



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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No. AIBSNLEA/CHQ/Director (HR) /2024

Dated 06.03.2024

To
Sh (Dr) Kalyan Sagar N ,
the Director (HR) , BSNL Board , , New Delhi - 110001

Subject: Urgent Appeal to address the Grievances Concerning Recruitment Rules for DGM(DR) in the Telecom/Finance Streams reg

Ref :

1. BSNL, CO, ND Order No.BSNLCO-PERS/15(17)/3/2023- PERS1(Finance) Dated 26/02/2024.
2. BSNL, CO, ND Order No.BSNLCO-PERS/15(17)/3/2023- PERS1(Telecom) Dated 26/02/2024.
3. Discontent letter from CS, WB Circle dated 02/03/2024.

Respected Sir ,

This letter is to bring to your kind attention to the collective concerns of many circles within our association regarding the recent framing and release of the recruitment rules for the recruitment of DGM(DR) in the Finance Stream at BSNL.

It has come to our attention that there is significant discontent among our executives regarding these recruitment rules. The primary source of this discontent stems from the perception that the management of BSNL appears to be disregarding the equally or more qualified Direct Recruit (DR) executives already within the organization at JTO/JAO , SDE/AO , AGM/CAO levels .

Specifically, the qualification requirements outlined for this position include a minimum of 12 years of post-qualification working experience and a minimum of 5 years of work experience in a Public Sector Undertaking (PSU). However, it

is worth noting that many existing Junior Accounts Officers (JAOs) who were direct recruits in the years 2003/4 and 2010 etc , and are presently serving in the capacity of Chief Accounts Officer (CAO) or Accounts Officer (AO) in E-3, E-4, or E-5 scales, already meet or exceed these requirements. The same is the case in the Telecom stream as well.

These experienced officers have dedicated years of service to BSNL and have acquired the necessary expertise and knowledge to excel in their roles. However, the current recruitment rules seem to overlook their contributions and instead prioritize fresh recruits who may lack the same level of experience and institutional knowledge. This approach not only undermines the contributions of our existing DR officers but also raises concerns about the effective management and utilization of talent within the organization.

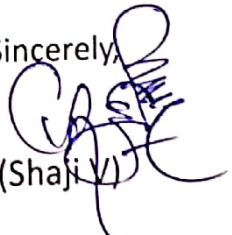
We believe that this situation is grossly unjustifiable and unacceptable. The experience and dedication of our existing DR officers must be duly recognized and valued. Neglecting their contributions in favour of fresh recruits could lead to a loss of morale and productivity among our workforce, ultimately affecting the performance and success of BSNL.

Therefore, we urge your sagacity to reconsider the recruitment rules for the position of DGM(DR) in the Telecom/Finance Stream and to address the genuine grievances of our DR executives in BSNL . By doing so, we can ensure a fair and transparent process that motivates our DR employees and maximizes the productivity and efficiency of BSNL.

Thank you for your attention to this matter. We look forward to a positive resolution that benefits all stakeholders involved.

With Kind regards

Sincerely,



(Shaji V)

Copy for kind information and n/a to:

1. The CMD , BSNL , BSNL CO, New Delhi.
2. Ms. Anita Johri, the PGM (SR), BSNL CO, New Delhi.
3. Sh. Adhir Kumar Singhal, PGM (Pers), BSNL CO , New Delhi.