



ALL INDIA BSNL OFFICERS' ASSOCIATION **CHENNAI TELEPHONES**

CIRCLE PRESIDENT
B.GANESAN

FIN.SECRETARY
V.GURUMURTHY

CIRCLE SECRETARY
P.UDAYASURIYAN

AIBSNLOA/ChTD / 2014-15 / MOC / 01

Date: 05-06-2014

To,

Shri.Ravi shankar Prasadji
Honourable Minister for Communications
Government of India, Sanchar Bhawan,
No: 20 Asoka Road, New Delhi-110 001

Respected Sir,

Sub: Retention of Executives in BSNL-ChTD Circle – reg

Ref: BSNL CO letter no. 412-12/2013-Pers-I dated 19.7.2013

We the Executives of BSNL are really feeling great in welcoming you with full heart on assuming the all important portfolio of Communications Ministry that has been proving its vital importance for the growth of our Country. Even though the Telecom Industry as a whole is expanding and making profits, it is a known misery that BSNL has dwindled year after year by sheer mismanagement.

However as a reassuring factor you are assuming charge as our Minister, and it has revived our hopes to survive and **we are now of the considered opinion that our Company's path to recovery is now in safe hands.**

While we the members of Executives Associations comprising of Junior Telecom Officers and officers promoted there from up to DGM(Adhoc) cadre are workaholic and always been pro active towards the growth of our organisation right from the DOT days to till date, it is an irony that these Officers alone are always put to mental agony & ill treatment not only by way of delayed promotions (only two promotions in a span of 36 years of service) but also by way of shifting us across the Country citing once in a blue moon promotion order (Despite available vacancies in our parent Circle).

The situation has become bad to worse after the inception of BSNL for the past several years and it has taken its lowest ebb recently with

the latest promotion order cited as reference above delivering a **huge blow to all our Officers in Chennai including Lady officers (despite being eligible for retention under spouse case as per Govt of India order F.No.28034/9/2009-Estt(A) Dt 30-9-2009 of DOP & Trg, Govt. of India) who are shunted out of their parent state by the Management.**

To be specific, the DPC-held in JULY 2013 after a delay of 3 years saw a bulk of Senior Executives of Chennai Telephones including females being posted elsewhere out of Tamil Nadu on their promotion to STS (Adhoc). Thus the much awaited promotion after a lapse of 18 years came as a rude shock for all the Executives of Chennai Telephones District. This disturbance caused even to Lady Executives can be attributed to two wrong policy decision enforced by the BSNL Management from July 2013 promotion order namely,

1. Creating a equitable distribution of shortage of vacancy in STS cadre across BSNL
2. To reserve 20 % of sanctioned strength of STS Posts in any Circle for the proposed Management Trainee Recruits

However, due to consistent pressure from the local Administration, the BSNL Corporate Office at New Delhi was forced to take a pragmatic view and about 35 Executives (of which 20 are female Executives) were retained in ChTD only up to 31-03-2014 on a case by case basis.

Time and again we have expressed our strong resentment to our BSNL Corporate Office in clear terms for their above referred two unprincipled policy decisions by stating that

1. Following a simple mathematics of equalising shortage across Circles does not augur well with the best Management principles followed globally since a Circle already progressing (like Chennai Metro for example which has grown positive this Financial Year) and the Circle that has gone out of our hand (like West Bengal for example which has been showing dwindling Revenue year by year) should never be treated at par and that too in a situation where our day to day earning matter much for the survival. It is not a wise professional Management Decision to reduce the Company's Presence in a much demanded Market just to revive its already lost market elsewhere.
2. The move to reserve 20% of sanctioned strength for a to be recruited Executive to join is nothing but a height of extreme perversion since we have been repeatedly reminding our Management for the past several years to finalise the process of MT Recruitment but no action so far has been initiated. But the Management is keen on reserving these posts in all the Circles at

the cost of existing senior Executives. Also no analysis seems to have been done about the individual Circles' performance before reserving the posts since as we have already stated earlier the Circles where there is tremendous opportunity for growth and sustainability, Officers are shunted out citing reservation of their present posts for the to be recruited Management Trainees.

