



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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**To**

**Sh. Kapil Sibbal**  
**MOC & IT, GOI**  
**New Delhi-110001**

**Sub:** Recruitment of DGM (Telecom Operation) and DGM (Finance) in BSNL from outside ignoring similar even more qualified in-house executives is high discrimination and abuse creating huge unrest- your kind intervention is solicited.

**Hon'ble Sir,**

BSNL has issued advertisement in Sep-2012 for recruitment of DGM (Telecom Operation) and DGM (Finance) wherein, it has been stated that the post of DGM would be filled up by direct recruitment. The relevant portion of the said advertisement wherein eligibility conditions have been mentioned is reproduced herein below:-

"Candidates from public sector, private sector and government are eligible to apply. All candidates, however, must fulfill all three criteria mentioned below:-

- (i) Twelve (12) years of post qualification working experience, as on 01.08.2009.
- (ii) Minimum of 3 years of experience as on 01.08.2009 in

- (a) E-4 grade as defined in DPE guidelines (IDA pre-revised scale Rs. 14500-350-18700/ Revised IDA Scale Rs. 29100-54500) in case of PSU experience or
- (b) Equivalent annual gross salary, which comes to approximately Rs. Seven Lacs gross, in case of private sector or
- (c) CDA scale Rs. 10000-325-15200 (pre-revised scale in case of government posts).

Minimum work experience of 5 years, as on 01.08.2009, in a company with an annual turnover more than Rs. 100 Cr. (in case of PSU, Private Companies).

From the above eligibility criteria it is clearly visible that candidates working in private sectors with turnover of 100 Cr are eligible for the post of said DGM recruitment if they are having engineering qualification and 12 years of post qualification experience in any domain with gross salary of approximate 7lakhs for last three years but candidates working in BSNL (more then 25000 Cr turnover) fulfilling all other eligibility criteria as of private candidates i.e. having required qualification with more than 12 years of post qualification service experience in telecom operation and finance getting more then 7 Lakhs gross salary are not eligible to apply.

Sir, it is strange that how can BSNL management treat well qualified officers of their own department getting required salary and vast experience in telecom domain inferior to the employees serving in Private Sectors having no experience in telecom. The recruitment process in PSU is more stringent than private sector. Even the nature of work is more arduous than the private sector as such, no one can discriminate the BSNL executives vis-à-vis candidates of private sector.

Officers working in PSU or Government sectors certainly have gone through one pay revision and hence any officers in PSU or government sector with above eligibility criteria is certainly drawing more than Rs. 40,000 as basic. Moreover BSNL has clearly denied the pay protection in this situation it is highly hypothetical to expect the recruitment from PSU and Government sectors on basic pay of Rs 32,900 especially in the current situation of BSNL where other perks and allowance are almost negligible.

Even qualified engineers and account professional working in reputed private company with 12 years of working experience are certainly getting package of more than 20 lakhs per annum and hence there is least chance to attract such candidates in BSNL with package of hardly 10 Lakhs per annum.

**One side BSNL has recruited qualified engineers and account professionals in executive's cadre (JTO equivalent) through toughest competition among lakhs of candidates are yet waiting for the genuine career in BSNL, even pay scale of JTO and SDE are not finalized as per the 2<sup>nd</sup> PRC due which newly recruited JTOs after 1-1-2007 getting less pay in tune of Rs 5000/- per month to their just one batch senior JTOs and other side BSNL management is trying to recruit as DGM to those who could not qualify the above competition and joined some private companies.**

As per the executives promotion policy of BSNL one can never be eligible for the DGM recruitment in his entire career while working with BSNL but once he leaves BSNL and joins any private companies with turnover of 100 Cr with same package he becomes automatically eligible.

**Going through the eligibility criteria for PSU and government sectors in comparison to the private sector and our justification given above any one can infer the vested interest of the BSNL management to recruit their own people who could not secure any job in PSU, government or reputed Private sectors and working with some unnoticed private companies of turnover 100 Cr.**

The association had requested BSNL management time and again to fill up the post of DGMs with person of proven leadership, vision and having domain knowledge amongst BSNL executives owing to the fact that BSNL executives are the only executives having intensive training and vast experience in operations and finance in the field of telecommunications. Neither is there any parallel nor alternative to such a large unified pool of highly qualified telecom engineers and account officers with talent, training and rich & varied experience. There is no dearth of talent amongst these BSNL executives to suit the requirements of the post. If an outsider is recruited as DGM BSNL without having any experience in telecom domain, he will take substantial time to acquaint himself with the BSNL network, environment, work culture and ethos, with which BSNL executives are well acquainted.

Sir, you would agree that members of every cadre have certain aspirations at the time of joining of the service. BSNL executives are no exception and our members definitely aspire to be at the higher positions in the telecom related organizations. As said above, there is no dearth of talent in the BSNL executives and the BSNL can select the best amongst them. If non-BSNL engineers and account professionals are appointed to these DGM posts, it would result in demoralization and exasperation among the members causing huge unrest, thus leading to adverse impact on the health of the organization.

**On behalf of this association of qualified engineers and account professional in BSNL, I appeal your good self to kindly intervene in the matter to save the genuine career aspiration and to avoid any unpleasant situation in BSNL likely to happen due to such discriminative recruitment which is no way less than abuse to our talents and qualification.**

Sincerely yours

**(R P Shahu)**  
**General Secretary**