



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )



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GS / AIGETOA / 2022-23 / 53

Dated 10.04.2023

To,  
Sh P K Purwar Ji,  
Chairman & Managing Director,  
BSNL, New Delhi.

**Subject: One more irregularity observed in the MT Recruitment Process adding one more chapter in a series of irregularities already highlighted earlier by this association. The GD and PI for MT have been called by ignoring the defined procedure adopted by BSNL after consultation with DoP&T with regard to the issue of own merit/on merit in extending the reservation for SC/ST executives in the Recruitment process adopted by BSNL - Regarding.**

**Reference:** 1. AIGETOA previous communication dated 20.03.2019.  
2. BSNLCO-11/13(11)/1/2022-RECTT-CO, dated 08.07.2022.

Respected Sir,

With reference to the above subject and reference letter, the result of MT was declared despite the pendency of the recruitment process in Hon'ble Court of Law and BSNL going one step further conducted the GD and PI from 20.03.2023 to 24.03.2023 at IIT, Delhi.

The breakup of the candidates called for GD/PI or candidates qualified written against the vacancies stipulated for recruitment is as per details given below:

Category Wise	General	SC	ST
Vacancies	116	23	11
No. of Candidates Called for GD/PI or Candidates Qualified written	232	46	22

From, the above figures, it is surprising to note that only 46 six SC candidates and 22 ST candidates have been shortlisted for the GD/PI while ideally the number should have been higher as many of the SC/ST candidates may have secured greater marks than the OC candidates and all such SC/ST executives should have been placed in Open Category as per the DoP&T guidelines issued vide letter dated 12<sup>th</sup> April 2022 wherein DoP&T has categorically asked all departments to follow the DoP&T circular dated 02.07.97. If the department has shortlisted SC/ST candidates against the Open Category by virtue of securing greater marks than the cut off decided for open category candidates, then also the category of those candidates should have been mentioned else they will be at a huge disadvantage during the selection process.

It will be pertinent to mention that as BSNL is following SC/ST reservation guidelines of own merit/on merit in all recruitments, including External/Internal, the reservation policy for SC/ST should have been strictly followed in shortlisting the candidates. Time and Again, we have been highlighting the erroneous processes from the beginning of this recruitment exercise. Initially, the Reservation Quota for OBC and PWD candidates was omitted and the matter is still sub-judice in the court of law which raises a serious question mark on the whole recruitment process as **BSNL finally admitted before Hon'ble PCAT that**

**MT internal is also recruitment.** Hence Apparently BSNL has violated all the guidelines related to reservation pertaining to different categories i.e. SC/ST/OBC/PWD and despite these lacunae in the process, BSNL is desperately trying to complete the process instead of scrapping it altogether. This definitely is raising serious questions about whether the intent is to find out merit or something else.

Earlier also vide our letter dated 20<sup>th</sup> March 2019, AIGETOA has highlighted many discrepancies in the recruitment process and has sought enquiry and action on the matters highlighted but BSNL so far has kept itself totally aloof and silent to those references despite the seriousness of the errors being highlighted are of the grave nature. We are once again reiterating those apparent errors and discrepancies highlighted earlier for ready reference of your good self with the hope that you will take serious note of the issues raised and will do the needful to completely scrap this erroneous process as per the details below:

