



NATIONAL TELECOM EXECUTIVES' ASSOCIATION (NTEA)

(An Association of Telecom Executives in BSNL/MTNL)

Reg.No.:NGP/4994 (Under Trade Union Act, 1926)

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No. NTEA / CHQ /CMD/08-2008/ 01

Dated 25TH NOV' 2008

To
The CMD
Bharat Sanchar Nigam Limited.
New Delhi-110001

Sub: REGARDING OUTSIDE M.T. RECRUITMENT

Ref:

- 1. Report of Joint Committee of United Forum of Executive Associations and the Management**
- 2. Observations of Joint Committee of United Forum of Executive Associations and the Management**
- 3. Disagreement Letter from NTEA & AIGETOA dtd 14th May'2008.**

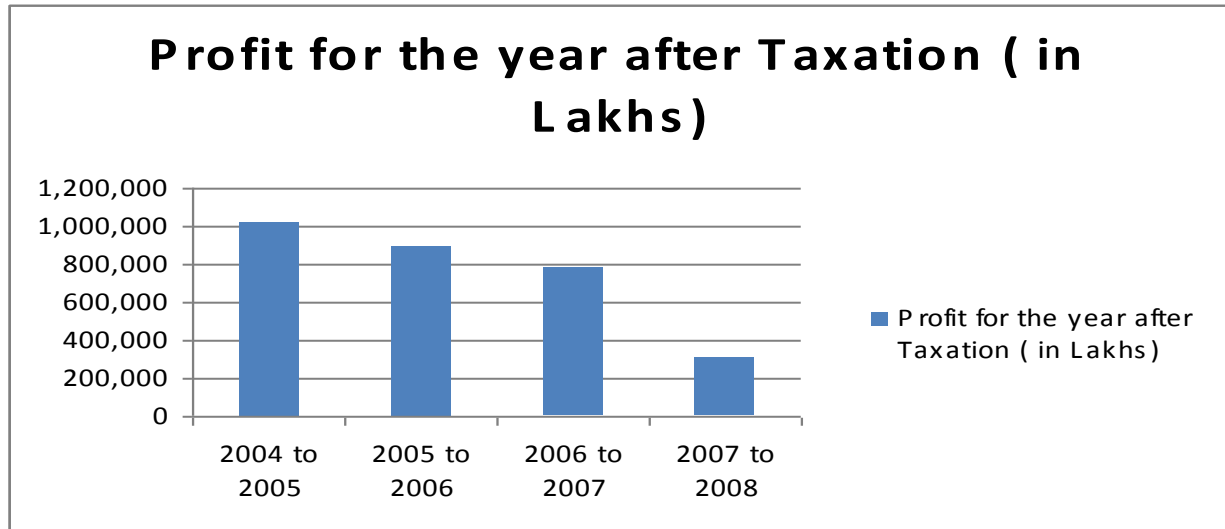
Sir,

Please refer the above mentioned, the representative Associations of Graduate Engineer JTOs (i.e., NTEA & AIGETOA)vide above mentioned it is clear that they totally disagree with the conclusion of the Joint Committee Report. **Specially, against of outside recruitment of Management Trainees.** The Notification regarding External Recruitment of M.T. came as a brutal surprise for us as we were not taken into confidence before release of such a vital notification which is going to ruin the career progression of thousands of Graduate Engineer Executives (Talented & Dedicated workforce of BSNL). We would like to make it very clear that we are not at all going to accept the outside recruitment of M.T. and request you to take back the notification immediately in the best interest of BSNL.

The basic purpose of Joint Committee was to safeguard the genuine career aspirations of existing Group 'B' executives in BSNL but the notification for External M T was totally against the principles. We would like to request you to resolve the long pending vital issue, ITS absorption immediately and once the absorption is through the representatives of all the Associations may be invited to take a firm decision regarding M.T. recruitment. Till then this issue should be shelved. If at all the Management go ahead with the recruitment of M.T. we will have no option other than taking the agitation route. **The direct recruited Executives of BSNL will continue its AGITATION PROGRAMME until the Management withdraws M.T. notification.**

We request you again to withdraw the M.T. Notification without further delays and treat BSNL as a CPSU. Management by this time should have understood the urgency of implementation of CPSU Cadre Hierarchy in BSNL (CAG & KPMG Reports), but on the back drop of ITS Absorption the CPSU Status of BSNL itself has been kept on tender hook.

In the time of recession when other Business Houses are going for Job cut, it is surprising to see that the BSNL Management is going for massive recruitments that too at the DE/DGM level. This clearly shows how different and market insensitive is our Management. This is not at all the right time for Induction of New Employee in BSNL and it is not beneficial for the health/growth of our esteemed company. Please also go through the financial results of BSNL of last 4 years given below:



This shows how fast the profit margin has depreciated in last four financial years. If this trend continues, we will be a Loss Making Company very soon. This is the time when our Management should start serious thinking about regaining the Profit Margin & Market Share by motivating existing dedicated & efficient workforce and should not deviate towards unnecessary recruitment processes. By seriously considering the above facts & figures, this is not the time for Induction of a single new Employee in BSNL, but to utilize the existing employees in best possible way.

We strongly demand immediate withdrawal of M.T. Notification.

With warm regards,

Sincerely yours

(THIPPESH .Y.B)

Copy to:

1. Sh.Gopal Das, Dir (HRD), BSNL, Bharat Sanchar Bhawan , New Delhi. For information please.
2. DDG (SR), BSNL, Bharat Sanchar Bhawan , New Delhi. For information & N/A please.
3. GS (SNEA) / GS (AIBSNLEA) / GS (AIGETOA), with a request to unite and fight until M.T. Notification is withdrawn.