



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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Dated: 19th May 2015

To

Shri A.N.Rai
Director(HR & Ent),
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: Request for necessary amendments in MT RR of 2013 before conducting / notification of examination for Management Trainee – regarding

R/Sir,

This is in continuation of the discussions that we had with you on dated 13.5.2015, wherein we requested withdrawal of notification for recruitment of Management Trainees because the said notification has number of issues which are not addressed properly in the present MTRR of 2013. Therefore before proceeding further with the recruitment, these discrepancies may be addressed by suitably amending the present MT RR of 2013, otherwise in future it may lead to endless litigations. Some of the discrepancies as noted by AIBSNLOA are as follows:-

(i) Numbers of Posts : As per Para 5 of MT RR issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013, Management Trainees shall be recruited against **50% of STS** equivalent posts as decided for filling-up by BSNL Management for **each year**.

But, vide letter no. 400-212/2012-Pers-I dated 23.01.2014 (Copy enclosed) for telecom operations, prescribed quota of feeder grade, viz, SDEs and MTs in the filling of DE/AGM posts has been revised to 75:25. Therefore, necessary amendment should be made in Para 5 of MT RR issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013. But till date amendment has not been issued.

(ii) Inter-se-seniority: The MT RR 2013 (Para 13.2 of MT RR issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013) has specified the inter-se-seniority between departmental promotees, the MT internal candidates and the MT external candidates based on the ratio 50:25:25. According to the MT RR 2013, the first two slots will be filled by Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list, the third slot will be occupied by Management Trainee (Internal) – as per gradation list and the fourth slot will be occupied by Management Trainee (External) – as per gradation list and so on.

But, after revision of ratio from 50:25:25 to 75:12.5:12.5 the method of fixing inter-se-seniority has not been specified.

Therefore, necessary amendments should be made in Para 13.2 of MT RR issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013.

(iii) **Vacancy Year:** While it is clear from Para 10 of MT RR, issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013, that Recruitment Year of the selected candidate shall be year of declaration of the result. But it is not clear that what will be the vacancy year for a particular recruitment year. Because, as per Para 12 of MT RR issued vide letter no. 400-212/2012-Pers-I dated 08.07.2013 on successful completion of 52 weeks training, the officer shall be appointed as Manager(MT) and if found fit, after completing two years of service in MT grade, will be promoted as Assistant General Manager.

Therefore, it should be clarified, whether vacancy year will be the same as recruitment year? Or this will be one year before the recruitment year? Or, this will be after two year of the recruitment as MT?

Further, if vacancy year is not notified along with the notice of recruitment then fixation of inter-se-seniority between Departmental candidates appointed at STS level on selection cum seniority basis and MT (Internal)/ MT (External) will be difficult.

(iv) **Seniority of MT compared to regular STS:** It should be clearly mentioned in the RR of MT that all the existing regular STS will be senior to the newly recruited Management Trainees.

(v) Hon'ble CAT Guwahati had recently ruled against holding of LDCE for promotion to SDE (T) grade for multiple years together on the ground that the candidates will lose the chance of appearing in the examination each year separately. This ground will be applicable in the case of MT recruitment also. Therefore, MT recruitment should always be for a single vacancy year not for multiple vacancy years.

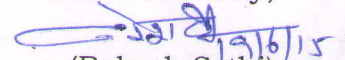
(vi) As the maximum age limit for appearing in the internal examination is 50 (for the first batch), many candidates will be in higher pay scale than that of MT. The RR as well as the notification has not thrown light about how their pay will be fixed on being selected to MT grade.

2. We need not overemphasize the fact that promotions to SDE, DE and DGM grades in Telecom wing have already been got wrangled in numerous court cases due to seniority related issues and thousands of JTOs, SDEs and STSs have retired and are retiring every month without getting their due promotion. The experience is that BSNL Management has not been able to effectively defend the court cases, resulting in prolonging of the cases for years together. Instead of allowing things to go out of hand and then trying to tackle them, it is always in the interest of management to foresee the problems and make the records straight so that there is no room for unnecessary litigations.

3. You will appreciate the fact that needless litigations between employees or employees & management badly affects the growth of company and morale of its employees. We therefore request you to kindly cause the above mentioned issues clarified before actual recruitment of Management Trainees.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

Copy to: 1. Shri Anupam Shrivastava, CMD BSNL.

2. Shri N.K.Gupta, Director (CFA), BSNL

3. Shri Debkumar Chakrabarti, Sr. G.M.(Rectt&Trg& Pers)