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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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**GS / AIGETOA / 2023-24 / 144**

**Dated 11.03.2024**

To,

**Shri Ashwini Vaishnav Ji**  
**Hon'ble Minister for Communications**  
**Government of India**  
**1st Floor, Sanchar Bhawan, Ashoka Road,**  
**New Delhi -110001**

**Subject: Consistent neglect of inner talent pool of BSNL executives and management's undue focus on making lateral recruitment on higher posts persons with the same qualifications and no experience, creating two level of intake with similar qualifications, conduct of theoretical examinations at each level instead of providing a comprehensive promotion policy to the executives of BSNL and totally closing the promotional avenues of executives of BSNL by one or another reasons – Urgent SOS call to protect the career progression aspects of BSNL Executives and directing BSNL management to ensure the promotions for all eligible executives at least up to AGM level in a time bound manner - Regarding.**

**Respected Sir,**

**Greetings for the day.** We, the BMS affiliated recognized association of BSNL executives, seek your kind attention on the sad state of affairs at BSNL with respect to the HR policy being implemented in the organization which is resulting into complete demotivation, unrest and dissuasion in the minds of executives of BSNL, right from the entry level to the higher ones. This distressing situation is not only shattering the morale of our highly skilled executives but also is undermining the very foundation of BSNL's future prospects.

I draw your attention to **the remarkable talent within BSNL's HR pool, particularly the entry level executives recruited over the years, including distinguished graduates from institutions such as IITs, NITs, and other esteemed engineering colleges and also the highly skilled Chartered Accountants, CMAs, MBAs. These individuals, meticulously selected through rigorous All India competitive exams conducted by esteemed bodies like UPSC, IITs, and GATE, have abandoned lucrative opportunities in both private enterprises and government entities to dedicate themselves to BSNL's cause.**

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Since the inception of BSNL, these executives have served as the lifeblood of the company, tirelessly driving operations nationwide, and championing BSNL's flag in a fiercely competitive landscape. Their dedication was profoundly evident during the Voluntary Retirement Scheme (VRS) of 2020, wherein around 80,000 employees opted for VRS. Despite the daunting challenges, these executives ensured seamless service continuity, displaying exceptional resilience, even amidst financial constraints, salary inconsistencies, and benefit shortages. Their collective expertise spans an impressive spectrum of 6 to 30 years, underscoring their invaluable contributions to BSNL's operational prowess and industry leadership.

As Minister of Communication, your commendable efforts under the visionary leadership of Honorable Prime Minister Shri Narendra Modi Ji towards revitalizing BSNL are widely recognized, appreciated and supported by BSNL executives. **However, the current trajectory of BSNL's HR policies threatens to derail these endeavors.** The recent release of the Senior Executive Telecom (SET) Recruitment Rules (RR) and the Direct Recruitment (DR) DGM RR coupled with ignoring the internal promotional aspects paints a very disheartening picture.

We request your benign attention to the various meetings held with the representatives of this association by your good self, wherein you have also appreciated the need for introducing a comprehensive promotion policy which can take entry level executives to minimum AGM/Equivalent level with sufficient age profile on their side. **Your good self has also extended empathy to our contention that executives with same qualifications should not be given the lateral advancement through examinations as a performing executive can never prepare for theory examinations without compromising from work or abstaining from service. Despite the assurance for taking care of the internal promotional avenues and doing away with lateral recruitment, BSNL management envisages to do the contrary. Initially they went ahead with "MT Recruitment" and now are planning external lateral recruitment through "SET RRs and DR DGM RRs".**

Management has formulated an HR policy where **executives are being forced to appear in LICEs at almost each level** contrary to the approach adopted by the **ideal PSUs which extend at least three time bound promotions to the entry level executives so that they can aspire for higher level posts based on their competency, expertise and experience instead of theoretical knowledge.** The HR scenario in BSNL has become so worse that **in the month of March when focus of executives should have been on attaining the targets, JTOs and SDEs who form the backbone of operations in Telecom Stream are being forced to prepare for theoretical examinations and appear in the exam to be held for promotion to next grade for very less number of posts. Most of the court cases has arisen because of the introduction of competitive exams in BSNL. These exams are responsible for legacy old litigations and resulting into disillusionment and frustrations amongst executives.**

