

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Central Headquarters
New Delhi.

UFBSNL/CHQ/ND/CMD/1/12-13

Dated: 20th Sept.'2012

To

Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001

Subject:- Arbitrary notification of DGMs Recruitment in Telecom Operation and Telecom Finance Wing-our strong protest against.

Sir,

We regret to mention that BSNL Management has arbitrarily notified the Recruitment of 162 DGMs (Telecom Operations and Finance Wings) ignoring the existing experience and qualification of executives of BSNL. Earlier, also BSNL Management started the recruitment process of DGMs in Telecom Operation and Finance Wing to fill up 210 DGM posts but very few number of DGMs could be recruited. And again the same exercise has been re-initiated, ignoring the existing qualified & experienced BSNL executives. The fact remains that BSNL Management with indifferent and jealous attitude is not allowing the existing qualified and experienced executives to be promoted or recruited to the higher level posts. DoT vide letter dated 03.11.2011 repatriated non-opted ITS officers from BSNL/MTNL but BSNL Management till date has not implemented DoT order on the pretext that, in case ITS Officers are repatriated BSNL will be locked out, whereas the fact remains that in the year-2005 when all ITS Officers were repatriated by DoT for 23 days and during these days BSNL/MTNL services were run un-interrupted and in case the financial powers could have been given to BSNL executives, the growth also could have been accelerated. Hence, false illusion has been created by BSNL/MTNL Managements to DoT that without the presence of ITS officers BSNL/MTNL can't be run. BSNL/MTNL are having enough talented, qualified and experienced executives to manage well and efficiently both the PSUs.

When recruitment was proposed for senior level management (Add. GM, GM, CGM, etc.), -as a contingency to ITS repatriation, BSNL management has given the weightage to the ITS officers citing the experience in BSNL and recruitment rule was formulated in such a way that only ITS officers were eligible but now the same BSNL management has proposed the DGM recruitment as a contingency to the ITS officers at lower level management but at this time they have ignored the work experience of internal executives having similar and even higher qualification. Recruitment rule is formulated in such a way that no internal executives is eligible in their entire career for the same while outsiders are eligible in 12 years even they do not have any working experience in telecom domain. This is clear dual stand of BSNL management. Last time DGM recruitment was bulldozed despite strong opposition of executives' Associations citing onetime special recruitment and result is visible to all.

More than 6000 qualified, talented and experienced executives within the Company are intentionally kept outside this recruitment process by framing eligibility conditions in manner that is prejudiced and discriminatory only to serve the vested interests of ITS. But the eligibility criterion is finalized in such a retrograde manner to ensure that not even a single person from within these 6000 Executives is eligible to be considered. This much of prejudice and bias as to hold the whole Organization to ransom and cripple its growth deserves nothing but strongest condemnation. The only reason for playing all this havoc by ITS is to ensure that they do not lose their blackmailing strategy of the last twelve years and continue on deemed deputation in BSNL. Through such cheap and unethical moves they have been able to blatantly blackmail not only the Company but the government too and they are continuing with such cheap and deplorable gimmicks.

The details of blatant discrimination of BSNL Executives are given below:

- (i) An Executive in a private firm having 100 Cr turnover is eligible for DGM post whereas all Executives in BSNL having 27,000 Cr turn over, and comparable qualifications and 10 to 20 years of service and exposure within the Company, drawing more than 7 lakhs as emoluments are debarred. If anyone from amongst this lot resigns from BSNL and joins a pvt firm, he automatically becomes eligible.
- (ii) BSNL was formed on 01.10.2000 and time bound promotions have been implemented from 2004 onwards only. So, none of the Executive in BSNL having

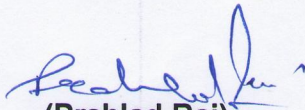
12 years of service will reach E4 scale in 12 years. In 12 years, a BSNL executive will reach maximum E3 scale.

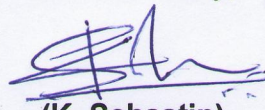
- (iii) Executive's Pay scale in BSNL is one step below the standard pay scales in other PSUs including MTNL where the Executive's pay scale starts at E2.
- (iv) Normal promotion to DGM grade in BSNL is from E4 grade with 4 years of service. Here in case of direct recruitment, the eligibility is E4 scale with 3 years, just 1 year less than that of the normal promotion on seniority.
- (v) The eligibility age should not exceed 45 years of age on 01.08.2012. But the existing BSNL executives working in E-4 grade has crossed 50 years age. Hence, all the existing BSNL executives are systematically debarred to appear in the DGM concern.

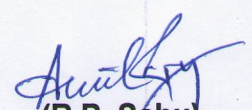
Hence your personnel kind intervention is solicited in this matter to ensure that the qualified and experienced Executives in BSNL/MTNL having 10 to 20 years of service are also getting an opportunity to compete with others for the DGM posts by making appropriate, justified and rational changes in the eligibility conditions. This would mark the beginning of allowing BSNL to have a management structure of its own at DGM level which by virtue of age profile will be groomed into senior management in due course of time. This strategic move will not only meet the career growth of aspiring talented executives in BSNL but will immensely contribute towards growth and viability of BSNL. The immediate steps taken for appropriate modifications as stated above will avoid industrial unrest in BSNL.

With kind regards,

Yours Sincerely,


(Prahlad Rai)
GS, AIBSNLEA


(K. Sebastin)
GS, SNEA(I)


(R.P. Sahu)
GS, AIGETOA

Copy to:

- Shri R. Chandrasekhar, Secretary (Telecom), DoT, New Delhi for kind intervention pl.
- All Directors, BSNL Board, New Delhi-110001
- PGM(SR), BSNL C.O., New Delhi-110001