



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICER'S ASSOCIATION

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No: CTD/AIGETOA/13-14/04

Dated at Kolkata the 11th June 2013

To,
The Director (HR)
BSNL CO,
New Delhi

Through Proper Channel

Subject: Our protest against proposed MT RR in operation and finance at E3- Reg

Respected Sir,

It is learnt that BSNL board is going to approve the proposed MT RR in the coming board meeting scheduled to be held on 14th June 2013 or in the coming days. This association wants to register formal protest against proposed MT RR in BSNL through this memorandum with request to scrap the same on following ground.

1. That, after inception of BSNL in Oct-2000, this company has started direct recruitment of Graduate Engineers and professionally qualified Account Officers at executive level to handle the operation, maintenance and finance related work.
2. That, above recruitment was done through toughest All India Competition conducted by premier institutes of India i.e. IITs with the syllabus and other eligibility exactly as that of Indian Engineering Services. Toughness of the said examination is proved by the fact that sufficient number of candidates could not qualify hence vacancies available for recruitment could never be filled up completely despite the number of candidates appearing for the exam were in tune of lakhs.
3. That, at the time of initial recruitment BSNL has not disclosed the pay-scale and career progression of executives in the PSU, hence many of the graduate engineers and account professionals preferred to join BSNL seeing the qualification, eligibility criteria, level of examination and turnover of the company which was not inferior then any of the PSU in the country.
4. That, all the leading PSUs recruit Engineering Trainee (ET) and Management Trainee (MT) at the same executive level and give them equal chance to grow and touch the apex of the career based on their performance in the company.
5. That, many of these qualified executives have already been promoted to E3 pay scale but have not been handed over the authority and functional responsibility of the post, despite having required qualification, extensive training and vast experience of more than 10 years in the field of telecom operation,

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maintenance and finance. Moreover they have already qualified the technical and management training program associated with the post.

6. That, BSNL has proposed to recruit candidates from open market in the name of MT at E3 pay scale which is just above and in the career path of already recruited qualified executives which is not at all the need of the company and hence highly unwarranted and unjust.
7. That, BSNL management may justify by saying that only 25% post are being filled by external candidates with the enhanced qualification of Master degree including ME/MTech/MBA and rest of the posts are reserved for internal candidates but any lateral recruitment against even single post is not justified in the circumstance where huge required talent pull is available within BSNL and yet waiting for their dues. It is impossible for the internal candidates (having required qualification, extensive training, vast experience and capability to efficiently handle the authority and responsibility of the post), to accommodate any lateral entry above themselves just to handle their authority and responsibilities.
8. That, Master Degree like ME/MTech/MBA is not the need of the company to handle the operation and finance. Hence it cannot be the justification to recruit the fresh candidates in Operation and Finance in the name of master degree ignoring the existing executives already working at E3, having requisite professional qualification with extensive training and vast experience in the domain. Moreover, BSNL management has already recruited DGMs at E5 and proposed recruitment at above than E5 with the qualification of engineering graduate giving due weightage to their experience and length of service over the master degree.
9. **That, about 10000 direct recruits qualified executives have already shown their resentment in terms of signature campaigning and mass protest for 4 days before corporate office in year 2008 when MT recruitment was proposed for the first time. Followed by the said protest and intervention of the administrative ministry, BSNL management was forced to take their step back by stopping the MT recruitment.**
10. That, all the executives' association on the platform of United forum has already submitted jointly the letter, opposing MT recruitment in BSNL at E3 in the formal meeting called by management in Feb-2013 and stressed upon to implement the contemporary HR policy of career enhancement of the existing executives in line with leading PSUs of the country which will solve the purpose and for which an committee is already formed but recommendation is yet pending.
11. Last but not least, those professionally qualified candidates recruited by BSNL at executive level so far are deprived in many ways including career progression. Most of them are yet waiting their first functional upgradation even after more than 10 years of service. Instead of grooming internal qualified executives and giving them a chance to prove themselves, if BSNL management is showing more confidence on outsider fresh candidates, it will definitely prove disastrous in terms of self confidence and motivation of internal talents.

This association is not against the recruitment of required talent at any level which is not available with BSNL but strongly oppose even a single lateral recruitment ignoring in-house talent. Huge talent pull is available within BSNL which is ever ready to fulfil the requirements and expectations that the management expects from the MTs and they have joined this company with genuine aspiration of career

enhancement. Any unwarranted hurdle on the path of their career is high injustice and will be opposed strongly by us.

In the light of the above fact it is our humble and earnest appeal to your kind to scrap this proposal of MT RR and instead devise and implement a contemporary HR policy in line with leading CPSEs of country in respect of career enhancement of executives so that genuine aspiration of executives and goal of the company may be achieved.

Thanking you,

Your's faithfully



Kuntal Paul
(ACS-II/AIGETOA-CTD)

Copy to:

1. CGM (CTD) : For kind information and n/a please.
2. GS (AIGETOA) : For kind information please.

Received
Ahs
11/6/13