

# 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)

15.09.2009

To

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

Sir,

Sub: **Recruitment Rules of Management Trainees – req.**

Ref: (i) Minutes of the 14<sup>th</sup> National Council meeting issued vide  
Lr. no. BSNL/39-3/SR/2007 dated 10<sup>th</sup> May, 2007.

(ii) RR of Management Trainees, issued vide  
Lr. no. 400-07/2005-Pers-I dated 13<sup>th</sup> September, 2007.

(iii) Revised RR of Management Trainees, issued vide  
Lr. no. 400-106/2007-Pers-I [Pt.] dated 1<sup>st</sup> September, 2009

With reference to the above, I wish to bring the following to your kind notice for favourable consideration.

We are very much shocked to find that the Non-Executives, who were earlier eligible for the recruitment of Management Trainees, have been made ineligible now.

Even at the time when the RR of Management Trainees were being framed, our union took up an item in the National Council, held on 11.04.2007. We demanded that the Non-Executives who were possessing the requisite qualification should also be made eligible for the recruitment of MTs. Our demand was accepted in that meeting itself. The following is the reply given in the minutes 1<sup>st</sup> cited herein above.

*“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.”*

Based on the above agreement reached in the National Council, the following provision was made in the RR of MTs, 2<sup>nd</sup> cited hereinabove.

*“All regular BSNL employees possessing the prescribed eligibility conditions and working in the payscales below that of Management Trainees shall be eligible to appear in the LICE”*

However, in the revised RR 3<sup>rd</sup> cited above, the Non-Executives are made ineligible. It is stated that BSNL employees at or above JTOs, JAOs are eligible for the recruitment. As regards the eligibility, the following is stated.

*“All regular BSNL employees – at or above JTOs, JAO and equivalent levels and below Management trainee levels – possessing the prescribed eligibility conditions (on the last date of application) shall be eligible to appear in the assessment process.”*

You will agree that a good number of Non-Executives are working in BSNL, who are engineering graduates. As per the original RR they were eligible for the recruitment of MTs. This eligibility came into effect through a bilateral agreement, reached between the recognised union and the management, in the National Council.

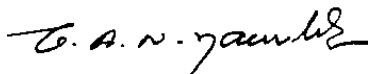
Now, the management has unilaterally nullified the above mentioned agreement. I wish to state that this is unfair. Based on their eligibility, as per the original RR, a number of Non-Executives have made intensive preparations for the exam. They have spent a lot of money to undergo coaching classes. They are now left high and dry, since they are made ineligible to appear the exam, as per the revised RR.

Hence, I request you to kindly make necessary amendments to the RR, so that the Non-Executives who have requisite qualification are also made eligible for the recruitment of Management Trainees. To facilitate this amendment, I request you to kindly extend the last date for submission of the application.

I request you to kindly look into this matter urgently and do the needful.

Thanking you

*Yours sincerely,*



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

Copy to: GM (Psnl), BSNL, New Delhi.