

SNEA/CHQ/CMD/2018-21/04

Dated 14th December, 2018.

To

**Shri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Notification for Recruitment of Management Trainee (External) – Recruitment from External candidates and placing them above the existing Executives, virtually killing the career growth will demoralize thousands of highly talented and experienced Executives working in BSNL. Evolve a fast track promotion policy to promote talented internal candidates through meaningful rigorous screening mechanism to occupy higher positions after implementation of CPSU Cadre Hierarchy approved by the BSNL Board and promoting all the eligible Executives to the higher grades.

As far as so-called internal MT is concerned, the need of the hour is to get DGM level Executives left with sufficient service to head the company from among the experienced internal candidates by meaningful rigorous screening. There is no point in giving chance to internal candidates at E3, E4, E5 scales to compete for a post in E3 scale.

Ref: 1. No: 74-1 (2)/2018-Rectt dated 11.12.2018.

2. No: 74-1 (1)/2018-Rectt dated 11.12.2018.

Respected Sir,

Kindly refer the above notification under reference 1 for the recruitment of Management Trainees from the open Market. It gives an impression to the public that BSNL does not have any in-house talent or professionally qualified Executives in its rolls to groom for the higher level posts. In fact, BSNL is having more than 16,500 Executives having Engineering Degree, M Tech, MBA and other higher qualifications with sufficient exposure & experience in BSNL and Telecom Industry. Recently BSNL recruited the best talent from the market as JTOs, through GATE score also. In additional to that, thousands of JEs are recruited by BSNL with professional qualifications.

In Finance wing also, BSNL recruited hundreds of Executives with extra ordinary talent having the professional qualifications like CA, ICWA, M Com etc.

The biggest disadvantage for anyone recruited in BSNL is that he does not have a road map for career progression and become demotivated after few years. It is a matter of big concern for BSNL as well as the BSNL Executives. No other CPSU is having this problem as they are having a promotion policy that takes care of the career aspirations of the Executives as well as the requirement of the company. To address this problem, BSNL worked out the new promotion policy, CPSU cadre Hierarchy, and got it approved from the BSNL Board. The second stage of CPSU cadre Hierarchy is the fast track promotion mechanism for the Internal candidates which is yet to be discussed and finalized.

In all the CPSUs, the recruitment is taken place only at one level, the entry level. Thereafter through stringent screening, candidates are groomed within the organization for top management positions and they can reach upto the top level in the Hierarchy. BSNL is

simply copying the Govt set up followed in DoT and not even able to look towards other CPSUs, how they are grooming their own Executives.

The above facts establish that there is no need for Extl MT in BSNL, in the Telecom Operation and Finance stream. At present, the financial condition of BSNL is also not good, and the general public is very well known to these facts. In this situation fresh talent cannot be attracted from the market. **One could have understood, if it was for specialized areas like marketing, HR, Sales, legal etc where we don't have expertise. Management should not forget the fact that this is not a temporary or contract appointment for a short period, it is a regular appointment and the selected candidates will be there in BSNL for another 30 to 35 years and they are the people going to lead/run the company in the years to come. The future of the company will be in their hands. If the best talent is not able to attract into the organization, that will finish the company also in the future.** Earlier such adventure of BSNL for recruiting to higher management posts from market also not gone well, management aware of these facts.

When there are sufficient in house talents available, there is no need for recruitment from the open market. Even in the case of MT recruitment, it will take minimum 6 years after the completion of training to become a DGM. In nutshell BSNL cannot expect anyone for the next 8 years at DGM level posts through this recruitment. How BSNL is going to manage the company for the next 8 years? That also after the repatriation of all the ITS Officers in March, 2023, just after 4 years? So the first priority for BSNL management should be to promote the existing talent through a fast track promotion. Another factor is that the Company is in financial crisis and already there is thinking in BSNL/DoT to reduce the staff.

Since beginning, SNEA is opposing External MT recruitment and demanding that top level management posts are to be filled through rigorous screening from among internal candidates. For this some discussions already took place as second stage of CPSU Cadre Hierarchy. Any move of BSNL management to go ahead with MT recruitment without promoting the existing Executives will create large scale resentment and industrial unrest in the company. Thousands of Executives, eligible for promotion to SDE, Sr SDE/Sr AO and AGM equivalent grades are simply ignored, and other candidates (Extl/Intl) placing over their head will not go without stiff resistance from the Executives. Some of them are even waiting for their first promotion! Similarly those who are already working in Sr SDE/Sr AO and AGM equivalent grades have no opportunity to get a fast track promotion. Thousands of such Executives are there in the age group between 40 to 50 and above, working in SDE/AO, Sr SDE/Sr AO and AGM equivalent grades. This will seal the career progression of such Executives. These Executives are working day and night for the revival of BSNL and primarily responsible for the survival of BSNL in the cut throat competition in the Telecom Industry. Can management simply ignore their future career progression?

BSNL is passing through a challenging time and BNL management has to focus fully on revival of BSNL involving all the employees. Any industrial unrest in the organization is not in the interest of BSNL and not going to help BSNL.

In this contest, SNEA once again request your goodself and BSNL management to:

1) Review the decision to recruit Management Trainees from open market at E3 scale and evolve a suitable fast track promotion policy to promote the Internal talent to high management positions through rigorous screening.

2) Before any such attempt, promote all the eligible candidates and bring parity and uniformity in promotions for the existing Executives in equivalent cadres by implementing the CPSU Cadre Hierarchy w.e.f. 01.07.2018 as approved by the BSNL Board.

With regards,

(Sebastin. K)

Copy to:

- 1) Smt Sujata T Ray, DIR(HR & Fin), BSNL for information and n/a please.
- 2) Shri Keshav Rao, GM(Pers), BSNL for information and n/a please.
- 3) Shri A M Gupta, GM(SR), BSNLCO for information and n/a please.