



# All India Graduate Engineer Telecom Officers Association

( An Association of DR Graduate Engineers / Account Officers of BSNL )

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**No. GS/AIGETOA/88**

**Dated 24.11.2014**

To  
Sh. A.N. Rai  
The Chairman & Managing Director, BSNL  
Bharat Sanchar Bhavan  
Janpath, New Delhi

**Subject:** Proposed Management Trainee recruitment in BSNL from among external candidates the way to kill moral and motivation of existing qualified executives-our strong protest regarding

**Respected Sir,**

It is understood that notification of Management Trainee recruitment is under process which is highly unwarranted and strongly opposed by all section of executives. This is the right time to get remind that after inception in Oct-2000, BSNL has already recruited around 12000 professionally qualified executives in Telecom operation and Finance at executive's level. These executives are recruited through toughest All India competition with minimum professional qualification of Engineering and CA/CS respectively. Most of them possesses even higher qualification then proposed for Management Trainee (external) apart from 3 to 13 years of executive experience in BSNL itself but yet waiting for their first functional upgradation. There is absolutely no dearth of qualified and talented executives in BSNL, the need is only to adopt contemporary executive promotion policy as adopted in leading CPSEs which is already under deliberation of the joint committee. In this situation any recruitment at higher positions from candidates having similar or less qualification and even zero experience will just not kill the career aspiration of existing professionally qualified executives in BSNL but also kill their moral and motivation.

This association is not at all against the recruitment at any level if it is really mean for talent acquisition but will strongly oppose otherwise. Recently BSNL has conducted examination for DGM recruitment with preferential treatment

in eligibility to external candidates (**engineering graduate having 12 years experience in private sectors were eligible but engineering graduate have more than 12 years experience in BSNL were not eligible**) in the name of talent acquisition but after intervention of court of law internal candidates got the opportunity to sit in the same examination. Now, results of both candidates are available with BSNL which need to be analyzed first to take further decision for recruitment of external candidates.

The situation will be catastrophic and suicidal for the company when proficient, talented and qualified existing officer's senior in age having experience of more than 13 years will be forced to work under similar qualified but young officers having zero or less experience.

**This association have already fought tooth & nail in past against this gratuitous recruitment of Management Trainee and is ready to give our last breath to defeat any such sinister design of vested interest in BSNL. Hence you are kindly requested to drop this proposal for recruitment of MT to maintain the industrial peace. If it is really needed to fill any positions at higher level the same must be filled from internal candidates and that through suitable mechanism which doesn't violates the rules of Contemporary performance oriented Promotion Policy and CPSU Hierarchy.**

Sincerely Yours

**(R P Shahu)**  
General Secretary

**Copy to:**

1. Sh Ravi Shankar Prasad Ji, Honorable Minister for communication & IT
2. Sri Rakesh Garg, Secretary/DOT, GoI.
3. Smt. Rita Teotia, Additional Secretary (T)/DOT, GoI
4. Sh N.K. Gupta, Director (CFA), BSNL
5. Sh Anupam Shrivastava, Director (CM), BSNL
6. Sh. Shameem Akhtar, Sr. GM (SR), BSNL CO