

FORUM OF ASSOCIATIONS OF BSNL (AIGETOA, SNEA, SEWA & AIBSNLEA)

No. Forum/BSNL/Corr/2022/2

Dated: 26th Dec 2022.

To,

Dr Mahesh Shukla.
Member (Services)
Department of Telecom
Sanchar Bhavan, New Delhi

Subject: Proposed move of BSNL management to impose new BSNL Management Service Recruitment Rules from 1st January 2023 which will not only deny the much awaited promotions to around 6000 eligible executives spread across various streams and grades but also will mar the future career aspects of BSNL executives owing to the various legal complexities – request for your kind intervention in the best interest of executives as well as BSNL, Regarding.

Ref:

1. Draft MS RR Circulated vide letter no. BSNLCO-Pers/15 (17)/4/2022-Pers I dated 14th November 2022.
2. Forum of BSNL Executives' Associations letter no. Forum/BSNL/Corr/2022/1 dated 16th December 2022

Respected Sir,

We the Forum of Associations of BSNL representing around 30,000 total executives of BSNL, wish to inform your good self that BSNL management is contemplating amendment in BSNL MS RRs 2009 which was notified in the year 2009 after thorough deliberations with various associations present at that time. **However, its regret to inform that this time management has decided to move ahead unilaterally without taking into consideration the genuine apprehensions raised by various associations of BSNL including the welfare association SEWA.**

The Forum of Associations of BSNL consisting of representatives of almost 30,000 executives of BSNL has submitted its strong denial on the way in which management side has framed the draft on their own without any consultations with associations representing various stake holders. The Forum has further sought formal deliberations with the management side on the draft and reconstitution of the MSRR committee with members from association side including SEWA.

We have requested BSNL management to postpone the implementation date from 1st January 2023 to 1st April 2023 and utilise the window for extending the promotions to all the eligible executives who have completed their residency period.

Sir, we once again categorically emphasise that none of the associations are against meritocracy but we want the implementation and rollout to be smooth and litigation free. Any hasty and hurried implementation of MSRR without considering the genuine and necessary provisions to safeguard the careers of all affected executives, there is an imminent underlying danger that the complete promotions of the executives hereafter will end into a total legal mess. We wish to share the following apprehensions and objections on the implementation of amended MSRR from 1st January 2023:

1. There are almost 6000 executives who are already eligible for next promotion or are going to be eligible on 1st January 2023 for their next promotion. The new MSRRs are going to be implemented on the very same day when many of these executives are becoming due for their next promotion. Not only will this, but also by virtue of the new MSRR, many of these executives be getting debarred from the normal channel of promotions. This is legal unsustainable and will make the implementation of these MSRRs almost impossible.

2. The eligible executives who have completed their residency period have been waiting for their turn since very long. The new MSRRs will force them out of the zone of consideration which is again legally unsustainable.
3. The MSRRs are having the provision of date of implementation as 1st January 2023 while it has to undergo the route of approval of BSNL Board, thereafter the Department of Telecom which will definitely cross 1st January 2023 as we are almost at the end of 2022 and still even Board Meeting has not been convened.
4. Under these circumstances, post approval from DoT, the RRs will have retrospective effect which is totally contrary to the rules of DoPT and directions of Hon'ble Court in many of the cases pertaining to BSNL. It will be against the Hon'ble Supreme Court Directions also and hence the envisaged amended MSRRs will never ever stand the test of court of law. It's a general practice to keep the date of notification of RRs as the effective date of implementation which should have at least been followed by BSNL.
5. The envisaged MSRRs have many inherent lacunas pertaining to various provisions and many of them are totally against the specified norms by DoP&T and hence these MSRRs will not be able to see the light of the day unless these inherent lacunas are taken care of.
6. Even the Government of India guidelines with respect to the representation of weaker sections will get affected. The Representation of Weaker Section is definitely going to be affected in DGM cadre onwards if LICE is conducted against existing vacancies available under SCF Quota.
7. The example of the amended SDE RR 2022 are already there before us which were approved by BSNL Board in March 2022 with date of implementation as 1st January 2022. Now we are moving towards 1st January 2023, still the new MSRRs have not been notified.
8. The Fast Track Policy which is being projected as the management's view for creating a HR succession plan of BSNL is also containing many gaps. First of all, any fast track policy which is being implemented by eating away the posts for existing eligible executives will create a huge unrest and dissatisfaction in the minds of existing eligible executives. Hence provision for additional vacancies should have been made. Further the policy should have contained minimum fixed number of vacancies every year in Higher Grades so that equal opportunity could have been extended to the executives spread across various recruitment years who will become eligible for Fast Track in future years. Many other drawbacks are there which will hold the implementation of even Fast Track policy which will defeat the very purpose for which MSRRs are being envisaged.
9. When the eligible incumbents to the post are already available and further more are going to be available on 01.01.2023, then it becomes imperative on the part of management to extend their promotions first and for that making the cutoff date as 1st April 2023 is an utmost necessity.

