



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications
to the General Secretary

To,

Shri. P. K. Purwar ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/CMD BSNL/2022-23

Dated 20th February 2024.

Sub: Request for kind and sympathetic consideration for posting of MTs to their choice Circles including parent/working Circle and Units under Non Recruiting Circles .

Ref: No. BSNLCO-PETS/12(11)/1/2023-PERSI-Part (1) Dated 17/02/2024.

Respected Sir,

With reference to above subject and letter under reference, after successful completion of 52 Week MT Training. Pers Section BSNL CO has called options for posting of MTs for On Job Training and final posting thereof. While calling options, it has been made compulsory to opt only for posting in OAs and also it is restricted to opt for Parent Circle from where they have joined for MT Training.

In this regard, we hereby convey sincere thanks to your good self for taking firm stand on MT Internal Process and giving it final shape as dream project for recruiting these officers to lead BSNL in coming days, when number of ITS officers on deputation will not be sufficient to meet requirement of BSNL at GM and above level.

During preliminary discussions itself, your good self has made it clear that these officers will be groomed for posting senior level and their training will be done by posting MTs as OA Heads and we also have given consent for same despite of certain issues, as this was vision of BSNL management to have its own officers to be part of Senior Management.

But, during process of MT recruitment and while MTs were undergoing trainings, on 31/12/2022, MSRR 2009 are revised and replaced by MSRR 2023 introducing LICE at level of AGM and DGM and the method of fixation of seniority at different level is revised and undertaking has been taken from all MTs that they agree with career progression under MSRR 2023 instead of MSRR 2009.

With the drastic modifications in MSRRs, the career progression has become normal at par with other AGMs who will be promoted in Year 2027 at par with MTs. We have analyzed the details and we find that with such arbitrary modification in MSRRs, the concept of fast track promotion for MTs is as good as finished as they will be placed in normal/common pool.

This has demoralized all MTs and till they have continued MTs with hopes that Management will rectify the changes made in MSSRs which are directly affecting to the career progression of MTs We will write on this subject separately and now we are constrained to write about the posting of MTs

The stringent conditions of posting as OA Heads and posting out of Parent Circle were acceptable for all as they were assured about fast track promotions and BSNL has submitted reply through affidavit supporting fast track promotions for MTs to CAT Chandigarh in the Court case filed against MT Recruitment process.

But as of today the career progression of MTs will also be through common/normal promotions process and not through fast track process as was projected. Hence, these MTs are not going to get much benefits on MT Promotions. Their chances of reaching higher positions in senior management has reduced with these arbitrary changes in MSRRs and about all MTs are under fear that they may ever reach in such a dream position of senior management or not.

Further, with centralization of majority of administrative, Technical and Operational work at BA and Circle HQs, there is no work involved at OAs except routine maintenance, where there are less chances to skill /train the MTs at these OA Head positions except routine Maintenance works. Recently, about all works related to Tendering and Material Management have been centralized at Circle Office and by posting at BAs also these MTs will be missing such important trainings/field which is must for their overall command on all types of works on posting at senior management.

It is pertinent to mention here that all these MTs are having field experience as JTO/SDE and in some cases as AGMs and their posting as OA Heads may not add value to it, rather it is repetition of Maintenance training for all these executives.

If these MTs are to be posted as OA Heads, it will not be issue, if they are posted at vacant OA Head posts. But as of today the post of OA Heads are occupied by AGM Regular and above level officers and if MTs are to be posted as OA Heads then these seniors will be transferred out of that OA/BA or these seniors will have to work under their junior MTs. There are total 135 MTs to be posted as OA Heads and these many posts of OAs heads are not vacant as of today.

It seems that management is focusing only on posting MTs as OA Heads as if this is the only position to groom them for senior management. But practically, OAs have become obsolete in respect of management and there are many positions in BSNL where these MTs can be trained at these positions. Management agrees that these MTs are special brains and they need to be groomed in a special way by their posting to specialized units by giving them options and proposals for adding values to profit making units by giving them fixed targets of output instead of only as OA Heads. We find that posting of MTs at such projects or units which can give definite output to test their ability will be a great opportunity to judge their talent and expertise by giving them required powers.

As of today, OA Heads do not have any powers to be utilized for taking decisions and they will be bound by the actions and decisions of other units. While posting at separate units like EB, IT, 4G Saturation project, Bharat Udyami Projects, BBNW, Corporate Office EB/IT Units, CNTX Circles, ITPC, NIB depending on their past experience and options.

We specially suggest that options may be taken from these MTs asking for proposals their side what they can do best for BSNL during their posting as MT for two years and due weightage may be given to their performance during these two years while posting them as AGMs after successful completion of this MT final training.

