



**ALL INDIA
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No. AIBSNLOA/CHQ/2009/47

Dated : September 9, 2009

To

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

Subject: **BSNL Management Trainees' Recruitment Rules (MT RRs), 2009**

Sir,

We are constrained to state that the above Recruitment Rules, which has been circulated vide BSNL No. 400-106/2007-Pers.I [Pt] dated 01.09.2009, have invited sharp reactions from the Executives in general and our members in particular.

2. When BSNL published its first MTRR, vide its No. 400-07/2005-Pers.I dated 13.09.2007, we had submitted our views in great details vide our letter No. AIBSNLOA/CHQ/2008/28 dated 5.8.2008 bringing out therein the deficiencies, omissions, contradictions etc. in the said RR. We also drew attention to the fact that DOT had offered same Promotion Policy to the Group B level Officers in the terms of conditions of service for absorption in both MTNL and BSNL assuring time bound promotion upto JAG Selection Grade and thereafter post based promotion. MTNL, on its part, has recruited the JTOs/JAOs i.e. the entry level Executives as the Management Trainees. But BSNL is moving ahead with its proposal for recruitment of Management Trainees at an intermediary grade i.e. the erstwhile JTS level which is in violation of the offered terms and conditions of service for absorption. **Unfortunately, BSNL is violating the settled terms and conditions of service for absorption for Group B level Executives by imposing a promotion policy which is totally different from the one that was offered before absorption.**

3. The new Management Trainees' Recruitment Rules are also having certain deficiencies and omissions which we would like to point out as follows:-

(1) *Two sets of MT RRs as on date:*

The BSNL Management Trainees' Recruitment Rules (MT Rs), 2009, nowhere say that these Rules are in supersession or modification of its earlier Management Trainees' Recruitment Rules, 2007 which were published on 13.09.2007 and even recruitment process was initiated based on those Rules. Thus, as on to-day, two Management Trainees' Recruitment Rules in BSNL exist.

(2) *Authorized strength:*

It is stated at Para 5 of the Rules that Management Trainees shall be recruited against 50% of equivalent STS level posts. But Para 5.1 defines the Management Trainee [E-3] in the pay scale of Rs 24900-50500 which are JTS level posts. Para 12.1 of the Rules states that these Trainees are to be appointed as Manager(MT) which again is JTS level posts. Para 12.2 states that the Trainees would be promoted to AGM level posts on working as Manager (MT) for two years. The pay scale of AGM level posts is Rs.29100-54500 and it is a promotion post. Thus, it is wrong to say that the Management Trainees are "recruited against 50% of equivalent STS level posts." They are actually to be recruited for appointment as Manager(MT).

(3) *Inter-se seniority:*

The Rules have no mention about the manner in which the inter-se seniority between the MTs [External] and MTs [Internal] will be fixed. As per DOP&T guidelines, the inter-se seniority should be fixed on 1:1 ratio between MT [Internal] and MT [External] i.e. the first position being given to the MT [Internal] candidate and so on.

(4) *Age limit:*

(a) As per schedule attached with MTRR, the age limit of 30 years have been prescribed for MT [External] which includes both outsiders and eligible internal candidates as per Para 7.1 of the Rules. Here, BSNL has not considered relaxation of age for the internal i.e. departmental candidates. But as per DOP&AR OM No. CSL 14017/1/82-Estt(RR) dated 3.9.82, provision of age relaxation in favour of the Government Servants [i.e. Departmental candidates] for appointments by direct recruitment to Group `A' & `B' posts is to be made by inserting following note:- "Relaxable for Government Servants upto 5 years" *Even in case of ITS Group A, through UPSC Examination, age relaxation is available for departmental candidates.* Thus, it is necessary to allow at least five years age relaxation to the eligible internal candidates to compete with outsiders against MT[External] vacancies.

(b) Further, as per the Schedule attached with the MTRR, the upper age limit for MT[Internal] candidates has been prescribed as 36 years. This age limit needs to be removed or at least enhanced to 45 years. But for the present, the age limit need not be there **considering the fact that for long nine years since formation of BSNL, there was no policy or rule in place in BSNL depriving the absorbed Group B level Executives to get the opportunity for their career advancement. It will be further great injustice and disincentive to them, if they are now debarred to compete on age ground.**

(5) *Educational Qualification:*

(a) In case of Internal candidates, there need not be any insistence for minimum qualification. After all, the recruitment is by stringent methods of examination, interview and group discussions. Thus only deserving candidates will come out successful.

(b) At least for initial few years, the degree holders in any discipline should be allowed to compete, since in JTO recruitment Rules in DOT initially BE was a preferred qualification and not much of importance was attached to the disciplines.

(c) In case of Finance Stream, M Com degree is not the prescribed qualification for MT[External], but in case of MT[Internal] M.Com degree holders have been allowed to compete in the Examinations. In the same line, in Operations Stream, M.Sc Degree holders and also the MCA degree holders should also be allowed to compete.

4. We would, therefore, request you to kindly examine the above points raised by us for corrective action and render justice to the Executives so that they do not continue to feel agitated, demoralized and demotivated. **We shall also request to kindly give us an opportunity to discuss the matter at your earliest.**

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Encl: As stated.

Copy to:

1. Shri A Raja,
Minister of Communications & IT.
2. Shri Gurudas Kamat,
Minister of State for Communications & IT.
3. Shri Siddhartha Behura,
Secretary, DOT.
4. Shri R Bandopadhyay,
Secretary, DPE.
5. Shri Gopal Das,
Director (HRD), BSNL.
6. Shri S R Kapoor,
Executive Director (Finance), BSNL.
7. Shri R K Mishra,
GM (Pers), BSNL.