



ALL INDIA
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OFFICERS' ASSOCIATION
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General Secretary
V.P.ARYA
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No. AIBSNLOA/CHQ/2008/28

Dated 05.08.2008

To
Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
Bharat Sanchar Bhawan,
New Delhi 110 001.

Subject: **BSNL Executives' Promotion Policy vis-a-vis Recruitment of Management Trainees.**

Sir,

We are constrained to bring to your kind notice that the Executives' Promotion Policy which BSNL proposed and trying to implement is not in conformity with the Policy that was offered at the time of calling of option from the Group B Officers for their absorption in BSNL. The Policy that was offered vide Annexure-IV of BSNL Office letter No. BSNL/11/SR/2003 dated 2nd September 2003 reads as under:- **Promotional Avenue: *With a view to motivate Executives in BSNL for achieving excellence in performance and higher productivity, resulting in improved quality of service, customer satisfaction and greater revenues for the Company, Executives in BSNL will be allowed upgradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, beyond which it will be depend upon availability of post and their suitability and selection for promotion, which will be uniformly evaluated in the various streams of discipline.*** The above stated promotion policy clearly stipulated that all the grades from entry level Executives up to JAG Selection Grade will be treated to be in one cluster of grades (pay scales) and promotion by upgradation from one grade to next higher grade shall be on time bound basis, varying between 4 to 6 years, subject to certain attendant conditions. However, promotion beyond JAG Selection Grade will depend upon availability of posts and their suitability and selection for promotion. This clearly indicated that promotion up to JAG Selection Grade will be on personal upgradation basis and beyond JAG selection Grade, all promotion will be post based. The above policy was clearly in line of the Executives' Promotion Policy now in vogue in all PSUs where the available grades are divided in several 'cluster of grades' and promotion from one grade to next higher one within the same cluster is on time bound basis by personal upgradation subject to certain attendant conditions with a scope for fast track promotion. It is only when promotions are to be from the last grade of one cluster to the first grade in next higher cluster, availability of posts comes into consideration.

2. Unfortunately, BSNL has totally deviated from the standard Executives' Promotion Policy as available in other PSUs and also the one that was promised to the Group B Officers of DoT while calling of option for their absorption in BSNL. It has actually gone for time bound financial upgradation from one pay scale to next higher pay scale which is not called as 'promotion'. Further, it has introduced post based promotion for each and every level as in the Government. We are sorry to say that this unilateral action by BSNL to introduce a promotion policy opposite to the one that was offered at the time of absorption is nothing but an act of breach of promise. Over and above of this, ***BSNL intends to have recruitment of Management Trainees at the level equivalent to STS Grade in the similar line as in Deptt of Telecommunications. This is also in violation of the Executives' Promotion Policy which is available in other PSUs. In all PSUs, the Management Trainees are recruited only at the entry level Executive Grade. Even in MTNL, which offered same promotion policy as in BSNL, to the Group B Officers for their absorption in MTNL, Management Trainees have been recruited only at the entry level of its Executive Grade i.e. JTOs/JAOs for the last couple of years.*** We are, therefore, unable to appreciate the need to have recruitment of Management Trainees at the level equivalent to STS Grade and therefore inviting serious discontent, demotivation among them in near future because of acute stagnation at all levels which will be unmanageable - thus seriously affecting the efficiency and progress of BSNL. We do feel that Management needs to have a rethinking on this and come out with a comprehensive career advancement plan. Otherwise, there will be a serious chaos.

3. We also find certain discrepancies in the **BSNL Management Trainees' Recruitment Rules** issued vide BSNL No. 400-07/2005-Pers.I dated 9th September 2007 which need to be addressed immediately along with some other issues as under:

(1) Quota of posts at STS level: BSNL needs to passionately think over the need to reserve 50% of posts at STS level for the Management Trainees. Such a huge population of Management Trainees at STS level (say for Telecom Engineering where at least 3000 posts will be separated out for them), specially from external quota, will be a potential danger for proper cadre management plan. There will be stagnation at each higher level resulting in frustration, demoralization and discontent. Stagnation will also be felt in the Executives at the JTO/SDE level because of taking out such a huge number of posts for recruitment of Management Trainees. This also will lead to huge number of posts lying vacant requiring all the time to fill up these posts by ad hoc promotion or look after arrangement. This is certainly not a welcome position. ***Best solution lies if the BSNL Board takes out bare minimum number of posts at STS level per year as per requirement subject to the ceiling that number of Management Trainees will be restricted to 30% of the total posts. Whatever number of MTs are recruited in a year, 50% of them shall be from internal candidates and rest 50% from external candidates.***

