**SNEA (I)/CHQ/CMD/2012-14/76 Dated 11th May, 2015.**

**To,**

**Sri Anupam Shrivastava,**

**Chairman and Managing Director,**

**BSNL, New Delhi,**

**Sub:- Immediate kind personal intervention solicited to put on hold preposterous, unwarranted, demotivating and retrograde move to recruit MTs from outside when thousands of talented and extraordinary available stuff fully abreast of complex working of the Company are simply made to languish.**

**Respected Sir,**

Needless to say, our top management of the Company has never been able to conceive and put in place HR policies that not only motivate the employees but go a very long way in accelerating growth of the Company and keeping pace with incredibly rapid changes occurring in the telecom sector. HR Managers have to visualize and formulate HR landscape of the company in a manner that stimulates the growth of the Company and is consistent with what prevails in other CPSUs. Conservative and parochial approach of formulation of HR policies is going to be surely counterproductive and pull down the Company.

If the objective of the Management is to kill the career of thousands of brilliant, talented and young TTAs having become JTOs, JTOs recruited by BSNL and brilliant people having got absorbed from DOT, then the move of the Management to recruit MTs from outside is justified. However, in such a grave situation it is not that Management would be massacring only the career growth of thousands of young people with huge expectations to contribute towards growth of the Company but it would be dealing a lethal body blow to the growth of the Company. **In very clear and uncertain terms, we convey our considered opinion on this issue “Any coercive and uncalled for and preposterous attempt by the Management to recruit MTs from outside is bound to jeopardize not only the career of thousands of brilliant people but of the Company also and in that eventuality we are committed and bound to go to any extent, even to the extent of shedding each drop of our blood and we really mean it, to safeguard both the career growth of thousands of people and also of the Company. It is impossible for Company to grow in case thousands of brilliant people available in the Company are pushed to the wall for no rational reason by sealing their careers.”**

HR policies of the Company must be guided by pragmatism and optimism not conservatism and pessimism. We find HR policies being formulated on obsolete conservative outlook and that is where we are concerned and forced to intervene. **We understand that board of Directors from DOT, having just no idea whatsoever about the ground realities of BSNL and the levels of demoralization and demotivation that executives have been pushed to and the counterproductive impact that this is having on the growth of the Company, are insisting on outside recruitment of MTs.** **BSNL Management has to convey in very clear terms to them that formulation of HR policies is entirely business of BSNL Management and that they have virtually no role to play in finalization of HR policies. Their bureaucratic arm twisting has to be strongly repudiated by BSNL Management and they have to be told that enough is enough and they cannot put on hold taking of crucial HR decisions on flimsy grounds as they have done in the recent past in the name of finalization of so called HR plan.**

Speaking of uninterrupted HR career growth based on performance, in a much larger and broader perspective, introduction of functional time bound promotion, analogous to CPSU cadre hierarchy, is the ultimate and comprehensive mechanism to end the mess that is created in BSNL in the name of seniority. Everything is deadlocked and this situation does not exist in any other CPSU because HR Managers there have switched over to innovative mechanism of career growth, delinking career growth from seniority and availability of posts. Performance is the main yardstick of career growth. Unfortunately, our pleas for the last about five years to change over to this mechanism have been strangely ignored.

**In view of what has been said, and hard facts have been only reiterated, this Association, as we have already assured you, does not want industrial turbulence at this critical hour when we are passing through testing time. While we are exercising utmost restraint and urging upon our base level membership to get wholeheartedly involved in the task of revival of the Company, we surprisingly find Management resorting to provocative and retrograde decisions. It is incumbent upon the Management to reciprocate in terms of maintaining industrial tranquility and harmony. While reassuring you of our unwavering support in your arduous efforts to revive the Company, we seek your immediate kind personal intervention to put on hold recruitment of MTs from outside which to say the least is unwarranted, preposterous and is bound to lead to widespread industrial unrest. We are sure that we shall not be compelled to do something that we are sincerely not interested to do at this crucial hour of crisis.**

**With regards,**

**(K. Sebastin)**

Copy to:

1. Ms. Rita Teotia Special Secretary/DOT for information and n/a please.
2. Smt. Darshana Momaya Dabral, Govt. Director/DOT for information and n/a please.
3. Sri. A. N. Rai, DIR (HR), BSNL Board, for information and n/a please.
4. Sri. N K Gupta, Director (CFA) BSNL Board, for information and n/a please.
5. Smt. Sujatha Ray, ED/Finance, BSNL for information and n/a please.
6. Sri. Shameem Akthar, Sr GM(SR)/BSNL for information and n/a please.