Perhaps engaging them into the examination was not enough, BSNL thereafter has notified **Senior Executive Trainees Recruitment to introduce a parachute management cadre at the AGM level, comprising individuals devoid of any relevant experience in this competitive and technical field.** It's worth noting that no PSU recruit's fresher at the lateral level, recognizing the imperative of technical acumen and experience. For instance, Maharatna PSUs like BHEL, ONGC, and public sector banks like State Bank of India (SBI), when releasing

recruitment notifications, consistently prioritize experience and relevant expertise in the concerned field. **The most astonishing fact is that BSNL has recruited JTOs with Engineering Graduate qualifications through exams conducted by GATE and IITs (as being done in other PSUs) but now they want to place fresh engineering graduates on their heads through SET RRs. Similar is the case with Finance executives where CAs/CMAs/MBA Finance Professionals have been recruited at JAO level and now management wants to bring fresher at their heads. BSNL management, inexplicably, appears to question the competence of their own seasoned executives with 6 to 30 years of telecom expertise, favoring instead inexperienced graduates. This may be the perhaps only instance in the industry where recruitment is envisaged at two levels (one higher and one lower) with same qualification and no experience.** Such a move contradicts the principles of meritocracy and belittles the true potential of our seasoned executives.

After SET RRs, management introduced one more RR called as DR DGM RRs which is another glaring misstep. **BSNL HR's decision to overlook executives with telecom experience within the organization in favor of individuals from diverse, non-telecom backgrounds for DGM positions is confounding. Unlike other PSUs, where sector-specific experience is prized, BSNL's approach appears regrettably misguided, potentially driven by motives beyond meritocracy.** Such type of decisions have always resulted into huge unrest and confrontation within the organization and its indeed surprising to note that BSNL has chosen to again start this by notifying such decisions at this point of time when BSNL is going through a critical phase of revival due to unwavering support from Government of India in the form of various revival packages.

It seems, BSNL wants to recruit and stagnate the executives in their existing grades till their retirement. **Such is the scenario of HR in BSNL that executives having experience of 22+ years, possessing the best qualifications from leading universities/institutes and recruited through prestigious examinations have been extended only one promotion in their entire career span so far.** Our repeated pleas to extend time bound promotions at least till AGM/Equivalent grade has gone totally unnoticed by management. We suggested for **inclusion of mechanisms like personal upgradation with the post, more or less like assured career progression after serving for minimum number of years in a grade but the same was turned down by Management.**

There is serious need for making each and every eligible executive to reach to the AGM level posts after serving for a minimum number of years, so that they can strive and compete for higher management posts. However, BSNL Management, instead of concentrating on these aspects, are more focused in making Parachute Management by way of lateral entry through SET RRs, DR DGM RRs and examination at all levels. These HR decisions have sown seeds of discontent among our executives, breeding complete uncertainty and disillusionment in all executives which is giving rise to a huge unrest in their minds. This can be cured only by way of a thorough review of BSNL's HR practices. Transparent and merit-based policies, coupled with recognition of our executives' invaluable contributions which are vital for BSNL's resurgence.

**Its high time for management to appreciate that examination and lateral recruitment cannot be the criteria for judging the competence, expertise and fitness of the executive to occupy the higher management level post else all PSUs would have been**

**indulging into conducting examinations each year instead of focusing on APAR grading, performance, efficiency and output of the executive associated with the assigned responsibilities.**

Hence, we urge upon your good self for an urgent intervention in directing BSNL management to do away with such HR practices consisting of lateral entries which demotivates and frustrates the internal talent pool of BSNL. BSNL must be directed to ensure a minimum career progression up to AGM level in a time bound manner by way of personal upgradation to the post and by creating sufficient promotional posts which is quite possible without increasing the total sanctioned strength of BSNL. **Management excuse of the pending court cases does not hold any weight as it's the HR policy of BSNL which is the reason for all such litigations and the same can be overcome only by extending time bound functional promotions preferably on personal upgradation basis after serving for a minimum number of years in a grade, in case sufficient functional posts do not exist.**

**We thank you for your unwavering commitment to BSNL's revival. We trust your leadership will steer BSNL towards a brighter future, preserving its legacy and empowering its workforce.**

**Thanking You Sir,**

With warm regards,

Sd/-

**(Ravi Shil Verma)  
General Secretary**

**Copy to:**

- 1. Dr Neeraj Mittal Ji, Hon'ble Secretary DoT for kind information please.**
- 2. Shri P K Purwar Ji, Hon'ble CMD BSNL for with a request to scrap the lateral recruitment policy in the form of SET RRs, DR DGM RRs and take measures to ensure promotions for all the eligible executives of BSNL.**
- 3. Shri A.K. Sahu Ji, Hon'ble Member (Services), DoT in reference to the discussions held on BSNL promotion policy in the tripartite meeting held on 16<sup>th</sup> February 2024.**
- 4. Shri Ravindra Himte Ji, General Secretary, Bharatiya Mazdoor Sangh with a request for intervention in protecting the career aspects of executives of BSNL.**
- 5. Shri Ramnath Ganeshe Ji, All India Secretary and Prabhari (Telecom), Bharatiya Mazdoor Sangh.**
- 6. Shri R C Pandey ji, GS BTEU and Convener, Bharatiya Doorsanchar Manch.**