Our submissions as detailed above on the need to review the two unproductive policy decisions of the Management with regard to posting on promotion and our repeated requests to the BSNL Management on several occasions through letters, meetings, etc., combined with our clear apprehension that this move is nothing but disastrous for this already cash strapped Company have all gone in vain with Nil results.

With the BSNL Corporate Office fixing an ambitious Revenue Target of about 700 Crores in this Financial year for Chennai Telephones in CFA segment alone it will be all the more difficult if these dedicated Executives are to be transferred out elsewhere.

With the growth factor alone in mind, the Head of Circle (CGM-Chennai) has written two letters one on 22-02-2014 & another on 29-05-2014 to BSNL Corporate Office specifically requesting the need to retain these 35 Executives permanently in Chennai [out of 54 clear cut vacancies in CHTD] if the BSNL-Ch.TD is to surpass the target this year also. While we the Executives of Chennai are concentrating on work leaving the issue of our retention in the hands of the Head of Circle, it is surprising to observe that the BSNL CO has not yet responded positively.

Adding fuel to the fire, this week our BSNL CO has retained only Six Executives among these 35 without following any specific norms that has lead to heartburns amongst the other Executives mostly females and with few Medical grounds.

While transparency and performance is the mantra of our New Government at the Centre, we are constrained to observe that the same still continues to be absent in this vital Company already plagued with several issues. As a duty bound Citizen we are bringing this to your kind attention so that your direction to the BSNL management will render justice to all the affected remaining 29 Executives and they are also treated at par.

Additionally, it is also informed that as on June 2014 there will be about 23% shortage in the STS Cadre alone in Chennai Telephones Circle, **even after retaining these 35 Executives further permanently.** If a decision is taken to relieve all these 35 STS Officers and attempt made to fill up these vacancies by way of local officiating, then it will have a cascading effect on the overall shortage in the executive strength.

To reiterate the above points a tabular presentation is also furnished below regarding the vacancy position of STS & JAG cadre Executives in Chennai Telecom District for kind consideration please.

STRENGTH VS CADRE	DE	DGM	TOTAL
SANCTIONED STRENGTH	161	39+1	201
VACANT POSTS AS ON June 2014	37	17	54
PERCENTAGE SHORTAGE AS ON June-2014	23%	43 %	27%


It is also emphasized that the next DPC for promotion from SDE to STS is to be held in July 2014 (Hardly a month's time) after the clearance from Honourable Supreme Court on 3rd July 2014. **In such a scenario if after sending out these Seniors including ladies to other states in June 2014, and the much juniors are retained against the above mentioned vacant posts in July 2014, then it will be nothing short of violation of the principle of natural justice.**

As all the channels of representation for us have been exhausted, and with no sign of any positive response from our Management, **we are left with no option, but to seek the intervention of the Highest Authority (Our Minister) for justice.** Despite Your hectic schedule, we are sure you will find time to address our grievance and begin your innings with a great Gesture and hope that under your able guidance our company BSNL will regain its lost glory.

We are sure that as the Head of Administrative Ministry, your directive will force the BSNL Management to observe the prudent principles related to the growth of our Company as also with respect to Human Resources Policy and will honour your advice and direction to **reward the Chennai Telephones Circle Executives suitably by retaining all the remaining permanently in Chennai for their excellent performance that resulted in positive growth for BSNL-Chennai.TD.**

With warm regards,

Yours sincerely,



P.UDAYASURIYAN

(CIRCLE SECRETARY-CHTD & AGS-CHQ, NEW DELHI)

Copy to:

1. The Secretary Dept Of. Telecommunications, New Delhi.
2. The Chairman & Managing Director, BSNL CO.
3. The Director Human Relations, BSNL CO.