



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No: GS/AIGETOA/4

Dated: 7th Oct' 13

To,

The CMD
Bharat Sanchar Nigam Limited
New Delhi.

Sub:

1. Request for immediate stopping of diversion of MT posts to seniority-cum-fitness quota and instead submitting recommendations on the CPSU hierarchy and start deliberations on carving out an LDCE quota for 25% STS posts, regarding.
2. Immediate scrapping of DGM examination for external candidates, regarding.

Respected Sir,

It is learnt that 25% of the STS posts (i.e. 1235 posts) are being diverted to Seniority cum fitness quota from MT quota. **With great disappointment, this is to convey that this association was not taken into confidence while arriving at any such decision while the greatest affected cadre because of this decision is the direct recruit cadre of BSNL.** While it has been experienced many times that if decision pertaining to benefits of direct recruits are being taken, view of all the associations are being called for. The reasons for not even considering our views are beyond our understanding and beliefs.

Further, in this regard, your kind attention is also invited towards the agreement between AIGETOA and BSNL Management on dated 08.08.2013 wherein it was agreed that the committee formed for the CPSU hierarchy shall be requested to submit its recommendations expeditiously and the issues raised by AIGETOA shall be examined afresh and resolved within two month's time.

Till date there is no visibility on the recommendations of the committee formed for the implementation of the CPSU hierarchy despite of repeated follow-ups and request for meeting from association side. The recommendations were to be submitted before going ahead with the MT recruitment and DGM recruitment, that did not happen and in the meanwhile the DGM examination has been notified to be held on 20th October. In the meanwhile, it is also learnt that preparations are on for conduction of MT exam even when views of this association has neither being taken into consideration nor we have been called for submitting our views.

Sir, at this juncture when BSNL is striving hard to regain its pristine glory, the thrust should have been on introducing a performance oriented promotion policy where the performing executives are rewarded while the non-performing ones are to be motivated towards performance.

But, instead of doing so, the posts reserved for the young and meritorious executives are being diverted to the seniority-cum-fitness quota. We completely fail to understand why these posts are being diverted to seniority quota and why not they are being converted into year wise LDCE quota for SDE/AO to DE/CAO exams which would have been the most apt way in the current scenario where these posts would have gone to the young and meritorious candidates. We take strong objection to this unilateral decision without considering the interests of the young executives of BSNL.

Sir, ideally introduction of contemporary CPSU hierarchy promotion policy is the solution to all the HR problems which BSNL is facing today but instead of focusing on that, the same age old HR practices are being proposed which is going to be of no use in current scenario and will lead to degradation in performance of the executives.

In view of the above, it is requested to scrap the current MT RR and consider the implementation of contemporary CPSU promotion policy and start the deliberations on the formulation of CPSU hierarchy mechanism, revision in BSNMS RR/ BSNL MTRR taking the collective interests of all the groups of BSNL in mind. Herein, we would like to further request that recommendations of the committee formed for implementation of CPSU hierarchy should immediately be submitted with express deliberations amongst the committee members. The continued reluctance of the management to even convene the meetings gives us an impression that whether management side is afraid of submitting the recommendations. Now it's high time to take some tough decisions in this regard and move towards adoption of contemporary CPSU culture and desist from continuing with the old DoT setup. We further request, **till that time, if at all there is need for diversion of posts from MT quota, the deliberations may be done for carving out an LDCE quota for 25% of the STS post and not to seniority-cum-fitness quota. By creating an LDCE quota for these posts, management shall be giving chance to the young, meritorious and performing executives (DRs as well as those absorbed from DoT) to move one step further in their careers.**

Further, as regard to the examination for recruitment of DGMs is considered, it is requested that external exam for the same be stopped immediately and instead an in-house searching should be done amongst the professionally qualified executives as BSNL is having enough talent within itself with a rich and varied experience profile of 4 to 25 years.

We firmly believe that your good self will take a considerate view of our submission and will direct the concerned authorities to do the needful urgently.

Thanking You

Sincerely yours

Sd/-

(Ravi Shil Verma)
General Secretary

Copy to:

1. All Directors, BSNL Board for kind information and necessary intervention please.
2. Sr. G.M. (SR), BSNL CO for kind information please.
3. All members of the committee formed for implementation of CPSU hierarchy in BSNL.