



All India Graduate Engineer Telecom Officers Association
Central Headquarters

President
Laxman Banoth
9490144699

General Secretary
Ravi Shil Verma
8373967633

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "gs@aigetoachq.org" only

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To
All the General Secretaries of AUAB.
All the General Secretaries of OBUA.

Subject: Earnest plea for saving the careers of thousands and thousands of young, qualified and efficient workforce of BSNL – Kind intervention is requested for ensuring the career progression of youngsters of BSNL for a healthy, wealthy and efficient BSNL by stopping ongoing MT Recruitment Process- Regarding.

Dear Comrade,

As you are aware that BSNL has recently notified the recruitment of Management Trainee which is going to bring a doomsday for the youngsters of the organization who are to go a long way in BSNL. It is very painful to inform that HR Managers of BSNL have failed to give these youngsters **even a single promotion through Regular Channel of Promotion in last 18 years despite themselves being one of the most meritorious, qualified and efficient lot. 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.** In BSNL, most of the youngsters feel that they are being neglected like anything. Some of the examples to cite is as below:

i) Recently BSNL issued promotion for JTO (T) to SDE (T) through Regular Channel of Promotion i.e. through Seniority-Cum-Fitness but failed to promote a single BSNL recruit despite themselves being available in the 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 mostly pertain to the group of BSNL recruits.

ii) After negating the promotional aspects to the young and bright executives, **now BSNL has notified a recruitment process in the name of Management Trainee which is virtually intended towards creating a havoc in the minds of these 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. IIM Team has also rightly pointed out in their report that recruitments in BSNL over the years have been done in a very ad-hoc 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.

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

The lack of of performance-oriented policy has also been rightly pointed out by the IIM team in its report. Instead of working on a performance oriented mechanism, **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. That is the reason; we want a performance oriented policy and not a recruitment of new cadre. **With this recruitment, BSNL management is not only denying the promotional aspects of the professionally and technically qualified BSNL Recruits but also pushing them to take long preparatory leaves and study for these exams and that too at the most crucial months of year in terms of performance of revenue of BSNL i.e Feb and March.** This aspect will push BSNL into further losses and we as an association/union can nor remain mute spectators for that.

The process of creating a new designation MT (at E3) and recruiting people is another futile and misconceived idea of BSNL management. 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 for AGM and DGM level from among the internal qualified executives will be a full proof idea as it will provide the much needed senior middle level management immediately, who will be well qualified, competent and telecom experienced people.

Such type of systematic killing of career prospects of youngsters in BSNL at a crucial juncture when BSNL is going through its toughest phase is not at all beneficial to the sustainability of BSNL and accordingly, we request your **help in protecting the genuine aspirations of the BSNL recruited Executives. We hope for your kind support and intervention in helping us with the stoppage of the unplanned Management Trainee Recruitment.**

WITH WARM REGARDS

Yours Sincerely

Sd/-

**RAVI SHIL VERMA
GENERAL SECRETARY**

Copy To:

1. Shri P. Abhimanyu, GS, BSNLEU
2. Shri C . Singh, GS NFTE
3. Shri K. Sebastin, GS SNEA
4. Shri P. Rai, GS AIBSNLEA
5. Shri Suresh Kumar, GS, BMS
6. Shri N. Kabeer Das, GS, BSNLOA
7. Shri Rewati Prasad, AGS, BSNLATM
8. Shri V. Subramanyam, GS, TEPU
9. Shri Rakesh Sethi. GS AIBSNLOA
10. Shri Rana Pratap, GS BEA
11. Shri Anil Tiwary, GS, TOA