**No: CHQ/AIGETOA/379 Dated: 18th Sep-2012**

**To**

**The CMD**

**Bharat Sanchar Nigam Ltd**

**Bharat Sanchar Bhawan**

**Janpath, New Delhi-110001**

**Subject**: Proposed DGM recruitment in BSNL-the clear undermining, abuse and dual standard of BSNL management with its own executives.

**Reference**: proposed DGM recruitment rule in BSNL

Dear Sir,

The proposed recruitment rule of DGM (Telecom Operation) vide above reference No. with qualification of BE/BTech and DGM (Telecom Finance) with qualification of CA/ICWA/CS and other mentioned eligibility criteria in the pay scale (Revised) Rs. 32900- is exceedingly disappointing for existing engineers and account officers in BSNL having similar qualification. BSNL is completely undermining its own executives which clearly show the dual standards of BSNL management. This association has strong objection of recruiting external DGM on following ground:

* + - 1. That, BSNL has already recruited executives at JTO/JAO level with mandatory qualification same as qualification required for DGMs recruitment. Recruitment of first two batch of JTO in year 2001 and 2002 was done without revealing the executives grade (i.e. E1, E2, E3,……) and their career progression. it is worth to mention that BSNL was at that time top most leading PSU. It was only in year 2004 when BSNL has finalized the executive’s grade and awarded inferior entry level and now again after implementation of 2nd PRC the grades of JTO equivalent and SDE equivalent are still unsettled.
			2. That, thousands of executives recruited in BSNL with engineering qualification are having even additional qualification (ME/MTech/MBA) than BSNL is searching for proposed DGM recruitment but they are not eligible even after putting in 12 years of service as BSNL has not given appropriate executive grade at entry level and career progression at par with other leading PSUs while executives recruited in other PSUs with same qualification are eligible after putting in 12 years of service just due to their higher entry grade and smooth career progression given in other PSUs.
			3. That, as per the existing promotion policy in BSNL, executives recruited with engineering qualification will have to serve minimum 19 years (E1 to E2 6Years, E2 to E3 5years, E3 to E4 5years and 3 years experience at E4) to satisfy the eligibility condition of 3 years experience at E4 grade for proposed DGM recruitment but unfortunately he will not be able to satisfy the age limit i.e. he will cross the age of 45 years as the maximum age stipulated for recruitment at entry level was 30 years.
			4. That, executives recruited in BSNL with engineering qualification and continue to work with BSNL will never be eligible for proposed DGM recruitment but if he leaves BSNL as early as possible and work with any of the private sector companies having turnover of Rs 100 crors and is having gross salary of 7 lakhs per annum, he will become eligible at 12 years of his career.
			5. That, recruitment rule framed by BSNL management few month before to recruit middle and senior level management was designed in such a way that only ITS officers were eligible giving due weightage to their working experience in BSNL but here proposed DGM recruitment rule is designed in such a way that almost all of the BSNL executives are ineligible despite of having similar qualification and wide experience in BSNL i.e Telecom Domain while outsider candidates are eligible irrespective of their experience in telecom domain and all they require is merely 12 years of post qualification experience in any domain. Isn’t it the ill-will and dual standard of BSNL management?
			6. That, it is very general that before going for any external recruitment management should exercise his all the way to find the same within the company even with relax standard which shall not only help to get better substitute at minimum cost but also induced high level of motivation among the existing executives. This principle was followed when recruitment was proposed of middle and senior level management but in case of DGM recruitment, BSNL management has purposefully deprived its own executives having similar or even more qualification.
			7. Many graduate engineers and account professionals throughout the country had appeared in JTO/JAO examination of BSNL but fortunately they failed and later on got selected for other PSUs. All such executives having no experience in Telecom domain are eligible for the post of DGM in BSNL after completing 12 years of service but unfortunately those who passed the JTO/JAO examination and preferred to join BSNL will never become eligible in their entire career for no fault on their part. This will defiantly create big barrier on the way of attracting fresh talent for BSNL in future and will further impart high level of frustration to loyal and hardworking executives who have spent their premier years of life for BSNL. They are feeling cheated and are wondering if they have committed a mistake of their life time by preferring to join BSNL over other PSUs unknowingly.
			8. That, as per the recently notified BSNLMSRR, internal executives are eligible for DGM only if they have completed four year regular service at E-4 grade but as per the notified DGM recruitment in BSNL all executives working with other PSUs are eligible if they have completed 3 years of regular service at E-4 which shows the ill intension BSNL management towards its own executives. Isn’t it the discrimination and violation of article 14 and 16 of Indian constitution?
			9. Last but not the least that, the executives recruited in any public sector with minimum qualification of BE/BTech or CA/ICWA/CS and passed 12 years are certainly getting basic pay more than 40,000 per month after the implementation of 2nd PRC and most of them have already been working at DGM level. Similar situation is for the officers recruited in central government 12 years before with engineering qualification; furthermore they are covered under the government pensionary benefit. Meritorious Engineers or account professionals working in private companies for 12 years are getting more than 1lakhs per month with the status of GM and CGM. In this situation approach of BSNL management to recruit external meritorious and more compatible executives as a DGM over already existing similar qualified internal executives with the pay scale of Rs. 32900 per month appears quite baffling and more over in scenario when one such pervious attempt has already failed miserably.

Dear Sir, It is our humble request to kindly go through the DGM recruitment rule once again w.r.t. every point presented above and find the answer of the following very basic questions raised by your own executives recruited with similar qualification.

1. ***You are seeing your DGM in Executives having qualification BE/BTech and CA/ICWA/CS and 12 years of working in shoe company, ice company, wine company, smoke company etc having turnover of 100 Crores. Kindly let us know why executives working in BSNL (turnover in tune of Rs 30,000 crores) having similar and more qualification are not eligible even in their entire career?***
2. ***Kindly let us know that what to do and at what point of their career BSNL executives having qualification of BE/BTech and CA/ICWA/CS are eligible for proposed DGM recruitment?***
3. ***Kindly let us know why young talent having qualification of BE/BTech and CA/ICWA/CS shall prefer to join BSNL over other PSUs and private sectors?***
4. ***Last but not least, kindly let us know why executives working in BSNL should work delicately, respect the management and should not react on such discriminative and abusing recruitment which one or other way says that BSNL executives are good for nothing?***

 Sir, we are hopeful that your kind will take it in right earnest and either prove us wrong by answering our all the questions above or introspect the proposed DGM recruitment w.r.t. our submissions above which in turn will definitely strengthen the mutual trust and employee-employer relationship and also avoid unrest likely to arise out of discriminative and abusing proposed DGM recruitment.

Sincerely yours

(R P Shahu)

Copy to:

1. Dr. Manmohan Singh, Hon’ble Prime Minister of India for kind information please.
2. Sh. Kapil Sibbal, Hon’ble MOC & IT for kind information please.
3. Shri Milind Deora, minister of state for communications for kind information please.
4. Director (HR) and other functional Directors of BSNL board, for kind information and N/A please.