



**All India Graduate Engineer Telecom Officers Association
Central Headquarters**

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No. GS/AIGETOA/2019/15

Dated 28.02.2019

To,
Sh. Shri Anupam Shrivastava ji,
Chairman & Managing Director,
BSNL, New Delhi 110001.

Subject: Request for stopping the MT recruitment Examination Process – especially in view of the current scenario where the whole nation is on high alert- Regarding.

Reference:

- | | |
|------------------------------|-------------------------|
| 1. GS/AIGETOA/2019/14 | Dated 08.02.2019 |
| 2. GS/AIGETOA/2019/06 | Dated 21.01.2019 |
| 3. GS/AIGETOA/2018/50 | Dated 12.12.2018 |

Respected Sir,

1. Reference is invited to various submissions by this association on the above mentioned subject wherein we have time and again highlighted the need for stopping this unplanned MT exercise. This type of recruitment process is adversely affecting the performance of the company as it is creating a huge unrest and de-motivation amongst the equally or even more qualified and performing executives.

2. Added to that, the current situation prevailing in the country also necessitates stopping of this recruitment process where the whole nation is put on a state of high alert due to the scenario which has emerged after Pulwama Attack. It is also known that BSNL maintains the services which fall under the ambit of essential services. At this crucial juncture, the telecom infrastructure maintained by this Government owned company will have to remain in state of high readiness. Therefore, all the executives, especially those posted for the job of maintaining vital telecom equipments/installations and the executives posted in the states of Punjab/Gujarat/Jammu & Kashmir cannot afford to divert their concentration and attention from the operation & Maintenance of services and equipments. Therefore, at this juncture, any type of training, examination and other activities like cultural, sports, and interactive sessions should completely be avoided, so that the executives remain completely involved in work and in a state of high readiness. This is also necessitated due to fact that this is last month of the financial year and executives should be solely concentrated on their work to achieve the annual targets.

Regn. No. : HR/019/2016/02138

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3. **The Recruitment cell of BSNL CO is in such a hurry for completing this recruitment exercise for the reasons best known to them that they have not even followed the mandatory provisions stipulated by the Constitution of India accorded to various reserved category candidates.** The mandatory pre-recruitment training for SC-ST category executives **has not been planned in advance** and none of the reserve category candidates have received any intimation till date with regard to Pre-recruitment Training. Now, if the training is planned at this belated stage, it will not give sufficient exposure/training to the reserved category candidates considering the enormity of the examination in view. **Further, reservation to the OBC and PWD candidates has also not been extended despite BSNL itself accepting that this is recruitment exercise where only internal executives are eligible.**

4. We once again emphasize that instead of going for a lateral recruitment which is basically based on the performance of a candidate in an exam and not in execution & discharge of his duties, BSNL should work on developing a performance oriented mechanism as observed by **IIM Ahmedabad team in their interim report for revival of BSNL.** The need of the department is to get maximum performance from executives and not to test his educational competency.

Accordingly, we once again request your good self to kindly intervene in the matter and direct the concerned HR unit to stop this recruitment process immediately as going ahead with this recruitment will not be in the best interest of the nation in view of the facts mentioned at Para 2 above. It will also deprive the reserved category candidates of their due right given by Constitution of India as mentioned at Para 3 and will further demotivate the highly qualified and the performing young executives of BSNL.

With Regards

Sd/-

[Ravi Shil Verma]
GS, AIGETOA

Copy to:

1. **Shri Manoj Sinha ji, Hon'ble Minister of State for communication (I/C), Government of India for kind information please.**
2. **Smt. Aruna Sundararajan , Secretary Telecom, Government of India for kind information please.**
3. **Shri Anshu Prakash Ji, Additional Secretary (Telecom), Government of India for kind information please.**
4. **Smt Sujata T Ray, Director HR, BSNL Board for kind intervention please.**
5. **Shri Arun Kumar, PGM (Pers), BSNL CO for information please.**
6. **Shri A.M. Gupta, GM (SR) for intervention in settling the genuine grievances.**
7. **Smt Samita Luthra, GM (Recruitment), BSNL CO for necessary action please.**