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No. AIBSNLOA/CHQ/2013/97

Dated: 18th February 2013

To

Shri A.K.Jain,
Sr. General Manager (Pers),
BSNL Corporate Office,
New Delhi

Subject: BSNL Management Trainees' Recruitment Rules (MT RRs), 2013

Sir,

We are constrained to state that the above Recruitment Rules, which has been circulated vide BSNL No. 400-07/2012-Pers.I dated 12.02.2013, have invited sharp reactions from the Executives in general and our members in particular.

2. When BSNL notified its first MTRR, vide its No. 400-07/2005-Pers.I dated 9th September 2007 and later second time in the year 2009, we had submitted our views in full detail bringing out the deficiencies, omissions, contradictions etc. in the said RR. We also drew attention to the fact that recruitment of Management Trainees is not in conformity with the policy which was offered at the time of calling of option for absorption in BSNL. The Policy that was offered vide Annexure-IV of BSNL Office letter No. BSNL/11/SR/2003 dated 2nd September 2003 reads as under:- **Promotional Avenue: With a view to motivate Executives in BSNL for achieving excellence in performance and higher productivity, resulting in improved quality of service, customer satisfaction and greater revenues for the Company, Executives in BSNL will be allowed up-gradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, beyond which it will be depend upon availability of post and their suitability and selection for promotion, which will be uniformly evaluated in the various streams of discipline.** The above stated promotion policy clearly stipulated that all the grades from entry level Executives up to JAG Selection Grade will be treated to be in one cluster of grades (pay scales) and promotion by up-gradation from one grade to next higher grade shall be on time bound basis, varying between 4 to 6 years, subject to certain attendant conditions. However, promotion beyond JAG

Selection Grade will depend upon availability of posts and their suitability and selection for promotion. This clearly indicated that promotion up to JAG Selection Grade will be on personal up-gradation basis and beyond JAG selection Grade, all promotion will be post based. The above policy was clearly in line with the Executives' Promotion Policy now in vogue in all PSUs where the available grades are divided in several 'cluster of grades' and promotion from one grade to next higher one within the same cluster is on time bound basis by personal up-gradation subject to certain attendant conditions with a scope for fast track promotion. It is only when promotions are to be from the last grade of one cluster to the first grade of next higher cluster, availability of posts comes into consideration.

3. Unfortunately, BSNL has totally deviated from the standard Executives' Promotion Policy as available in other PSUs and also the one that was promised to the Group B Officers of DoT while calling of option for their absorption in BSNL. It is actually providing time bound financial up-gradation from one pay scale to next higher pay scale which is not called as 'promotion'. Further, it has introduced post based promotion for each and every level as in the Government. Over and above of this, ***BSNL intends to have recruitment of Management Trainees at the level equivalent to STS Grade in the similar line as in Deptt of Telecommunications. This is also in violation of the Executives' Promotion Policy which is available in other PSUs. In all PSUs, the Management Trainees are recruited only at the entry level Executive Grade. Even in MTNL, which offered same promotion policy as in BSNL, to the Group B Officers for their absorption in MTNL, Management Trainees are being recruited only at the entry level of its Executive Grade i.e. JTOs/JAOs for the last couple of years. We are, therefore, unable to appreciate the need to have recruitment of Management Trainees at the level equivalent to STS Grade and therefore inviting serious discontent, demotivation among them in near future because of acute stagnation at all levels which will be unmanageable – thus seriously affecting the efficiency and progress of BSNL. We do feel that Management needs to have a rethinking on this and come out with a comprehensive career advancement plan. Otherwise, there will be a serious chaos.***

4. We also find certain discrepancies in the **BSNL Management Trainees' Recruitment Rules** issued vide BSNL No. 400-07/2012-Pers.I dated 12.02.2013 which need to be addressed immediately along with some other issues as under:

(i) **Three sets of MT RRs as on date:** BSNL Management Trainees' Recruitment Rules (MT RR), 2013, nowhere say that these Rules are in supersession or modification of its earlier Management Trainees Recruitment Rules, 2007 and the Management Trainees Recruitment Rules, 2009, Thus, as on to-day, three Management Trainees' Recruitment Rules are in existence.

