

**UNITED FORUM OF BSNL EXECUTIVE ASSOCIATIONS**  
**Central Headquarters**  
**New Delhi.**

**UFBSNL/CMD/1/01-12**

**Dated :05<sup>th</sup> Jan.,12**

**To**

**Sh. R.K.Upadhyay,  
CMD BSNL,  
New Delhi.**

**Sub: Abandon the move to recruit Sr DGMs and Jt GMs in direct contravention of existing BSNLMS RRs and process the legitimate demand of standard IDA pay scales of E2 and E3 for JTOs and SDEs.**

**Sir,**

No organization must be having two sets of recruitment rules to regulate promotion of its existing executives and induction of fresh executives at senior levels. It is not only unheard of but completely undesirable in terms of the fact that having conflicting parallels RRs for same hierarchy will lead to endless litigation and complete chaos. Organization would be the worst victim of such a mechanism, besides existing executives whose career growth governed by existing BSNLMS RRs would be choked. The net result of having a parallel RR would result in anarchy in the Company.

HR experts will out rightly reject such a highly ill conceived move which is fraught with deadly consequences for both the existing executives as well as the Company. When the path for filling up the posts of JAG is well defined, where is the need for creating unwarranted functional cadre of Sr DGMs. Following innumerable direct deadly consequences of such a retrograde action are enumerated, in addition to other consequences that will also arise.

- a) It will surely result in abolishing 600 posts of JAG completely regardless of other measures to restore back these posts to JAG as and when Sr DGMs get promotion to GMs.
- b) It will result in creation of another functional layer for promotion from JAG to SAG for the existing executives irrespective of putting in place provisions to protect existing channel of promotion from JAG to SAG in accordance to provisions of BSNLMS RRs.
- c) It will completely jeopardize promotion of DGMs to GMs through the existing BSNLMS RRs once 600 Sr DGMs are promoted to GMs through different and faster provisions in new RRs and occupy 600 SAG posts. Young and qualified executives in the Company who get promoted to DGMs through existing BSNLMS RRs will be blocked for decades at DGM level.

We do understand the compulsions of the management to recruit GMs and CGMs even though such recruitment also should be through improvising the provisions of existing BSNLMS RRs not by way of parallel RRs which are bound to get the whole issue entangled in litigations. However, what leads us to conclude that our career growth from JAG onwards is being deliberately blocked is the sinister and well calculated design to recruit Sr DGMs and Jt GMs in complete disregard of the provisions of existing BSNLMS RRs by encroaching upon its provisions arbitrarily.

When thousands and thousands of young and qualified executives with enormous exposure to and expertise in the working of the Company are available, the diabolical move to induct Sr DGMs and Jt GMs by diluting the existing provisions is nothing but a carefully fabricated attempt to kill the huge talent available in the Company. This will not only kill the expectations of thousands and thousands of young and talented executives in the Company but the Company itself. The ramifications of such a move are going to be grave for both the human resources of the Company and the company itself.

Besides, the management, having decided to recruit Sr DGMs and Jt GMs in higher E6 and E7 IDA pay scale, is completely ignoring legitimate demand to place JTOs and SDEs in standard pay scales of E2 and E3. The plea of the management that placing JTOs and SDEs in standard pay scales of E2 and E3 will have huge financial implications in terms of pension contribution by BSNL to DOT is untenable now that pension contribution is now linked to actual basic instead of maximum of the scale. This completely offsets the argument of the management that such a move will have huge financial implications.

There is strong and uncontrollable resentment and agitation among thousands and thousands of executives over arbitrary and retrograde move to induct Sr DGMs and Jt GMs by blatantly diluting the provisions of existing BSNLMS RRs to jeopardize the career growth of the executives of the company simply to accommodate outsiders in the Company ignoring thousands and thousands of executives within the Organization with requisite qualifications, age and other requirements like expertise and exposure.

We thus seek your kind personal intervention to immediately abandon highly arbitrary, unilateral, provocative and unwarranted move of the management to recruit 600 Sr DGMs/Jt GMs and also direct the concerned officers to process the issue of placing JTOs and SDEs in standard IDA pay scales of E2 and E3 in view of fresh developments on pension contribution issue.

In the meantime, to register our strongest protest against the sinister move to dilute blatantly and unilaterally without any consultation and justification whatsoever the provisions of existing BSNLMS RRs, we have decided to observe following programs of protest actions to impress upon the management to immediately abandon the arbitrary move to induct Sr DGMs/Jt GMs.

- A) Country wide lunch hour demonstrations at Corporate/CGM/GM Hqs on 16<sup>th</sup> Jan,12.**  
**B) Full day Dharna at Corporate/Circle/SSA Hqs on 20<sup>th</sup> Jan.,12.**

We are confident the management fully understands and appreciates our extreme compulsions in taking such extreme decisions and actions at this juncture and takes appropriate and quick action to diffuse the situation in the best interests of the company, particularly when the company is passing through such a grave crisis. Needless to say that this situation is precisely created through unilateral, uncalled for and arbitrary decision of the management to divert 600 DGM posts and recruit Sr DGMs/Jt GMs in contravention of well settled BSNL MS RRs having come into force through protracted mutual consultations and the responsibility to maintain industrial peace thus squarely rests with the management.

With kind regards,

Sincerely Yours,

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