



Bharat Sanchar Nigam Limited
(A Government of India Enterprises)
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Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

APPEAL

No. BSNL/7-3/SR/2015

Date: 14-12-2015

To

**1. Shri Prahlad Rai
General Secretary
AIBSNLEA**

**2. General Secretary,
AIGETOA**

Subject: Notice for resuming the deferred organization actions to protest against the arbitrary recruitment of Management Trainees and non-settlement of long pending HR issues in BSNL.

Reference: United form of BSNL Executives Association letter No. CHQUF/Exe.Asso./AIBSNLEA-AIGETOA/5 dated 2-12-2015 and letter even number dated 07-12-2015.

A meeting was convened under chairmanship of CMD BSNL with the representatives of the United Forum on 11-12-2015 to discuss and resolve the issues raised by them in their agitational programme. Director(HR), PGM(SR), GM(Pers/Recruit.) and Addl G.M.(SR) from Management side and G.S., AIBSNLEA, President, AIGETOA, AGS, AIGETOA and Advisor(HQ) & CS Delhi Circle AIBSNLEA from United Forum side participated in the meeting. The record of discussion is as under:

2. United Forum requested that if Management is not willing to recruit Management Trainees any further, then there is no need to hold the SRD recruitment also as the main exam is not taking place then there is no question of filling up the reserved vacancies either. United Forum side also emphasized that when there has been no recruitment for even vertical reservation posts for SC/ST/OBC categories etc., how BSNL can hold SRD for PWD candidates which is a horizontal reservation. CMD BSNL acknowledged the associations side views but explained that the ongoing process for Recruitment of MT (SRD) is being done under the directions of DoP&T/DoT on the basis of Hon'ble Supreme Court Judgement and BSNL is under compulsion to hold the exam unless until there is specific directive from the Hon'ble court for not going ahead. United Forum side told CMD BSNL that the directions of Hon'ble Supreme court is for filling up the unfilled vacancies and not for filling up the vacancies of a cadre which has not yet been born in BSNL. United Forum further informed that this has happened due to reporting the unfilled vacancies of MT as back log inadvertently and hence there is no need for going on for recruitment in a cadre whose future in BSNL is yet uncertain. CMD BSNL expressed his inability to stop the process in absence of any specific directions from court. However, CMD BSNL directed Director (HR) that MT exam which was deferred on 7th July 2015 be deferred for another six months further and in the meanwhile the proposal for scrapping of MT recruitment altogether be taken up in the next meeting of the BSNL Board.

3. CMD BSNL explained the changing scenario in BSNL. Recruitment in the cadres of the DR DGM and MTs were primarily intended to fill up the vacuum in the middle and upper hierarchy in the management being left over through the gradual withdrawal of the ITS officers. The CMD BSNL also stated that the RRs of DR DGM and MTs were put in place in 2009 and 2007 (modified in 2013), respectively. As a significant time has already elapsed, no doubt that these RRs require a holistic review under the fast-changing scenario, the complex market dynamics and internal talent available in BSNL.

4. Both the modes of recruitment to induct executives in the middle and higher levels of management, i.e. DR DGM and MT will be reviewed on a holistic basis, under the changed scenario. However, as these RRs have been approved by BSNL Board, it would require discussing and deciding upon the Board level, before effecting any change thereto.

5. CMD BSNL also asked Director (HR) to finalize the implementation of committee recommendation on CPSU Hierarchy and Standard IDA Pay scales (E2 and E3) to JTO and SDE equivalent executives by 26th January 2016.

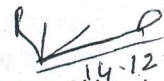
6. He further directed Director (HR) and GM (Pers) to make attempt to fill up all DGM vacant posts by 31st March 2016 on regular basis.

7. CMD BSNL asked GM(Pers.) to seek the permission of Hon'ble court to declare the result of internal executives of DR DGM recruitment. He also asked GM (Pers/Rectt) to review the DGM RRs for ending the discrimination vis-à-vis internal executives and come up with a revised RR where there is no discrimination with internal executives. On the ongoing recruitment process, CMD BSNL asked GM (Pers) to keep him informed on the further developments and to inform the association side before taking any final decision.

8. On other issues, Director (HR) assured that she shall be looking for their resolution of these issues within a defined time frame and requested association side to be in regular touch for expediting all issues like filling up of the vacant posts in Group B/STS/JAG equivalent grades, creation of PPS posts, implementation of 30% Superannuation Benefits to Direct Recruits, restructuring of AD (OL) Cadres, E1+5 advance increment benefit to JTO (SRD)/JAO 2013 batch and PA Cadre, Declaration of LDCE results, allowing of Stepping of Pay to seniors w.r.t their Juniors, framing of policy in regard to Rule-8 cases, pay loss to JTOs/JAOs recruited after 01.01.2007 and fixation of pay in respect of departmental/outsider(TTA) appointed as JTO, notional pay fixation to upgraded pay-scales w.e.f.01.10.2000 etc.

In view of the above, in the overall interest of the company and to maintain industrial peace and harmony, and to make SWAS(Service With A Smile) PROGRAMME a grand success, on behalf of BSNL Management, I once again request you to kindly withdraw your notice for the proposed agitational programme forthwith.

Yours faithfully,


(Shameem Akhtar)
14.12.15
Pr.Gen.Manager(SR)

- Copy to : 1. ES to CMD, BSNL
2. ESs to All Directors, BSNL Board,
3. All CGMs, BSNL
4. GM(Pers./Rectt.), BSNL C.O., New Delhi
5. GM(Estt.), BSNL C.O., New Delhi
6. GM(FP), BSNL C.O., New Delhi
7. GM(Admn.), BSNL C.O., New Delhi