(ii) Authorized strength: It is stated in Para 5 of the Rules that Management Trainees shall be recruited against 50% of equivalent STS level posts. But as per Para 4, "The Management Trainee shall be appointed in IDA pay scale of Rs. 24900-50500 (revised E-3 level). Para 12.1 of the Rule states that these Trainees are to be appointed as Manager (MT) which again is JTS level posts. Para 12.2 states that the Trainees would be promoted to AGM level posts on working as Manager (MT) for two years. The pay scale of AGM level posts is Rs. 29100-54500 and it is a promotion post. Thus, it is wrong to say that the Management Trainees are "recruited against 50% of equivalent STS level posts." They are actually to be recruited for appointment as Manager (MT).

(iii) Quota of posts at STS level: BSNL needs to passionately think over the need to reserve 50% of posts at STS level for the Management Trainees. Such a huge population of Management Trainees at STS level (say for Telecom Engineering where at least 3000 posts will be separated out for them), specially for external quota, will be a potential danger for proper cadre management plan. There will be stagnation at each higher level posts resulting in frustration, demoralization and discontent. Stagnation will also be felt in the Executives at the JTO/SDE level because of taking out such a huge number of posts for recruitment of Management Trainees. This also will lead to huge number of posts lying vacant requiring every time to fill up these posts by adhoc promotion or look after arrangement. This is certainly not a welcome step. **Best solution lies if the BSNL Board takes out bare minimum number of posts at STS level per year as per requirement subject to the ceiling that number of Management Trainees will be restricted to 25% of the total posts. Whatever number of MTs are recruited in a year, 50% of them shall be from internal candidates and the rest 50% from external candidates.**

(iv) Age limit: As per the schedule attached with MTRR, the upper age limit for MT [Internal] candidates has been prescribed as 45 years (50 years for the first batch of internal candidates). This age limit needs to be removed **considering the fact that for long thirteen years since formation of BSNL, there was no policy or rule in place in BSNL depriving the absorbed Group B level Executives to get the opportunity for their career advancement. It will be further great injustice and disincentive to them, if they are now debarred to compete on age ground.**

(v) Educational Qualification:

(a) In case of internal candidates, there need not be any insistence for minimum qualification. After all, the recruitment is by stringent methods of examination, interview, and group discussions. Thus only deserving candidates will come out successful.

(b) This relaxation in minimum qualification as suggested in (5) (a) of the letter dated 12.2.2013 should be available in all streams viz. Operations, Finance, Civil, Electrical and Architect.

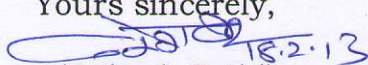
(vi) **Inter-se-seniority** : Formation of common seniority list between Departmental candidates appointed as STS level on selection cum seniority basis and Management Trainee (Internal/External) will not be feasible, because there is no guarantee that examination for MT will be held regularly and if for any reason BSNL fail to recruit MT in a particular year then seniority for departmental candidate will also not be fixed and this may pave the way for court cases as the same is being faced by BSNL in finalising the seniority list of E2 level executives. Because LDCE for E2 level is not being held regularly and fixation of inter-se-seniority between competitive quota and seniority quota is being found difficult for BSNL management and number of court cases are now lying pending in different courts in different parts of India. Therefore, to avoid this, it will be better that seniority of Departmental candidate and Management Trainee remain separate and 75% posts of DGMs may be reserved for Departmental Candidate appointed as STS level on selection cum seniority basis.

(vii) **Liability of transfer**. For departmental candidates existing transfer policy may be followed for their posting.

5. We would, therefore, request you to kindly examine the above points raised by us for corrective action and render justice to the Executives so that they do not continue to feel agitated, demoralized, and de-motivated.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

o/c General Secretary

Copy to:

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3. All Committee Members