGETOA

Copy to:

1. Shri Ravi Shankar Prasad, Hon'ble Minister for Communication & IT, GoI, New Delhi - 110001
2. Shri A.N. Rai, Director (EB), BSNL Board
3. Shri N.K. Gupta, Director (CFA), BSNL Board
4. Smt. Sujata.T. Ray, Director (HR), BSNL Board

ANNEXURE – A

1. The fact remains that BSNL Board decided to have 200 DGMs recruitment in BSNL in the area of Marketing, Sales, Legal, HR, PR, etc in addition to as feeder level recruitment is not available in these fields. Since there are already feeder level recruitment in executive cadre is available in Telecom Operation and Finance hence these 200 DGMs posts were created as additional posts without disturbing the existing 1200 posts of DGM in Telecom Operation and 400 post of DGM in Finance Wing to meet the requirement and to have expertise in Marketing cell, Legal, HR, PR cell, etc.
2. Manipulating the board decision, the HR managers of BSNL framed and notified the DGM RR in year 2009 and proposed to recruit 150 DGMs in TMS and 60 DGMs in TAFS as one time measure citing contingency need for the company in pretext of Hon'ble High Court Delhi orders to repatriate ITS officers. The contingency can be very well derived from the fact that even after 6 years; this recruitment process has yet not been completed. It is also worth to mention here that many internal candidates having vast experience in Telecom Operation and Finance were eligible to be promoted for the post of DGM but BSNL preferred to recruit candidates from open competitive exams through direct recruitment by making ineligible the already available internal executives possessing all the requirement as prescribed for external candidates working in private companies. **The recruitment rule was framed in such a way that one Engineering Graduate and CA/ICWA/CS having 12 years of post qualification experience in any private company out of which only 5 years in the company with turnover of Rs 100 Cr. are eligible for the post of DGM in Telecom Operation and Finance respectively irrespective of their area of field and level of working but Engineering Graduate and CA/ICWA/CS of BSNL (Turnover Rs 30,000 Cr.) itself having more than 12 years of executives experience in the field of Telecom Operation and Finance respectively were made ineligible.**
3. Thereafter, BSNL again notified the DGM recruitment in the year 2013 with total number of 106 post in Telecom Operation and 56 posts in Telecom Finance by making external candidates, working in any private companies eligible but at the same time again denying the eligibility of internal candidates of BSNL despite fulfilling all the eligibility criteria prescribed for the external candidates working in private companies. Due to this discriminative attitude of BSNL management wherein they extended a preferential treatment to candidates working in private companies' vis-à-vis the internal executives, a huge unrest erupted in BSNL as the internal candidates protested against this biased and targeted recruitment. Recognizing this unrest, BSNL Management had allowed them to appear in the DGM exams held on 20-10-2013.
4. It is surprising that BSNL has declared the result of written exam for only external candidates on dated 6th July-2015 wherein only 50 candidates qualified against 106 notified vacancies in Telecom Operation and 9 candidates qualified against 56 notified vacancies in Telecom Finance and denied to declare the result of the internal candidates citing some court judgment even though they possess all the qualification and experience at higher side as prescribed for external candidates and who's qualifying probability is more and merit position is high. It is worth to mention that court of law as cited did not deny the eligibility of the candidates and not stopped the result of internal candidates but only says that acquiring best talent for smooth functioning of the company is executive power of BSNL board and there is no need of judicial intervention. **We are failed to understand that when internal candidates possess all the qualification, experience and other eligibility criteria as of selected candidates how BSNL did ascertain the best talent without declaring the result of internal candidates?** Apart from this we fail to understand the motto behind short listing 50 and 9 candidates against 106 and 56 posts respectively for Telecom Operation and Finance streams while normal recourse under such conditions would have been to cancel the recruitment process when the number of candidates shortlisted for interview was lower than even the notified posts. This surely smells of some wrong doing which needs to be investigated.
5. It is strange that how can BSNL management treat equal or more qualified officers (many internal candidates possessing higher qualification like MBA/ M. Tech. than prescribed for DGM recruitment) of their own organization having vast experience in telecom domain, inferior to the employees serving in private companies of any domain having turnover of hardly Rs 100 Cr. It is needless to mention that the recruitment process in PSU is more stringent than private sector. Even the nature of work is more arduous than the private sector as such treating BSNL executive's inferior over external candidates by BSNL themselves proves that erstwhile HR managers of BSNL had been working with some vested interest to acquire some targeted candidates from private companies..




28/7/15