

Sub: The points in justification of why SNEA, the recognised Majority Representative Association of BSNL is opposing the SET DR Recruitment in BSNL

- 1. Management is not following Uniform Rules and using mixed and selective rules of DoT and of PSU for BSNL Executives:** Management is adopting dual policy for BSNL functioning. For grating due benefits like Pay Revision and Standard pay scales and all other such issues the PSU Rules are applied by the management so that benefits are denied to executives. But for filling the managerial vacant post, the same Management is applying Government Rules in the same lines of DoT. Further DoT rules are also not followed uniformly and DoT is recruiting JTOs at E3 Scales and BSNL management is recruiting JTO at E1 Scale and MTs are being recruited at E3 Scale. In DoT JEs are recruited at E2 Scale Management and since last 17 years, BSNL Management is denying E2 Scales for JTOs. BSNL management should be clear either on uniform application of DoT guidelines or PSU Guidelines and not in pick and choose manner. If Management want SET DR Recruitment as being followed for ITS Recruitment in DoT then follow DoT rules and accordingly grant third pay revision/7th CPC for all the executives in BSNL. If the disparity is cleared in this manner of uniform applications of Rules then we do not have any issue if BSNL management follows such uniformity in all respect.
- 2. No Lateral Entry in PSUs:** In PSUs, the managerial posts are filled among the executives from entry level and same needs to be followed in BSNL. There is more than enough talent available within BSNL which is highly experienced and can handle any situation in BSNL. But since long BSNL management is neglecting this internal talent and only stressing hard for SET recruitment with wrong projection that of SET are recruited BSNL will flourish, otherwise perish. It may be please seen that many Govt offices and PSUs are accepting BSNL Executives on deputation at higher post within one year of opening deputation and now BSNL management is rejecting even selected Executives by finding some lacuna in selection process. In last year 150 JTOs in BSNL are selected as MTs in Airport Authority of India and it speaks volumes about availability of internal talent. In recent crises of Sanchar Adhar App, BSNL executives made ready alternative app within weeks' time and there is no shortage of talent within BSNL. When trained engineers of M/S Tejas backed out from Saturation project, BSNL Executives have completed the works that to be without any specialised training as given to Tejas employees. CMD BSNL on New Year message and the Secretary DoT on silver jubilee day celebration day have clearly mentioned in their address about this excellent talent. Then how can one justify that there is shortage of talent. Hence BSNL should use this talent and stop any lateral entry till the available talent is properly utilised.
- 3. Attempt to derail the process of having BSNL own management:** Though, it has been always projected as being done now that these are needs of higher positions, but it may be seen that BSNL Management never intended to do it. But every attempt has been made in past that the position in BSNL management are vacant so that deputation of ITS Officers continued to BSNL. It may be seen that situations are so created that process of recruitment is made so complicated that it is litigated and actual filling of posts of GMs/PGMs from own strength of BSNL are derailed. If management was serious, then already absorbed ITS and non ITS Officers, BSNL Recruited DR DGMs, thousands of AGMs/DGMs in E6 scales were allowed to reach these positions. But here intention of Management is not clear and hence every time this process is made complicated either by keeping ambiguity at start of process and if any how process completed, the issues are twisted to extent that the

recruited officers of BSNL do not reach to higher position and if reached they are not allowed to hold the post.

