



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION
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No. AIBSNLOA/CHQ/2009/36

Dated 22nd July 2009

To

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Subject: Recruitment in the grade of DGMs on lateral induction basis - Our protest thereof

Sir,

We are completely taken aback by the decision of the Management to recruit at the level/grade of DGMs on lateral induction basis through conduct of Examination/Interview. You are aware **that there is no dearth of eligible and competent Executives in BSNL who were forced to stagnate at the level/grade of SDEs/AOs equivalent for long years** since the BSNL Management did not take any action for their promotion on regular basis ever since they took absorption in BSNL. **In the process, they lost about nine valuable years of their service life span since 1.10.2000.** *Neither Department of Telecommunication nor Bharat Sanchar Nigam Limited ever showed any concern for their career progression and for fulfilling the assurance given at the time of calling of option to promote them upto the level of SG JAG between 4-6 years which was virtually on cluster system basis as available in other CPSEs.* These Executives were given promotion to DE/CAO equivalent grade only on **adhoc basis** which does count for seniority and that too after obtaining permission from Department of Telecommunication. Many of these Executives have now completed over 9/10 years in these grade and some of them are even discharging the duties and responsibilities of the grade of DGMs most effectively and efficiently for last few years **on look-after arrangement basis**. You may kindly appreciate **if they can discharge the duties and responsibilities of the grade of DGMs successfully on look-after basis, they can do the same even on regular basis.** Therefore, we are not able to support the move initiated by BSNL to recruit at the Grade/Level of DGMs on lateral induction basis by inflicting another round of injustice on them.

2. It has been reported by a Association of the BSNL Executives that when two Executives' Associations, in a meeting with CMD on 16.7.2009 raised the issue of absorption of ITS officers in BSNL, the CMD *'mentioned that as a contingency plan 210 DGMs are being recruited.'* The record of discussions of the said meeting, published vide BSNL No.BSNL/7-8/SR/2009 dt. 17.7.2009 also confirms that 'recruitment of DGMs also by September 2009' is part of the 100 days programme

and the two Associations have 'assured all out efforts will be made to make the programme a complete success.' But we are sorry to say that we are yet to be convinced that recruitment of DGMs on lateral induction basis can any way help in meeting the challenge in case the remaining ITS Group A Officers decide to opt out of BSNL. *We strongly feel that if at all there is a need for lateral induction, it must be at the level of GMs grade and above. These are the grades, where there may be some shortage if the remaining ITS Group A Officers do not get absorbed. Moreover, the vacant posts at the level/grade of DGMs can easily be filled up by the existing Executives working at the level of DEs/AGMs for years besides holding the charge of these posts on look-after basis.* Further, according to our information, the Group A Officers from Finance Wing of DOT who were interested in taking absorption, have already done so. Others, who decided to opt for DOT, have already left BSNL. Thus, there is no Group A Officer from Finance Wing on deputation in BSNL. Therefore, in their case, contingency plan is not at all required. Still 60 nos of DGM level/grade posts are proposed to be filled up on lateral induction basis. We are, therefore, not able to reconcile ourselves on the issue of lateral induction at the level/grade of DGMs.

3. Finally, we strongly feel that as per the eligibility criteria that has been fixed for the DGMs to be recruited laterally, very few talents will join BSNL. Further, many of them immediately after their joining will try to get out of BSNL in absence of any reasonable scope for career advancement since the higher levels posts in GM Grade and above would continue to be occupied by others. We believe that BSNL is aware of this and therefore has decided certain conditions like 12 years work experience with 3 years in E-4 grade etc, so that only older persons are available who may not aspire for further promotion and consequently there would be no pressure on their Seniors and the Management on that count. Again, with the number of years that they are expected to be in service in other PSUs/Private Companies (i.e. 12 years), they must be drawing around Rs 10 lakhs and more in the Private Sector. But in BSNL they would get only around Rs 5.75 lakhs per annum in E-5 grade - that too if they are posted in A Class cities to get HRA @ 30% of the basic pay. It may please be noted that in other PSUs, the IDA pays scales are higher than that of BSNL. Thus it appears that BSNL is again going to have another disgruntled group within the Executives/Managerial Cadre. This will certainly not auger well for BSNL.

4. In view of the above, we shall request you to kindly withhold the recruitment process and have threadbare discussions with all other Associations to find an amicable solution. Let BSNL Management not frustrate, demoralize and demotivate its 50, 000 strong Executives.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri A Raja,
Minister of Communications &IT.

2. Shri Gurudas Kamat,
Minister of State for Communication.
3. Shri Siddhartha Behura,
Secretary, DOT.
4. Shri Gopal Das,
Director (HRD), BSNL.