(2) Filling up of unfilled posts: It has been prescribed at para 9.3 of the Recruitment Rules that unfilled quota of posts for internal candidates shall be transferred to the external quota in the subsequent recruitment year. This is not fair. ***Best policy is to allow carry over of unfilled quota of posts of any stream to the subsequent recruitment year's quota of posts of same***

stream. However, if some of these posts still remain unfilled at the end of second recruitment year, the same should be transferred for the promotion of the Departmental (seniority quota) candidates.

(3) Fixation of seniority: The inter-se-seniority between internal candidates and external candidates of MTs will be fixed on 1:1 ratio starting with the internal candidates.

(4) Recruitment of MTs for HRM Stream: No provision has been made for recruitment from internal candidates for HRM Stream, though external candidates have been allowed. This is certainly a big blow to those Executives who have completed MBA and acquired other higher qualification while in service. This is certainly a disincentive and is unjust. There has to be recruitment against 50% posts of MTs from eligible internal candidates.

(5) Age limit for internal candidates: The prescribed age limit of 36 years may be considered all right in normal case. But in case of BSNL Executives, the age limit need to be raised at least upto 45 years for a period of next 8 years since the optees have so far lost these many years in absence of BSNL's inability to put the promotion policy in place from the date of their absorption (1.10.2000). They were denied opportunity for promotion both in Department of Telecommunication and Bharat Sanchar Nigam Limited during these years on the plea of their impending retrospective absorption in BSNL. This concession may be withdrawn subsequently.

(6) Pay scale not to be a bar for internal candidates: It has been prescribed under the Schedule in the Recruitment Rules only those Executives "working in the pay scales below that of Management Trainees shall be eligible to appear in LICE". This is required to be modified so that the Executives working in the pay scale equivalent or higher to that of Management Trainees by virtue of their financial upgradation are not declared ineligible. After all financial upgradation is not promotion.


(7) Qualification for internal candidates: The prescribed qualifications for internal candidates need to be reviewed. According to the prescribed qualifications as at present, the Executives from Electrical, Civil, Telecom Factory and Architectural Wing are having no opportunity to enter the cadre of Management Trainees. This violates the assurance given at the time of calling of option that the promotion policy will be "uniformly evaluated in the various stream of disciplines". But due to restriction in the disciplines in Engineering for appearing as internal candidates, these Executives are not eligible to appear in LICE in any of the streams. If these Executives can successfully compete, they are to be allowed. Degree in Electrical Engineering is treated akin to Telecom Engineering. But they have also been denied the opportunity. Even Degree holders in Telecommunications are not eligible for computer and IT stream as per the qualifications now prescribed. These aberrations are to be corrected and equal opportunities should be made available to the Executives of all disciplines.

(8) Seniority in JAG level: *The inter-se seniority between Departmental candidates and Management Trainees at JAG level shall be on 1:1 basis starting with the Departmental candidate.*

4. We sincerely believe that our above points will be duly examined and remedial action taken to bring more clarity in the promotion policy vis-a-vis Recruitment Rules for Management Trainees and make them acceptable. We look forward for an opportunity to discuss the above.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das,
Director (HRD),
BSNL Board, New Delhi.
2. Shri S D Saxena,
Director (Finance),
BSNL Board, New Delhi.
3. Shri A S Chandel,
Sr DDG (Elect),
BSNL, New Delhi.
4. Shri, A K Nagar,
Sr DDG (BW),
BSNL, New Delhi.
5. Shri S R Kapoor,
Sr DDG (T&C/FP),
BSNL, New Delhi.
6. Shri A K Purwar,
Dy Director General (Pers),
BSNL, New Delhi.
7. Shri Neeraj Verma,
Dy Director General (Trg),
BSNL, New Delhi.
8. Shri Madhu Arora,
Dy Director General (Restg),
BSNL, New Delhi.
9. Shri D P De,
Dy Director General (Estt),
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10. Shri Shakeel Ahmad,
Dy Director General (SR),
BSNL, New Delhi.