4. **Selective and wrong comparison by Management:** BSNL management is always making selective comparison of its own executives with other PSUs and even with Private Telecom Operators. Mainly efforts are made for comparison for denial of any benefits to BSNL Executives. If BSNL Management want to compare then it should be in all respect i.e. recruitment, pay, promotions, allowances and perks. Here nothing is compared for pay, promotions, allowances and perks, and nothing is given to executives and only Lateral Entry of MTs/SETs is compared. We have no issue if BSNL management makes comparison on every point and equally grants pay, promotions, allowances and perks at par with DoT or other PSUs and then go ahead recruitment at SET as compared with DoT and some selected PSUs, but without such equality selective going ahead only with SET/MT Recruitment is not correct.
5. **Wrong Requirement projected for Fresh Graduates for BSNL future growth at E3 level:** It may be please seen that many Govt offices and PSUs are accepting BSNL Executives on deputation at higher post within one year of opening deputation and now BSNL management is rejecting even selected Executives by finding some lacuna in selection process. In recent crises of Sanchar Adhar App, BSNL executives made ready alternative app within weeks' time and there is no shortage of talent within BSNL. CMD BSNL on New Year message and the Secretary DoT on silver jubilee day celebrations day have clearly mentioned in their address about this excellent talent. Then how can one justify that there is shortage of talent.
6. **Wrong timing of starting such demotivating Process:** When CMD BSNL has kept on hold each and every HR issues including consideration of request for cancelation of administrative transfers and relieving of already considered OTP transfers and is always pointing out figure only to achieve March targets and when none of HR issues is resolved of serving Executives, the SET Notification is issued giving rise to unrest among the serving executives.
7. **No consultation with Recognised Majority Association:** As per REA Rules 2014, management has to consult with Majority Representative Association in framing and deciding such Rules and unfortunately this is not followed by the present Management and issues are decided in one sided manner and the feelings and practical requirement of BSNL is neglected. Management has to adhere to its own Rules and set examples in front of its executives to follow rules. But here management is blatantly breaking the well-defined and well followed rules and indicating executives also to do same. If REA Rules are not to be adhered then why these rules are framed by the management should be made clear to us. We request to clarify why Recognised Majority Association was not consulted while framing MSRRs and it's one sided modifications just to favour some group of officers and requirement of majority group is not given consideration in MSRRs 2023.
8. **Deliberate negligence of views submitted by Recognised majority Representative Associations:** Management is not respecting and following its own REA Rules 2014 and taking all decisions without consultation and at the same time neglecting the views submitted by the Recognised Majority Representative Association giving factual position, violation of DoPT, DoT guidelines and mainly adverse impact of such decisions on working of BSNL and its Executives. This dictatorship is main reason for ongoing mass unrest as the concern of management is not reaching to the executives and feelings of executives and practical requirement of BSNL.

9. **Casual approach of Management without understanding the field reality:** We are sorry to say that Management has taken this issue in casual manner and decided in one side action without understanding field reality. In BSNL thousands of Executives are waiting for their promotion and Management has totally negligent approach on these promotional issues. It seems that management is provoking executives to approach the court and get the promotion orders stayed. Best example is promotions of AO to CAO and how the same has been now reached to Supreme Court. We have suggested many ways for promotions orders, but no suggestion is accepted by Management and every time it is cried foul that promotions are pending due to court cases. We strongly believe that if management comes out of this deliberate casual approach and seriously work on the Promotions of the 20000 Executives working in BSNL, there will not be any such mass unrest among the Executives. It may be please see that 1300 eligible AGMs are waiting for DGM promotions since 2022, 3000 eligible SDEs are waiting for their AGM promotions, About 10000 eligible JTOs are waiting for SDE promotions and about all JEs can be promoted as JTO on the vacancies created with chain of these promotions.
10. **Stagnation of BSNL Executives:** Due to non-approval of PRC and non- granting functional promotions about 1000 Executives are stagnated from last three four years and are compelled to work without single rupee increase in Monthly salary. When own officers of BSNL are not given any opportunity, how the same is being extended to External candidates needs to be serious retrospection.
11. **BSNL management was never serious on need of own officers of BSNL:** It is fact that before formation of BSNL and now after formation of BSNL DoT as well as BSNL is continuously ruled by ITS Officers from DoT. While formation of BSNL, it was propagated that Regulation and Operations of Telecom services are to different works and DoT cannot take part in Operational issues
12. **Oppose to Outsider Recruitment when Promotions of Internal Executives are blocked for years together:** Promotions of BSNL Executives blocked wherein executives are waiting for first promotion for 28 years and this neglecting this External recruitment is being processed in one sided action
13. **Many Executives left BSNL due to poor HR approach and lower payments of Year 2007:** The HR policy and promotion policy in BSNL is not executive friendly and due to this many Executives have left BSNL and some are opting for deputation and getting relief. To overcome this , there is need to special efforts by BSNL management to retain the talent and not such demotivating acts
14. **Wrong projection that BSNL Executives are not working:** By projecting that SET DR only can hold the position of Managerial positions, BSNL management is insulting the internal talent and demoralising them. With arbitrary changes in RRs, the internal talent is restricted from career progression and these in need of SET but only for internal candidates and as per earlier provision of MTRR 2013 and MSRR 2029. This deliberate attempt of management to stop career progression of its own executives and asking for external executives is real reason frustration of majority of the executives in BSNL. This betrayal by management is unjust, demoralising, legally questionable and organisationally destructive and hence need immediate review.