Such hasty and hurried implementation of MSRRs are creating a huge unrest, dissatisfaction and demotivation in the minds of all the executives as they are unable to see any of their career aspirations fulfilled from the draft MSRR circulated. Today each and every executive is only concerned about what will happen to their career aspirations and the whole organisation is currently in state of virtual turmoil owing to the prevailing uncertainty and confusion over the current move of management to implement the new MSRRs from 1st January 2023.

Despite objection from all the rank and corners of BSNL, management is moving ahead with their one sided plans which is going to mar the whole career of the executives into litigations and unnecessary complexities. Even the cosmetic changes which management plans to make in the draft will create further unrest amongst the staff who are already agitated because of this untimely and unplanned implementation. The resulting unrest, demotivation and dissatisfaction will not be good for the health of organisation as a whole and will have a huge impact on execution of projects like MTNL operations, BBNL operations, BharatNet Project, 4G Saturation Project and many such Projects which BSNL is handling.

Many of these Prestigious projects have been given to BSNL by Government of India as a part of ambitious initiatives planned by Gol under the visionary leadership of our Hon'ble Prime Minister of

Nalpeodam

India for the welfare of common citizens of our country. We must not forget that these projects are not only the pride of our company but also are the crucial cog in the wheel for government's plan to drive India to the pool of top 3 developed nations and a 5 Trillion economy and any casual handling will hugely impact the plans of Government in this regard. By bringing new MSRRs at these crucial juncture and pushing all the staff into an state of dissatisfaction, demotivation and unrest resulting out of denial of their long awaited promotions, what benefit management is going to reap for the BSNL, we completely fail to understand.


In view of the facts stated above, we once again earnestly request for your kind intervention in withholding the further movement on the proposed draft MS RR and instead direct BSNL to promote all the eligible executives who have completed their residency period or are about to complete their residency period on 1st January 2023.

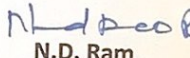
Thereafter the committee should be reconstituted with inclusion of members from association side and SEWA and deliberations should start on the proposed methodology of bringing merit in the new MSRRs and how the expectations of various stakeholders can be fairly addressed. **The cut-off date for implementation of the new MSRR 2023 should be from 1st April 2023 or any later date on which proposal will actually notified but not from 01.01.2023.**

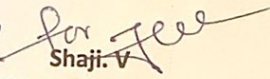
We express our firm resentment on the move of management to implementing the new MSRRs from 01.01.2023 and we sincerely hope that management will recognise the prevailing unrest and discontent in the minds of executives and will take needful necessary action to avoid such unpleasant scenario. **However, still if management wishes to move ahead, the blame of its adverse impact on organisation and various impeding projects will lie solely on management.**

We request for your office intervention in this matter and specifically look into the date of implementation of new MSRRs 2023 may please be maintained as date of its notification and not with retrospective effect as date of approval of by BSNL board.


Pavan Akhand
General Secretary
AIGETOA


M. S. Adasul,
General Secretary
SNEA


N.D. Ram
General Secretary
SEWA


Shaji. V
General Secretary
AIBSNLEA

Copy to:

1. CMD BSNL for kind information please
2. All Directors of BSNL board for kind information please.