



ALL INDIA
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No. AIBSNLOA/CHQ/2008/47

Dated 22nd December 2008

To

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

Sub: Recruitment Rules for Group A level Executives above Management Trainees in BSNL

Sir,

We understand that BSNL is framing Recruitment Rules for various Executive cadres above Management Trainees. BSNL is proposing to introduce BSNL Management Services with three distinct services i.e. BSNL Telecom Operations Services (Marketing/HR/IT/Operations), BSNL Telecom Accounts & Finance Services and BSNL Telecom Support Services comprising executives of Civil, Electrical, Architectural, Telecom Factory and other streams. We further understand that BSNL has proposed that the *Executives at the level of SDEs/AOs will not be considered for promotion even against 50% quota of STS level posts of Managers (Rs 14500-18700) by selection-cum-seniority method unless they possess certain specified educational qualifications. While for promotion to the grade of Managers (STS level) in BSNL Telecom Operations Services it has been proposed that the SDEs must possess professional qualifications of Engineering Degree or equivalent in Telecommunications, Electronics & Computers/IT, no professional qualification has been proposed for the AOs though they will be required to be Graduate or equivalent being considered for promotion to BSNL Telecom Finance & Accounts Service.* However, there is no qualification bar for the existing incumbents holding posts of SDE/AO on regular basis on the date the RR would be notified. This means that the future incumbents to the post of SDEs/AOs will be required to have the above professional/non-professional qualification for promotion to the STS level posts.

2. Our Association is totally opposed to this proposal which makes qualification alone the criteria for promotion. **Neither other PSUs nor the Government Departments follow such Rules.** The CPWD, which once had such criteria, corrected the same by allowing incumbents with all qualifications to get opportunity for promotion from Group B to Group A level posts. Even in Vividh Bharti, the Rules were changed. The PSUs are also not following this practice.


3. We are of strong view that **the performance of an Executive, his capability and length of service should also get due consideration for promotion. Otherwise, absence of opportunity for career progression will create frustration and demoralization which will affect one's performance resulting in adverse impact on productivity and finally BSNL only will be the loser.**

4. However, we are not trying to say that the educational qualification be ignored altogether. **We suggest that while considering promotion, due weightage be given for educational qualification, length of service, performance ratings in CR etc and combined ratings of all these together should be the criteria for promotion as available in other CPSEs.**

5. We hope that our suggestions, as in Para 4 above, will receive serious consideration for the sake of justice

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das,
Director (HRD),
BSNL Board.
2. Shri R K Misra,
GM (Personnel),
BSNL C.O.
3. Shri Niraj Verma,
GM (Training),
BSNL C.O.
4. Shri Shakeel Ahmad,
GM (SR),
BSNL C.O.