

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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**V.A.N. Namboodiri**  
**General Secretary**

BSNLEU / 532(MT)

07.09.2009

To

Shri Gopal Das,  
Director (HRD), BSNL  
Bharat Sanchar Bhawan  
New Delhi 110 001

Sub: Violation of National Council agreement in the matter of recruitment of management trainees - request for immediate intervention – req.

Ref: (1) BSNL No. 400-106/2007-Pers.I (Pt.) dated 01.09.2009  
(2) BSNL No. 2-2/2009-Rectt. dated nil

Sir,

Revised recruitment rules of management trainees were issued vide reference one above and applications were called for vide reference two above from internal candidates for recruitment of management trainees, with last date fixed as 14.10.2009. But there is no provision for allowing application from non-executives internal candidates, in these two references. This is violation of the assurance given by the management in the National Council Meeting held on 13<sup>th</sup> July, 2007.

The relevant portion in the minutes of the 15<sup>th</sup> meeting of the National Council held on 13<sup>th</sup> July, 2007 with the BSNL Employees Union, circulated vide No.BSNL/39-3/2007 dated 06<sup>th</sup> September, 2007 is as below:


**“6.2 Recruitment of Management Trainees:** - The staff side referred to the recruitment of Management Trainees in BSNL for better efficiency and to effectively make advance in the competitive atmosphere and demanded that some percentage of this recruitment should be reserved for the non-executives, many of whom have the required qualifications, technical capability as also good experience. Reacting to the staff side demand, it was clarified from Management side that in the recruitment rules under consideration, for internal candidates with BE qualification, a quota of 25% is proposed without any condition of being executive or non-executive.”

It is also submitted that the qualification prescribed for MT Finance Stream is CA/ICWAM.Com, whereas the qualification of MBA (Finance) is conspicuously absent. It is to be noted that in the earlier MT RR the MBA (Finance) qualification was considered. Hence MBA (Finance) qualification also to be included as eligible qualification.

It is unfortunate that despite the above commitment given to the union in the National Council, the management violated it and issued the above orders. This is violation of code of discipline and also violation of Industrial Dispute Act. It is therefore requested to immediately withdraw the above two references and issue revised orders incorporating the commitment given in the National Council and also the above submission for including MBA (Finance) qualification.

We shall be thankful for an immediate and positive intervention.

Yours sincerely,



[V.A.N. Namboodiri]  
General Secretary