



राष्ट्र हित

विभाग हित

अधिकारी हित

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

President

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GS / AIGETOA / 2024-25 / 31

Dated 28.06.2024

To,
Shri P K Purwar Ji,
Chairman & Managing Director
BSNL Board,
Janpath, New Delhi.

Subject: Urgent Call to Address Career Progression issues for BSNL Executives - Consistent neglect of the inner talent pool of BSNL executives and management's undue focus on lateral recruitment at higher posts – Our Request for doing away with SET RRs and DR DGM RRs.

Reference:

1. GS / AIGETOA / 2023-24 / 147 Dated 22.03.2024
2. GS / AIGETOA / 2023-24 / 144 Dated 11.03.2024

Respected Sir,

I am writing to express my deep concern and prevalent feeling of demotivation on behalf of the of BSNL executives regarding the recently announced SET Recruitment Rule [RR of SET (DR) 2024] vide letter no. BSNLCO-PERS/15(17)/2/2023-PERS1 dated 26.02.2024. This rule has left many hardworking and experienced JTOs, who have dedicated years of their lives to BSNL, feeling disheartened and undervalued.

It is disheartening to see that despite the presence of qualified and experienced JTOs/JAOs within our organization, BSNL has decided to hire external candidates with the same educational qualifications (B.Tech/CA/CS/CMA) as Senior Executive Trainees (SET) Telecom on a higher pay scale. This decision overlooks the skills, qualifications, experience, and dedication of our existing employees and creates a sense of injustice.

We strongly believe that promoting from within is not only a way to reward the hard work and loyalty of our current employees but also to foster morale and commitment within the organization. Consistently passing over qualified employees for advancement opportunities can lead to feelings of de-motivation, disengagement, and attrition. Additionally, it can negatively impact team dynamics and organizational culture, making existing employees feel undervalued and marginalized.

www.aigetoachq.org

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Furthermore, we would like to bring to your attention the discrepancy in the recruitment process. A few years back, JTOs were recruited through the GATE-2017 exam on the E1 pay scale. However, BSNL's new SET RR-24 allows B. Tech Graduates to bypass the GATE exam and enter the organization directly at the E3 scale, a significantly higher position with better pay, simply by clearing an external direct exam, regardless of their experience. We believe that candidates with the same educational qualifications should not be appointed to different pay scales, as it is an injustice both legally and morally.

We urge you to intervene and direct Recruitment/Pers section to reconsider the HR practices regarding lateral entries, which are demotivating and frustrating for our internal talent pool. BSNL must ensure a minimum career progression up to the AGM level in a time-bound manner by creating sufficient promotional posts which can very easily be done without increasing the total sanctioned strength. We believe that a comprehensive promotion policy focused on the functional promotions through personal upgradation in case of lack of sufficient promotional posts is the solution to overcoming these challenges.

Looking forward for a positive and holistic consideration of our request which will go a long way in reinstating the sagging morale of the executives who are in a state of deep demotivation and unrest due to lack of suitable career progression opportunities and management's continued focus on lateral entry at various levels.

With Regards

Sd/-
[Ravi Shil Verma]
General Secretary

Copy to:

1. Shri Kalyan Sagar Nippani Ji, Director HR with a request for revisiting the RRs and doing away with the lateral recruitments.
2. Shri Adhir Singhal Ji, PGM (Pers), BSNL CO for kind consideration and necessary action please.
3. Smt Anita Johri, PGM (Restg & SR), BSNL CO for kind consideration and necessary action please.