1. **Guidelines with regard to reservation matters pertaining to SC/ST/OBC/PWD are being completely ignored and overruled by BSNL.**
2. **It has been brought to our notice that BSNL has accepted an examination fee of Rs. 2200/- well beyond 8th February 2019 i.e. last date for Registration of the candidates for the Management Trainee (Internal) examination.** *The link for payment was opened for candidates on a selective basis without making it available to common executives.* It would be pertinent to mention that many candidates who have registered could not pay their fees in time due to various reasons. If this facility was to be given, it should have been made available to one and all. Opening the payment link on a selective basis after the due date was over is highly objectionable and hence an enquiry was demanded with regard to the very purpose for doing this favour to some selected few.
3. It was also been reported by various candidates that the agency holding the exam used a different yardsticks and flouted the instructions provided in the instruction sheet. **The instruction given in the admit card clearly mentioned that the use of electronic gadgets, calculators etc. are prohibited in the examination but the soft scientific calculator was available on the PC screen, which was used by some candidates in the exam.** This has violated the guidelines/instructions given in the admit card and provided unfair means. **Allowing a calculator to be used in an exam which is being used to check the aptitude (Quantitative and others) completely violated the sanctity of the selection process.** An enquiry was demanded on this aspect also.
4. The list of candidates, who registered for the exam was circulating on Social Media with their details like registration numbers, contact numbers, categories, Email IDs, Centre allotted etc. We fail to understand how this list has been made available to social media without uploading the same on any official platform like Intranet or website. Sharing such volatile information and that too the same being circulated to social media platforms without any formal publication of the same is highly questionable and needs an investigation.
5. Objections were called online on payment basis (which should have been free), but no resolution/reply had been ever given to the concerned executives despite collecting, thousands of Rupees from candidates as fee for raising objections. When examination fees had been collected from internal candidates, the fees per question (Rs 500/-) should not have been there. Moreover, due to improper site design, feedback and confirmation about payment on objection was not getting obtained and due to this error, more than once payment has been taken on Single questions. Despite such collections, HR group never ever confirmed anything on the objections raised.
6. The uniform yardstick was also not maintained for the candidates to appear in the exam held on 17th March'2019. The candidates were relieved by some field units to appear in the exam but most of the units didn't relieve the candidates causing confusion and turmoil in the field to appear in the exam.
7. It was informed to us that various private coaching/exam agencies were using the personal data of the candidates and approached them for success in the exam using various means. It has also been alleged by candidates that many questions shared by these agencies through mock tests

were exactly similar to those that appeared in the main MT(Internal) Exam held on 17th March'2019. The questions shared through the mock tests by these agencies were sold at a cost through their website. These valid points were grave and raised serious questions on the fairness of the exam as well as created suspicion about the role of the agency hired to conduct MT recruitment and Recruitment section. A thorough enquiry into these alleged irregularities was requested to bring out the actual truth by this association.

8. The provision of pre-recruitment training for SC/ST/Minority candidates was not made adequately considering the vast syllabus and first-time MT exercise by the BSNL. It was apprised that the direction in this regard was issued very late by the Corporate Office and it was further delayed in field units and total chaos was observed as far as the implementation of this provision is concerned. The various circles adopted different yard sticks in imparting the mandatory pre-recruitment training for their MT candidates. The period of pre-recruitment training was not only inadequate but also varied from circle to circle for same the exam. Also, pre-recruitment training couldn't be availed by many candidates in absence of proper communication with individual candidates and delayed information. This caused non-homogeneous opportunities for SC/ST/Minority candidates working in different circles, which compromised their chance of success in the exam.

Raising the above points, vide the letter under reference, AIGETOA sought detailed enquiry on the above. But the HR group completely ignored those queries which were quite serious in nature. From the very beginning, this whole exercise was done in a haphazard manner with alleged violations of the reservation rules, examination processes, guidelines issued in admit card etc., Even the result was declared in gross violations of the court orders without making it subject to the outcome of the court cases. This error was rectified after the matter was highlighted by this association. Now once again, it seems there is a violation of the rules and set practices defined by BSNL after consultation from DoP&T on the issue of on merit and own merit.

In view of the facts stated above, we request your good self for kind intervention for a detailed enquiry into the apparent anomalies in the process and direct the concerned HR section to scrap the process altogether. The scrapping of this exercise will be a justified action to restore the sanctity of any selection process and shall be in the best interest of the BSNL as well as its executives.

**Yours Sincerely,**

**Sd/-  
Pavan Akhand  
General Secretary, AIGETOA**

**Copy to:**

1. **Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi.**
2. **Smt Anita Johri, PGM (SR), BSNL CO, New Delhi**
3. **Shri S N Gupta, GM (Pers), BSNL CO, New Delhi.**
4. **Smt Shamita Luthra, GM (Rectt), BSNL CO, New Delhi.**