



All India Graduate Engineer Telecom Officers Association

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No. GS/AIGETOA/2019/6

Dated: 21.01.2019

To,

Shri Anupam Shrivastava
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 – Reminder - Regarding.

Ref: Letter no. GS/AIGETOA/2018/50 dated 12.12.2018.

Respected Sir,

Kindly refer to letter under reference on the above mentioned subject wherein we have requested for your kind intervention in directing the HR wing for the following:

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

However, even after lapse of one month, no action with regard to the withdrawal of ongoing **MT Recruitment Notification** as well as addressing our grievances has been taken by HR wing of BSNL which is leading to a huge unrest and havoc in the minds of the young and professionally qualified BSNL Recruited executives who possesses all qualities and qualifications to reach to the higher strata of their careers through a fast track promotional methodology based on their performance, qualification, experience and merit.

We would also like to seek your kind attention towards the interim report submitted by IIM team engaged by DoT for submitting recommendations on Revival and Restructuring of BSNL. Some key highlights in the report w.r.t. HR vertical of BSNL are as mentioned below:

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

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

- 1) Legacy workforce lacking in technical know-how, having little interest in providing quality customer care and improvement of services as one of the major factors for BSNL not performing so well in the competitive era
- 2) Current middle level management is lacking in motivational aspects
- 3) Lack of well thought out people related policies and systems as a reason for the down fall of BSNL
- 4) BSNL is lacking in implementation of a robust performance management system and there is no recognition of merit in BSNL
- 5) Mediocre people are holding important positions in BSNL and there is lack of professional leadership in BSNL
- 6) Lack of proper manpower planning in BSNL since the time it was formed and the recruitments over the years have been done in a very ad-hoc manner i.e. without any proper planning.

Sir, it is very painful to inform that HR Managers of BSNL have completely failed to give the professionally qualified executives **its due status and career which has very rightly been pointed by IIM team in its report. This has in major way contributed in de-motivation level of these executives resulting in the lack of outstanding performance by mass, which is essentially required for a change of fortune of the company in a cut throat era.**

There are several incidences in BSNL to show the step motherly treatment towards BSNL recruited Executives by BSNL Management. BSNL issued promotion for JTO (T) to SDE (T) through Regular Channel of Promotion i.e. through Seniority-Cum-Fitness but gave promotion to only absorbed Executives and **stopped the promotion from where BSNL Recruited executives started in the list.** This happened despite clear-cut directions from Hon'ble Court that any promotion if given should be in the ratio of 1:1 ratio between PR (Promotee Quota) and DR JTOs. **BSNL even did not follow the statutory government guidelines with respect to reservation in promotion and the list belonging to ST executives was not at all executed. It will be pertinent to mention that almost all of the candidates belonged to DR quota in the ST list.**

BSNL is not holding JTO (T) to SDE (T) LDCE exams to promote JTOs in competitive quota which is pending from vacancy year 2011-12 onwards. The beneficiaries will mostly pertain to the group of BSNL recruits.

One side BSNL Management is not giving single promotion to Direct Recruited JTOs in SCF quota despite while on the other side BSNL ***has done Promotions in AGM/DE cadre out of the way by creating thousands and thousands of new vacancies through diversion of post from SDE (T) to AGM/DE Cadre in a single day. Many of these absorbed Executives have also got benefit of one increment in lieu of promotion and no approval of parent ministry or even board was taken before creating these posts despite having clear cut directions from DoT that any decision where issues of government pension are involved, BSNL must take concurrence/approval from DOT.***

Now to give further dent to the already sagging morale of the executives, BSNL is trying to move ahead with MT Recruitment which is basically not a promotion but a lateral recruitment and is going to kill the careers of thousands and thousands of BSNL recruits. **IIM Team is quite right in its observation that recruitments over the years in BSNL have been done in a very adhoc manner i.e. without any proper planning. 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. No exercise has been done to know, how the promotions to the next level is going to be done as there is a 1:1 criteria in BSNL Management Services RRs while the current intake in the AGM Cadre is in the ratio 1:10 (Between DR and Promoted Quota).** So, it is very clear that career aspects of the younger generation are being subjected to complete doomsday in future.

The process of creating a new designation MT (at E3) and recruiting people is another futile and misconceived idea of BSNL HR group. BSNL requires competent people in senior middle level management and the new entrant at MT will not serve the purpose as they will reach to DGM level in next eight years and that too only if there are no obstructions in their promotions. Instead, a fast track promotion mechanism amongst the internal qualified executives to fill up the 50% seats reserved for MT will be a full proof idea as it will provide the feeder to the much needed senior middle level management immediately, who will be well qualified, competent and telecom experienced people.

BSNL has preferred to go for lateral recruitment which is basically based on the performance of a candidate in an exam and not in execution & discharge of his duties. The competence level is being checked is that of theories studied in past and not of the knowledge associated with Telecom Domain. An executive can either study or he can perform. The need of the department is to get maximum performance from executives and not to test his educational competency. With this recruitment, BSNL management is denying the promotional aspects of the professionally and technically qualified BSNL Recruits.

In addition to the above, we would like to mention that while notifying this recruitment, Hon'ble court's directions have not been taken care of and the statutory provisions with respect to reservations have also been violated. Despite, the matter being highlighted earlier, no corrective action has been taken yet to withdraw this notification.

We hereby once again request your good self to direct the concerned cell to:

- (i) Issue the long pending promotions for BSNL Recruits.**
- (ii) Withdraw the ongoing MT Recruitment Notification to avoid unrest within BSNL Executives at this crucial juncture and further litigation as stated above, which may invite Contempt of Court also and**
- (iii) Scrap MTRR forever as assured us by your good self and implement a *fast track promotion mechanism based on performance and merit amongst the internal qualified executives to fill up the 50% seats reserved for MT.***

In the absence of any corrective action by HR group, this association shall be compelled to launch protest action program for which management will be solely responsible for such unrest during this crucial juncture.

With Regards,

Yours truly
Sd/-
(Ravi Shil Verma)
General Secretary

Copy to:

- 1. Shri Manoj Sinha Ji, Hon'ble Minister of State for Communication (I/C) with a request for kind intervention in protecting the careers of Young, Meritorious and Professionally qualified executives recruited by BSNL.**
- 2. Smt. Aruna Sundararajan, Hon'ble Secretary (Telecom), DoT with a request for kind intervention in protecting the careers of Young, Meritorious and Professionally qualified executives recruited by BSNL.**
- 3. Smt. Sujata T Ray, Director (HR) BSNL – for kind information and necessary intervention please.**
- 4. GM (SR), BSNL CO for kind information and necessary action with reference to the various minutes issued by SR Cell in this regard.**
- 5. GM (Pers), BSNL CO, New Delhi.**
- 6. GM (Recruitment), BSNL CO, New Delhi.**