

GURUS AND THEIR DISCIPLES

(An imaginary conversation)

Disciples: *Pranaam* - Great Gurujis. We saw that the agitation programmed for 15th Feb 2012 is deferred.

Guru 1 : Yes, it is deferred.

Disciple 2: But why Gurujis?

Guru 2 : Have you not seen the news in our websites? It is because the Director (HR) assured that he will **try** to resolve our **genuine** demands.

Disciple 1: So he has assured that he will only **try** to resolve. But actually **not resolve**.

Disciple 2: Again Gurujis - his assurance of trying to resolve is only about our “genuine” demands. Does it mean that you have put some un-genuine demands also and asked us to agitate for the same?

Guru 1: What is wrong in it? After all, we are to put some demands – whether right or wrong to give a call for agitation. Do not forget that we want the names of our Mutts included in the Guinness Book of world records for calling highest number of agitations, all without any useful purpose. Director (HR) has formed a Committee of senior officers. Mind that one each from our mutts will also be in the committee. **We will, therefore, get the opportunity to identify our un-genuine demands and discard them.**

Disciple1: Pardon Guruji. Earlier, there was a Committee for framing Management Services Recruitment Rules and you were all also part of it.

Disciple 2: And it ended with direct recruitment of DGMs. You two Gurus also welcomed it.

Disciple 3: And you assured the management of your full cooperation “for recruitment of **DGMs and MTs** as quickly as possible **to have a highly talented and young middle level management in the company to effectively meet emerging competitive challenges**”. And that was just a couple of years ago.

Guru 1 & 2: Oh. That is all the thing of the past. Forget it.

Disciple 2: Well. In the present case the agitation was for abandoning the move to recruit Sr.DGMs and Jt.GMs. But the committee, including you as committee members, is not to consider about **the demand of abandoning the same but only its impact on our promotional avenues. Is it not Gurujis?**

Guru 1 : Yes. It is so.

Disciple 1: Then what could be its outcome? Just a couple of years ago you had welcomed the direct recruitment of DGMs. You had thought this was necessary for having a highly talented and young middle level management in the company to effectively meet emerging competitive challenges. You never thought that it will affect our promotional avenues. Now you are again in this committee. How can we expect any different outcome from it?

Guru 1: You do not understand the issue at all. Do not forget that the committee will only address our **genuine** demands.

Disciple 4: Do you mean to say that our demand for abandoning the recruitment of Sr.DGMs and Jt. GMs is not a genuine demand?

Guru 1&2: Yes. **Have you not seen that we have abandoned the demand itself?**

Disciple 4: **You had given a call for non-cooperation by boycotting the unabsorbed ITS officers, not to report to them and to disobey their orders. Has this also been abandoned now?**

Guru 1: **How can we disobey them? They are our real Gurus.**

Disciple 3: Gurujees – one more doubt. Are they just now going to start thinking afresh about E 2 and E 3 Scales and so far they have not thought of it ?

Guru 2: You know it is a ritual. When ever we give a call for an agitation, they have to again form a committee and again discuss the issueand this will go on and on.

Guru 1: Yes . . And again reject it also.

Disciple 3: But Gurujis – whether 6 months' time is required for that ritual? Can it not be said in 6 minutes – Gurujis?

Guru 1: What do you mean by that? We are also committed to make it absolutely sure through this Committee that our existing promotional path defined by BSNLMS RRs and the **number of existing JAG posts remain completely undiluted and intact.** Have you not seen our websites?

Disciple 3: The total no. of DGM posts is 1398 as per BSNLMSRR and the special lateral recruitment is called only for 600 posts.

Disciple 2: And it is not because of any soft corner towards us that our promotional avenue should not be affected by this recruitment. It is because the total no. of ITS to be accommodated in DGM level is just

600. And the remaining DGM posts are to be occupied by us on adhoc basis.

Disciple 1: So even if all of them apply for immediate absorption in special lateral drive they will occupy only the number of posts they are already occupying now on deputation basis or would have otherwise occupied had all of them opted for absorption in BSNL in normal course. And they are always enbloc senior to us as we are only adhoc. Therefore, **the existing JAG posts for us cannot be diluted in anyway.** So why a Committee is needed for examining the same ?

Disciple 3: That is why I asked why the Committee needs six months? I can decide in six minutes or even less than that.

Disciple 1: And what about introduction of CPSU cadre hierarchy? Is not the direct recruitment at DGM level against the CPSU cadre hierarchy?

Guru 1: Yes. You got it. It is against CPSU cadre hierarchy. That is why we opposed it.

Disciple 1: Great Guruji. Pardon us. We are very much confused. Just a couple of years ago, you had welcomed direct recruitment in DGMs. At that time you never thought of CPSU cadre hierarchy?

Guru 1: We know you will get confused. You should never compare our stand taken at one point of time with the stand taken at the other time.

Guru 2: At each time we take stand on issues as per the exigencies of that time.

Guru 1: Since, now-a-days you start thinking by yourselves and just not follow what we say, we knew that you will easily understand our present game and would not come forward for the agitation call if some other demands are not added. That is why we added two more demands about cadre hierarchy and E2, E3 scales. And since these two had been demanded by another Group, we roped them also in.

Disciple 1: Another question Gurujees.

Guru 1&2: What is that?

Disciple 1: You have now demanded "Introduction of CPSU cadre hierarchy vis-à-vis structure of BSNL, and safeguarding our existing promotional path achieved through intense struggle and defined by provisions of BSNLMS RRS and also the existing JAG posts."

Guru 1&2: Yes. So what?

Disciples: It means that you want introduction of CPSU cadre hierarchy in one hand and also retain the existing promotional path and the provisions

of BSNLMS RRS on the other. How it is feasible, since CPSU cadre hierarchy and existing promotional path and provisions in BSNLMS RRs are two different concepts for promotion? How you can have both?

Guru 1: You naughty people! Do not ask wrong questions. We want none. Better you understand this. Now leave the mutt at once. It is enough!

Disciples: A few more questions Gurujis. On 14.2.2012 evening, after discussion with Director (HR) you had reported that no break-through was achieved and wanted the branches to make serious preparation for making the struggle a success. How then suddenly the struggle was deferred? Was there any undisclosed discussion later with the administration privately? Was there any tacit understanding with the administration which was not known to the third participant of the struggle? Was it because of such discussion you both had abandoned the demand of abandoning Special Lateral Recruitment? Will this result in voluntary exit of the third representative from the committee as happened last time?

Guru 1 & 2: You know the answers to these questions and you are still asking us. **Why this kolaveri disciples?**

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