



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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Main Recognised Representative Union.  
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**BSNLEU/ 526 (JTO)**

**06.01.2023**

To,

**Shri Arvind Vadnerkar,  
Director (HR), BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane, Janpath,  
New Delhi – 110 001**

Sir,

Sub: - **Unilateral releasing of the JTO RR-2023 – recording our protest - reg.**

Ref: - **BSNL letter no.BSNLCO-A/16(12)/2/2022-ESTAB/1 dated 31.12.2022.**

With reference to the letter cited above, we wish to bring the following to your kind notice.

Vide letter cited under reference, the BSNL Management has unilaterally introduced the JTO Recruitment Rules-2023 on 31-12-2022. These Recruitment Rules supersede the JTO Recruitment Rules-2014. Without discussing the merits and the demerits of these JTO Recruitment Rules-2023, we wish to bring the following to your kind notice.

We are surprised to note that, the BSNL Management has unilaterally put in place, the JTO Recruitment Rules-2023. Even though JTO is an Executive cadre, 50% of the posts of the JTO cadre are filled with the Non-Executive employees only. As such, any unilateral change made in the Recruitment Rules of the JTO cadre, will have far reaching implications in the career progression of the Non-Executive cadres.

As such, it is incumbent on the part of the Management, to call for and consider the views of the Recognised Unions of the Non-Executives, before finalising / amending the Recruitment Rules of the JTO cadre. In the earlier occasions, the views of the Recognised Non-Executive Unions had been called for and were taken into account by the Management.

However, we are at loss to understand, as to what made the Management to keep the Recognised Unions of the Non-Executives in the dark this time. This is certainly a violation of the "Code of Conduct", by the Management.

Hence, BSNLEU records it's protest over the unilateral introduction of the JTO Recruitment Rules-2023.

Thanking you,

*Yours sincerely*

**[P. Abhimanyu]**  
General Secretary

Copy to: (1) Shri Saurabh Tyagi, PGM(Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001  
(2) Ms. Anita Johri, PGM (SR), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001