

BSNL Management Services Recruitment Rules 2009

vis-à-vis DOT Rules

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Let us analyse the same for each group of stake holders, i.e., BSNL recruited JTOs, Divisional Engineers and Sub Divisional Engineers.

(1) For BSNL employees having the required qualification: The BSNL recruit JTOs

The direct recruitment at MT is exactly similar to the ADET recruitment that was available in DoT Rules. The entry level of ADET and MT is exactly the same. In DoT the minimum qualifications for recruitment to JTO was I class B.Sc./B.E till 1996 and many B.Sc and some B.Es also entered as JEs/JTO. After 1996 the minimum qualification of JTO itself is B.E./B.Tech. Then why try to recruit another hierarchy at MT level with the same qualification and frustrate the career prospects of qualified JTOs?

It is well known that when the ITS is not interested to get absorbed and wishes to continue in depositions for ever, the DoT tried to recruit ADET even after 2000 and pump them into BSNL on deputation. It is because of strong opposition from one association i.e TESA, the move was thwarted. Now the same game is being played by the BSNL management.

The only solace is that 50 % of MT is open for internal qualified candidates which was not in DoT. But even in DoT many JEs/JTOs who were engineering graduates appeared in UPSC with age relaxation and became ADET in those days and went upto CGM/Member or even Director General. Hence this is nothing of a great bonanza to the qualified JTOs except that instead of competing with outsiders for 100% posts they compete with insiders for 50% posts.

The age restriction of 36 years for internal candidates along with the academic qualification prescribed and 4 years work experience in BSNL will show that the scope of internal candidates will be open mostly to Direct recruit JTOs/JAOs. The absorbed JTOs recruited in DoT with Engineering degree after 1996 may mostly be nearing 36 or crossed 36. Even if MT recruitment starts in 2009 only a few of them may be within the age but will not have the required age to avail the allowed 3 attempts. The SDEs might have already crossed the age.

This leaves the scope only to Direct recruit JTOs. This makes a provision

for fast track promotion for them but to a very limited extent. Let us analyse further.

The total number of STS posts is 5400. The MT on promotion to STS will be filled upto max. 50 % of STS posts. That means maximum 2700 STS only can be from MT source. Now they have to serve in STS for a minimum of 4 years regular service to be eligible to become JAG. That means at any given time a minimum of 4 year batches of MTs will be in STS. This may become higher if the promotion is delayed by even 1 year say 5. But assuming that only 4 batches of MT occupy the 2700 posts at any given time their annual recruitment cannot be more than 650 at the maximum. Now out of this 50 % is to be ear marked for external candidates mean hardly 325 at the maximum will be for internal candidates in a year. **But in reality though the first recruitment of MT notified in 2008 and kept in abeyance showed 300 external MTs of which 50 are to be in finance this may not follow every year. The intake will be restricted for smooth career progression of the MTs. In effect it will limit the intake of internal candidates also.**

Assuming equal number of internal candidates the maximum may be 300 per year. Now the direct recruit JTOs are recruited in the size of nearly 2000 to 3000 JTOs per annum. With the condition of 4 years service, what will be the small scope of opening 300 posts to them ? **Further there is also the clause in MTRR that the unfilled vacancies of internal candidates will be carried over to external source the next year. That means the availability of MT internal is further restricted.** Then what is the scope of BSNL recruit qualified JTOs ? The small outlet of appearing in MT internal is nothing but giving a pop corn to a hungry elephant.

What will be the career progression of the vast majority of BSNL recruit JTO who cannot get through the MT internal. Same plight that of the DoT – JTO. Wait for years to become SDE in LDCE or wait in long queue for SDE promotion under seniority cum fitness. Join the hapless absorbed SDEs in the long queue to STS. **Is it for that they joined BSNL, with high aspirations of entering the mightiest PSU ?**

So in reality what is the benefit BSNL recruit JTO will get from BSNLMS as different from the JTOs of DoT. Nil and nothing. The very same position.