

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS  
NEW DELHI - 110001**

No. UF/CHQ/RRs/DOT/2007-2008

Dated 09.10.2007

To

**Shri. D.S.Mathur**

Chairman, Telecom Commission & Secretary, DOT  
Govt. of India  
New Delhi- 110001

**Sub: Framing of Grp'A' RRs - Suggestions of associations regarding.**

Ref. No: UF/CHQ/RRs/2007-2008 dated 25<sup>th</sup> Sep. 2007  
No. BSNL/32-1/SR/2007 Dated 14<sup>TH</sup> Sep. 2007

Sir,

Kindly recall the brief discussion that we had with you on 25th Sept., 07 on various issues, notably the most important issue of finalization of Gr A RRs, on which our suggestions were sought by the BSNL Management, albeit, merely to fulfill a formality. We apprised you also of the pre-emptive action taken by the BSNL Management in issuing the instructions for recruitment of MTs before calling for our suggestions on the issue of finalization of Gr A RRs and requested your intervention to impress upon the management to initiate discussions on finalization of Gr A RRs in a situation where practically we start from ab-initio.

Seven years have passed since the inception of BSNL. The irony is that, fate remains to be the same. Before resorting to framing of RRs, the management must implement the hierarchical system adopted by CPSEs on top priority instead of relying on the one inherited from DOT. Highly prejudiced age old stand of BSNL Management, its malafide intentions and continuing apathy towards us can be easily made out from the fact that while seeking our suggestions on finalization of Gr A RRs, virtually everything has been decided by them by issuing instructions for recruitment of MTs, on which we have never been consulted, in any manner, whatsoever, and which forms the very basis, rather foundation, of Gr A RRs. Having arbitrarily and completely against our interests, and without consulting us in any manner, taken a pre-emptive action of deciding the foundation of Gr A RRs by finalizing the entire recruitment process of MTs, suggestions were sought from us to decide the structure above the foundation, which is nothing but ridiculous and a complete farce. It is just a mere formality which the management wants to observe as it has been doing in the recent past and these gimmicks are not new to us since irreversible and irreparable damage has been inflicted on us by employing such gimmicks. Unfortunately, a very healthy mechanism of mutual consultation and consensus building which existed three to four years before in BSNL has been replaced by arbitrariness and unilateralism which has led to loss of mutual trust, confidence and non resolution of important issues relating to promotion policy on which we were never consulted.

**ITS has ruthlessly exploited and deprived us for decades together and the glaring instance of their ruthlessness is that today we get just one functional promotion in our entire career, spanning over 35 years, whereas, in sharp contrast, ITS gets invariably six to seven functional promotions, and,**

even after getting all that for decades together, today they have all the questions to ask about the viability of BSNL and their absorption in it, which they, as on date, continue to defy with impunity.

**The double standards of ITS controlled Management of BSNL are sufficiently clear in that while it wants even the minutest detail, even full stops and commas, quoting the judgement delivered by Hon'ble CAT ND in 2005, relating to their absorption in BSNL, to be clearly revealed and spelt out, prior to their absorption in BSNL, in our case it is not even prepared to discuss and divulge the details of the issues which are just crucial and have a life time bearing on our future career growth and where our opinion is extremely relevant and significant. CAT ND has cast aspersions on their intellectual integrity and it is really unfortunate that our future career is being allowed to be decided by those whose very credentials are under serious question.**

In this context, United Forum of BSNL Executives' Associations vide ltr. No. UR/CHQ/RRs/2007-2008 dated 25<sup>th</sup> Sep. 2007, has already requested to BSNL management with a copy to your goodself, in case the instructions issued on 13<sup>th</sup> Sep. , 07 , on the issue of recruitment of MTs, are not forth withdrawn immediately, the UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS(UFBSNLEA) will be compelled to resort to direct organisational actions after 15<sup>th</sup> Oct .07 . But unfortunately, till date no initiative has been taken by the BSNL management which has further aggravated the situation. We are confident that you shall appreciate our pressing and justified compulsions in seeking your kind intervention so that UFBSNLEA is not forced to resort to organisational actions.

We thus seek your benign and immediate intervention in the matter and request you to completely set aside whatever discriminatory and biased actions have been unilaterally taken by the BSNL Management with regard to recruitment process of MTs so as to enable and facilitate fresh initiation of discussion on the whole issue of implementation of CPSU structure in BSNL in an unprejudiced and congenial atmosphere.

With kind regards,

Yours sincerely,

  
( PRAHLAD RAI)

**G.S.,AIBSNLEA**

9868278222

  
(G.L.JOGI)

**G.S., SNEA(I)**

9868217799

  
(S.K.SAINI)

**G.S.,AIGETOA**

09416900203

  
(THIPPESH Y.B.)

**G.S., NTEA**

09448080235

Copy to:

- 1) Thiru. A. Raja , Hon' ble MOC & IT , Govt. of India , New Delhi
- 2) Shri. Kuldeep Goyal , CMD , BSNL , New Delhi
- 3) Shri. Gopal Das , Director (HRD) , BSNL , New Delhi