

**UNITED FORUM OF EXECUTIVES ASSOCIATIONS COMPRISING
(AIBSNLEA & AIGETOA)
CHQ, New Delhi**

No:UF/CMD/DGM Rectt. /15-16

Dated the 11th Sep- 2015

To,
The Director (HR)
BSNL, New Delhi-110001

Subject: Ambiguous and suspicious recruitment of Direct DGM in Telecom Operation and Finance from among external candidates ignoring more qualified, experienced and deserving internal candidates- Reg.

Respected Sir,

Kindly refer of earlier letter dated 28th July-2015 on the subject cited above and our subsequent discussion in this regard. It is regret to state that against the discussion and assurance of Director (HR) to examine issue in detail, silent interview for the post of DGM from among external candidates are being held ignoring more qualified, talented and experience internal candidates.

It is high time to come out from the bureaucratic style to take such crucial policy decision. Unlike Government Department where benefits of the employees are independent of policy decision, CPSE cannot take such arbitrary and unilateral policy decision ignoring the interest of stake holders because every such wrong decision affects the benefits of employees severely.

Decision to recruit DGM in Telecom Operation and Finance from among external candidates debarring thousands of more qualified, talented and experience internal candidates to participate in the race of talent hunt is not only arbitrary and discriminatory but also counterproductive for the company due to high unrest among internal candidates. Apart from this, BSNL is not the best paid industry in the world hence thinking that best talent from outside is waiting for more than two years of the examination held to take appointment in BSNL is highly hypothetical.

The external candidates working in private company of merely Rs 100 Cr turnover with gross package of 7 lakhs in 12 years of service and who is still waiting for more than 2 years of examination to take appointment in BSNL clearly indicates their level of talent. Internal candidates working in BSNL itself a company having turnover in tune of Rs 30,000 Cr, having more than 12 years of experience in Telecom Operation and Finance and also possessing all the qualification and other eligibility criteria at higher side than external candidates are un-doubtly much better hence not at all ready to accept an inferior candidate as the boss.

Personal Cell of BSNL CO is completely misleading the board of directors with the reason best known to him; citing court of law has made ineligible the internal candidates. The fact is that court of law has only recognized the executive power of board to take decision for acquiring better talent hence denied judicial intervention. Internal candidates are ineligible only due to the provision of discriminatory

recruitment rule which gives preferential treatment to the external candidates and debar more qualified, talented and experienced internal candidates.

Worst to best HR practice of the world says to extend preferential treatment and extra weightage to the internal candidates for the recruitment of higher post. BSNL itself has extended preferential treatment and extra weightage to internal candidates for the recruitment of Jt. DGM, Add. DGM, GM and CGM post. In fact Government of India has also extended preferential treatment and extra weightage to internal candidates for the post of Directors and CMD in BSNL. But for the recruitment of DGM in Telecom Operation and Finance, BSNL has extended preferential treatment and extra weightage to external candidates only and debarred the internal candidates despite possessing more qualification and experience.

Considering the facts submitted above and our earlier letter, you are kindly requested to immediately stop and scrap the process of DGM recruitment from among external candidates. You are also requested to issue white paper on our submission and institute independent inquiry for any possible scam behind such arbitrary recruitment of inferior DGM from among external candidates ignoring thousands of more qualified, talented and experienced internal candidates.

This forum is fully committed to fight against this injustice with lock, stock and barrel. Every member of this forum is ready to shade their lost drop of blood against this arbitrary decision which is nothing but clear abuse to our qualification, talent and experience. Forum is fully hopeful of getting fair justice on the floor of your benign authority and confident that we will not be forced to follow any such path which is not all required at this crucial juncture.

Yours Sincerely

**-sd-
(PRAHLAD RAI)
GS AIBSNLEA**

**-sd-
(R.P.Shahu)
GS AIGETOA**

Copy to:

1. The CMD BSNL
2. The Director (CFA), BSNL Board, New Delhi
3. The Director (CM) , BSNL Board, New Delhi
4. The Director (EB), BSNL Board, New Delhi