Further, we have agreed for posting of MTs out of Circle with assumption that MTs will become senior to existing SDEs/AGMs and there may be clash among known senior and juniors, but now the chances of MTs to become senior to any AGM promoted till 2027 are very less, such clash of senior/junior will not be there.

Apart from this the following points need to be given due consideration while posting of MTs to overcome any issues in future.

- Further, this letter calling option does not speak about posting the MTs as OA head in clear words or in some different role and only we are mentioning as per say of the management.
- It is required to confirm that MTs opting for posting at All India Hard/Semi Hard/Soft Tenure stations will be granted the facilities of tenure stations available to other Executives. This will make them easy to make a choice between Tenure and Non tenure stations.
- As per directives of DoPT and DoT, due consideration is to be given to females and Physically Handicapped Executives for their posting to home station and these guidelines have been endorsed by BSNL. Out of these 134 MTs, 11 are female Executives and one executive is covered under PwBD Category. But in the present posting procedure, these Executives are also compelled for posting out of Circle and at the position of OA heads while posting at other more suitable locations is quite possible.
- Some of these MTs are having spouses working and as per the existing transfer policy there is need to give consideration for posting of wife and husband together, but they are not given any such choice.
- In most developing Circles like Kerala, the number of existing of OAs is negligible and condition of posting only at OAs that to be as OA Head will not give exposure to talent and experience of these MTs
- None of MTs are not coming in criteria of long stay in their Circles and they have recently joined these Circles after applying under Own Cost Request transfers. Some of them have just completed a few months at last working place, but now they will be again posted at faraway places of other Circle and his/her own cost transfers will be directly cancelled and denied which is against transfer policy guidelines. As such, home circle restriction should not be at least for them or there may be some criterion to allow them to choose home circle.
- Choices for Non-territorial circle must be allowed like ITPC ,CNTX, training Centre etc
- Already these MTs have worked away from home for almost a year undergoing the MT training. It will be counterproductive to post them away from home again, putting unnecessary pressure on their families, at a time, when they need to be concentrating on learning to become better managers for better BSNL.
- It is good to see that as per letter issued by BRBRAITT there is no restriction of home circle option for MTs who shall be posted at Training centres as it is seen that some of MTs will be posted at Training Centre,
- Apparently, as per MSRR 2023, the present MTs would end up junior most to all the AGMs promoted up to June 2026 and there seems to be no functional and financial benefits from this promotion process unless MSRR gets modified significantly.
- It will be highly demotivating for the MTs to again move away from their homes and their families when there are ample positions that can be filled up by them without too much of a displacement and disturbing their families as well.
- It is requested to consider all the above points and relax the restriction of home circle for posting of management trainees for On the Job training as well as their probation period thereafter.
- As per restructuring Norms AGM level officers will be posted as OA Heads and nothing has been changed till today for posting as OA Heads and if required

MTs can be posted as OA Heads after their posting as AGMs regular which may happen in Year 2026.

- These MTs have already lost five important years of their career due to litigations and court cases in process of MT Recruitment and the revision of inter-se seniority method has further demotivated these executives as they are deprived of the fast track promotions as were projected during their recruitment after rigorous selection procedure and training thereof.

By considering these facts, there is a need for immediate review of the present procedure in posting of MTs with the currently adopted routine approach procedure for posting of MTs and give it consideration in a specialized manner. We suggest the following for posting of MTs.

- A. It is requested to instruct the officers in Pers section to clarify certain issues mentioned above.
- B. It may be please ensured that for posting of MTs, no AGM/DGM who is currently holding the charge of OA/BA Head should be displaced unwillingly. The posting of MTs should be preferably done at places, wherein assessment of performance is possible to better extent and where they can establish their talent as desired by Management and that to be without displacement of seniors.**
- C. It is crystal clear that there is no relevance of posting of these MTs at OA Head position and that to be at the places out of their own Circle and all MTs should be allowed to opt and posted in Circles of their choice including their home circle.**
- D. If Management is of firm opinion for posting of MTs only as OA Head and that to be out of parent Circle, then please restore the method of inter-se-seniority of MTs as per the MSRR 2009.**
- E. If it is not possible for management to restore Inter-se-seniority of MTs as per MSRRs 2009 and Management is firm on fixation of Seniority of MTs only as per MSRRs 2023, then all these MTs may be posted as per their choice at any place including parent Circles, only subject to confirmation of vacancy position at MT or equivalent level.**
- F. In view of above date of submitting options by MTs may be extended by one or two days and MT s who have submitted options already may be given opportunity to modify it suitable.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. Director HR BSNL Board for kind information please.
2. PGM Pers BSNL CO for kind information please.
3. PGM SR BSNL CO for kind information please.