

***Appeal: To all Executives of BSNL and MTNL,***

As all of you know that DOT was reformed as CPSUs named BSNL on 1<sup>st</sup> Oct 2000 with intension to adopt contemporary corporate policy to survive in the cut throat competition. Human resource is the predominant resource than any other and their proper utilization with keeping their motivation and satisfaction high is the key role of any management in the company for it's long survival. Needless to mention that, every group of executives, may it be absorbed or direct recruited are not satisfied with the current HR practice in BSNL and there is genuine reason behind this. All the Public Sectors in India always grooms their internal talents and promote them in time bound manner to motivate and assign further responsibilities to utilize their internal experiences.

In line of other CPSUs, BSNL/MTNL had already declared in terms and condition of absorption of Group-B officers under the section of “**promotional avenues**” of executives that, time bound upgradation will be given up to the JAG selection grade irrespective of vacancies in the span of 4 to 6 years for every upgradation and beyond which it will be depend on availability of post and their suitability and selection for promotion ([Annexure-1](#)). But ITS dominated BSNL management is deliberately depriving executives to promote on time bound manner for their vested interest and forced it as time bound financial upgradation only. “**Promotional avenue**” word itself means the post bound promotion with substantive capacity which is very clear from the absorption condition of MTNL ([Annexure-2](#)). BSNL is the only PSU which gives time bound financial upgradation but not upgrading the post and responsibilities which is not only big barrier on the personal growth of executives but also affecting the productivity of the company by paying more for less responsibility.

This was totally planed game of ITS officers working on deputation to create big gap between Group-B officers and ITS Group-A officers so that they can always blackmail the company for their long deputation. It is also evident from the proposed MT and DGM recruitment that, they are justifying the external recruitment without having any experience in Telecom domain in the name of contingency and vacuum in the middle level management but not appreciating the equally qualified executives having more than 5 to 20 years of experience in BSNL itself. What can be so abusing that BSNL management is ready to make DGM outsiders having no experience in telecom but equally qualified executives in BSNL are not even eligible for the same due to lack of time bound functional promotion as other PSUs do. If these executives would have been promoted in time bound manner there had no need and justification for external recruitment at middle level.

Time bound promotion of executives up to the JAG selection grade as per the terms and conditions of absorption was strongly taken by

SNEA/AIBSNLEA in the recent past but diluted in time with strange reason best known to them. During our last meeting on 19/05/2009, honourable CMD Shri Kuldeep Goyal was agreed in presence of Director (HR) Shri Gopal Das and other senior managers to implement the proposed time bound promotion of AIGETOA in respect of all executives subjected to agreeing of other executive associations. AIGETOA personally met to other executive associations with open proposal and conveyed the view of the management, all has appreciated as it was their basic demand since long time but BSNL management said that, leadership of SNEA/AIBSNLEA is not agreeing for the same even threatening the management for any dilution of the existing setup. It is really strange why these associations are not agreeing the same which was long pending demands of their own's and will carry equal benefit to all the executives as well as the company. Leadership of SNEA/AIBSNLEA has put their all the effort to regularise chunk of executives at STS at the end of their career while according to the absorption condition and time bound promotion proposed by AIGETOA all the executives will become regular STS and JAG at the early stage of their career irrespective of qualification. There is absolutely no need of any external recruitment in the main stream by undermining existing executives and giving reason of vacuum in the middle level management which will automatically be field with the implementation of time bound promotion policy. moreover thousands of court cases running for the issues related to seniority will automatically be end and confrontation/dissatisfaction among various groups of executives will be no more which will ultimately make the unite approach of the executives to fight for the welfare of the members and concentrate on the productivity of the company. I hope all executives, associations and BSNL management will understand the need of the hour for the well being of the company at least when the survival of the company is on the stake.

AIGETOA has decided to fight in different ways till the achievement and appeal all the executives/non-executives to join their hands together to fight for the complete PSU structure and implementation of time bound functional promotion up to the middle level management. Do not let this unabsorbed ITS dominated management be succeed for their vested interest by creating big gap in the name of Group A,B,C,D.

**Regards,**

**(R P Shahu)**

**GS- AIGETOA)**