

# United Forum of BSNL Executive Associations

Central Headquarters

New Delhi.

**No.:UFBSNL/CMD/1/11-12**

**Dated 17<sup>th</sup> Nov.,11**

To

Sh. R.K.Upadhyay,  
CMD,BSNL  
New Delhi-110001.

**Sub: Filling up immediately posts of DGMs/DEs strictly in conformity with the provisions of existing BSNLMS RRs – Chronic policy paralysis affecting growth of BSNL- Deliberate conspiracy.**

**Ref:-BSNL CO order No. 400-106/2007-Pers.I Dated 14.07.2009**

Respected Sir,

When the Company is passing through a difficult patch, in view of decision of the government to repatriate ITS not opting for absorption in BSNL to DOT, it is expected that BSNL management will operate on the provisions of existing BSNLMS RRs to fill up the vacancies of STS/JAG on war footing basis to avoid any operational issues arising out of repatriation of ITS. Unfortunately, no action is visible in this direction, even though process started more than three months before, thus raising genuine and serious doubts about the intentions of BSNL Management to act.

Already, posts of STS/JAG are sanctioned and the mechanism by which these posts are to be filled up is stipulated in BSNLMS RRs. Seniority cum fitness quota in JAG should be filled up without delay and the MT (Management Trainee) quota to be filled up through the existing provisions of MT recruitment rules should be filled up through competitive examination from within the Organization by suitably deciding the eligibility criterion as **one time relaxation as quickly as possible** to enable qualified and young executives within the company to occupy JAG posts. This will enable a perfect blend at JAG of seniors having enormous and wide experience and young and highly qualified executives with reasonably sufficient organizational exposure to man JAG positions in a befitting manner.

In any case, there is just no need of outside recruitment to fill up JAG posts since huge number of highly qualified and experienced executives within the Organization is available. Needless to mention, we believe that management understands the serious consequences of remotely diluting the provisions of existing BSNLMS RRs finalized after strenuous and painstaking deliberations spanning over two years. Besides, no attempt whatsoever should be made to encroach upon the number of sanctioned JAG posts by utilizing them for any other purpose. Management is requested to immediately end chronic policy paralysis that it is undergoing to finalize alternate arrangements to fill up posts of JAG, SAG and HAG, and this motivated policy paralysis is going to get exposed very soon.

With regards,

Yours Sincerely

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Sd/-  
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**Copy to :-**

1. Sh. R. Chandrashekar, Secy/DOT, for kind information and n/a please.
2. Sh S R Rao, Addl. Secy(T), DoT, New Delhi
3. Sh. A.K.Garg, Director(HRD), for kind information & n/a please.
4. Sh Malay Shrivastava, Jt. Secy(T), DoT, New Delhi