



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

**CENTRAL HEAD QUARTER
AD-87 B, PITAMPURA, DELHI-110034**

PRESIDENT

**P. RAMACHANDRAN
MOBILE: 9444903777**

No. AIBSNLOA/CHQ/2019/12

FINANCIAL SECRETARY

**V. K. SHARMA
MOBILE: 9868174965**

GENERAL SECRETARY

**RAKESH SETHI
MOBILE: 9868210449**

Dated: 8th March 2019

To

Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Subject: BSNL's notification for recruiting Management Trainees from both internal and external candidates – Request for deferment/ cancellation of MT recruitment – reg

Ref : Ref: (1) BSNL Letter No.74-1(1)/2018-Rectt dated 11.12.2018 and dated 24.12.2018
(2) BSNL Letter No.74-1(2)/2018-Rectt dated 11.12.2018

R/Sir,

We seek your kind attention to the notifications, issued by BSNL for recruitment of Management Trainees from internal as well as external candidates vide letter mentioned above under reference.

2. In this regard, we want to draw your kind attention towards the fact that DOT had offered Promotion Policy to the Group B level Officers in the terms and conditions of service for absorption in both MTNL and BSNL assuring time bound promotion upto Selection Grade JAG and thereafter post based promotion. MTNL, on its part, has recruited the JTOs/JAOs i.e. the entry level Executives as the Management Trainees. We had noted that BSNL is moving ahead with its proposal for recruitment of Management Trainees at an intermediary grade i.e. the erstwhile JTS level, which is in violation of the offered terms and conditions of service for absorption.

3. In addition to this, we request consideration of the following issues before going ahead with MT Recruitment Examination in the interests of BSNL as well as its Executives.

a) The notifications issued for both internal and external MT examination does not mentioned the year of vacancies against which the said MT examination is being held. This will create problems in fixing the inter-se-seniority vis-à-vis the departmental –promotees and Management Trainees (Internal/External), as promotion orders to STS grade on regular basis up to the vacancies year 2017-18 has already been issued.

b) It is also not known whether this recruitment pertains to a single vacancy year or multiple vacancy years. 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 Internal recruitment also.

c) The MT RR 2013 has specified the inter-se-seniority between departmental promotes, 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. Without mentioning Recruitment Year, how the inter-se-seniority will be decided between Departmental Candidate- appointed as STS level on selection cum seniority basis, Management Trainee (Internal) and Management Trainee (External).

d) As recruitment of Management Trainee (External) has already been put on hold for indefinite time because Letter No.74-1(1)/2018-Rectt dated 10.01.2019 issued by BSNL in this regard stated that

“Recruitment Process for MT (External) of Telecom Operation in BSNL has been put on hold till further intimation”

if examination will be hold only for internal candidate then this may create a problem at the time of fixing of inter-se-seniority. Presently, also, number of seniority issues are pending in various courts due to this reason.

e) All the executives working in BSNL are awaiting implementation of new promotion policy (Commonly known as cadre hierarchy) but it is not clear that how inter-se-seniority will be decided between departmental promotes, MT internal candidates and MT external candidates based on the ratio 50:25:25.

f) 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.

g) Amendment in the Annexure A of the Recruitment Rule has been issued by the Recruitment Branch of BSNL CO vide letter no. 74-1(1)/2018-Rectt dated 24.12.2018 while RR of MT was issued by the Personnel Branch after getting approval from BSNL Board. Therefore, it is not clear that above said amendment issued by Recruitment Branch is valid for the MTRR issued by Personal Branch.

3. All the points mentioned above creates confusion and need to be resolved before conducting the examination else could result in fresh court cases as experience by BSNL in earlier seniority/ RR related court cases. We therefore request that conduct of MT Internal Examination be deferred/halted, till the above points are clarified/resolved.

With kind regards,

Yours sincerely,

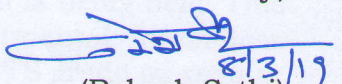
(Rakesh Sethi)

General Secretary

Copy to:

1. Ms. Sujata T Ray, Director (HR), BSNL.
2. Shri Arun Kumar, PGM(Pers), BSNL CO ND-1
3. Ms Samita Luthra, G.M. (Rectt), BSNL CO, New Delhi.

Recd at 17/30/18
Rakesh
08/03/19


8/3/19
General Secretary