

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/536 (EXE)

21.01.2019

To,

Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Allowing the Non-Executives with requisite qualification to appear in the Management Trainee (MT) (Internal) exam - req.**

Ref: - (i) BSNL CO Lr.No.74-1 (1) 2018- Rectt. dated 10.01.2019.
(ii) BSNLEU letter no. BSNLEU/536(EXE) dated 03.10.2018.

We wish to draw your kind attention to the subject mentioned above, for favour of appropriate intervention.

BSNLEU has long been demanding that the Non-Executives of BSNL, possessing the requisite qualification, should be permitted to appear in the Management Trainee exam. This demand is raised by BSNLEU, keeping in mind that a large number of engineering graduates are being directly recruited by BSNL, as Junior Engineers (previously designated as TTAs). Many bright and prospective candidates are there in the DR JE category, who have the potential to become the future managers of the Company. This is the reason why BSNLEU demanded that the Non-Executives, possessing the requisite qualification should also be permitted to appear in the MT internal examination.

This issue was raised by BSNLEU in the 15th meeting of the National Council, held on 06th September, 2007. BSNLEU demanded that some percentage should be reserved in the MT internal examination, for the Non-Executives. After detailed discussion, the Management Side informed that, a quota of 25% is proposed without any condition of being Executive or Non-Executives. A copy of the minutes of this meeting, containing the reply mentioned above, issued vide BSNL letter no.BSNL/39-3/SR/2007 dated 06th September, 2007, is enclosed for your kind reference.

In the Recruitment Rules of Management Trainees, issued vide BSNL letter no.400-07/2005-Pers.I dated 13th September, 2007, it is categorically mentioned that, **All regular BSNL employees possessing the prescribed eligibility conditions and working in the pay scales below that of Management Trainees shall be eligible to appear in the internal examination.** However, in the Recruitment Rules of Management Trainees, issued vide BSNL letter no.400-106/2007-Pers.I(Pt.) dated 01st September, 2009, this was changed. In this RR, it is stated that **employees at or above JTOs, JAOs and equivalent levels and below Management Trainee levels**, are eligible to appear in the MT internal exam.

BSNLEU again raised this issue in the 22nd meeting of the National Council held on 05th November, 2009, and demanded that the Non-Executives, with requisite qualification should also be permitted to appear in the MT internal examination. The Management Side assured that a review would be made after the examination was conducted. Kindly refer to minutes of the 22nd meeting of the National Council, issued vide letter no.BSNL/39-3/SR/2009 dated 27th November, 2009 (copy enclosed).

Once again BSNL, vide it's letter no.400-212/2012-Pers.I dated 08th July, 2013, revoked the earlier RRs and stipulated that only Executives with 4 years of work experience in BSNL, are eligible to appear in the Management Trainee internal exam. BSNLEU objected the exclusion of the Non-Executives from

appearing in the Management Trainee internal exam. The issue was once again taken up by BSNLEU in the 30th meeting of the National Council, held on 23rd April, 2014. After detailed discussions in that meeting, the Management Side agreed as follows:-

“It was informed by Management that the MT examination is at advanced stage of conduction after modification of RRs and as such changes are not possible at this stage. After detailed discussions on the issue, it was agreed that after conducting the first MT exam under the new rules, this issue will be re-examined.”

Copy of the above mentioned minutes of the 30th meeting of the National Council, issued vide BSNL letter no.BSNL/39-3/SR/2013 dated 28th May, 2014, is enclosed for your kind perusal.

However, a review of the Management Trainee Recruitment Rules, as assured by the Management in the 30th meeting of the National Council has never been implemented. Under these circumstances, the Management has issued notification vide letter no.74-1(1)/2018-Rectt. dated 11.12.2018, for conducting the recruitment of Management Trainees from internal candidates. As per the RR, based on which this MT (Telecom Operations) recruitment is taking place, the Non-Executives possessing the requisite qualification are not eligible.

Hence, we fervently appeal to you to kindly get the MT RR amended, as per the assurance given in the floor of the National Council.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Encl: As above.

Copy to: - (1) Ms. Sujata T. Ray, Director (HR), BSNL, Janpath, New Delhi – 110 001
(2) Shri Arun Kumar, GM (Pers.), BSNL CO, New Delhi - 110001.