

SNEA, AIGETOA, SEWA, AIBSNLEA

To,

Shri. A. Robert J. Ravi ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

Letter No: Associations of BSNL/SET/2025

Dated 30th October 2025.

Sub: Request to understand mass unrest among serving Executives of BSNL against Direct Recruitment of Senior Executive Trainee (SET) and to stop the SET recruitment process in the interest of BSNL and its executives.

Ref: Notification No. BSNLCO-11/12(11)/1/2025-RECTT-CO dated 27/10/2025.

Respected Sir,

We, the executive associations of BSNL, unequivocally register our deep objection to the recently issued recruitment notification for Senior Executive Trainee (SET) positions in Telecom and Finance streams at the E3 pay scale.

We once again register protest for deciding such sensitive issues without even knowledge of any of the associations and **condemn this repeated attitude of management in deciding the HR issues affecting the life and career of BSNL executives without any consultation with recognised associations.** We would like to know the reasons for this repeated approach of totally neglecting recognised associations and keeping us in Dark on such sensitive issues, creating mass unrest among the executives of BSNL, so that we can decide our future action plan to deal with such biased and neglected approach of management violating REA Rules 2014.

We all associations have already conveyed our strong oppose to SET recruitment of Freshers neglecting internal talent and we bring it to your kind notice that we continue to oppose any recruitment as SET by neglecting the serving executives.

Such type of recruitment which is basically aimed at creating a **parachute landing of the Fresher candidates** at a level higher than JAO/JTOs and other senior executives and is in utter disregard to the talent available within the organisation and has resulted into a huge unrest across the executives of BSNL.

We wish to bring your attention to the fact that since formation of BSNL on 01/10/2000, till now BSNL has carried out several recruitments in Telecom/Finance wings in cadre of JTO, JAOS, MTs and DR GMs and now this notification is issued for post of Senior Executive Trainee (SET).

For becoming JTO at E1 Scale, the mode of intake is GATE which is the most standard and toughest entrance examination in India for technical posts while for becoming SET Telecom with E3 Pay scales, the educational qualification is BE/B. Tech with no requirement for clearing such examination. It means, the serving executives with higher standard of qualification, technical expertise with minimum 10 to 27 years of experience in BSNL, will have to work under fresher with lower qualification and with no experience and this is the reason for the mass unrest among all serving executives of BSNL.

It is thus to underline the fact that BSNL is already having the strength of executives who have cleared a higher level examination with same or higher qualification as desired for

SET. In addition to the qualification the executives in BSNL possess minimum 7 years of experience in the BSNL and well versed with the working of BSNL.

The other frustrating fact is that on one hand the JTO's/JAO's are waiting for their first promotion since 8 to 27 years of service in BSNL and instead of providing opportunity to these experienced executives BSNL is searching for fresh recruitment and the recruitment criteria does not demand any kind of experience. BSNL is already having the qualified Executives working on SDE/AGM, AO/CAO and DGM levels, having the work experience of BSNL from 10 to 30 years but waiting for promotions for year together.

In earlier DR DGM level recruitment in BSNL, its own executives were disqualified but the Executives from MTNL recruited in same year were eligible and as result of this discrimination, the JTOs of BSNL are presently serving maximum as SDE, but the similarly recruited JTOs of MTNL later joined BSNL as DR DGM have reached to level of Sr GM in BSNL and now waiting for promotion to the post of CGM. This disparity has been brought to notice of BSNL management, time and again, but the same is not given any consideration and in similar blind approach this notification of SET 2025 is issued, which is highly objectionable.

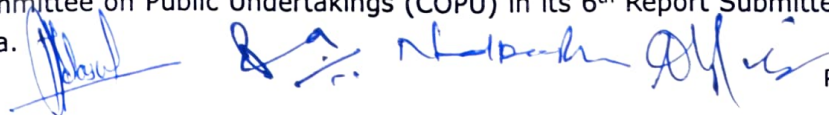
BSNL has already taken steps for filling shortage at Managerial level by MSRR 2009, MSRR 2023 and has attempted for recruiting Direct DGMs, MTs but the process of recruitment was implemented in such a biased manner, that even after 25 years of BSNL formation, BSNL does not have its own management. We put on record that officers in DoT and on deputation in BSNL have deliberately spoiled these recruitment processes so that the deputation of ITS officers who did not opt for BSNL could continue indefinitely.

Now also same attempt is being made, that about 15000 qualified executives are denied opportunity despite possessing Higher Qualification, excellent experience and knowledge of Telecom Domain than the outsiders/freshers, but BSNL management is not exercising the belief on such huge Internal talent within BSNL and thinking that these 93 SETs will cater to the succession plan of BSNL. **This is nothing but betrayal to the serving BSNL executives who have given their sweat, blood and life for the growth and development of BSNL for years together.**

Repeated neglect of Internal talent by BSNL management has already impacted on work progress to some extent and if management moves ahead with same attitude, there will be worst impact on the progress and achievement of different projects of BSNL which are driven as per the Initiatives by Government of India led by Respected Prime Minister of India Shri. Narendra Modi ji and BSNL management has to take serious note of it.

Management's decision to go for notification of SET at this hour implies that it has a conviction to bring talent from outside by side lining the inner talent which has both the experience and qualifications more than the required for SET. The thought process to bring talent from outside lacks rationale and logic. Management is always responsible for good/bad deeds and achievements/failures of company and the same is applicable for BSNL. It is evident that the top management of ITS officers on deputation for last 25 years is responsible for all achievements as claimed time and again and also for the downslide of BSNL.

It will be pertinent to mention that it is not the executives but the indecisiveness or decisions taken by the top management and the policy makers which was responsible for the BSNL's poor financial condition. The top management never became part and parcel of BSNL thus, nothing is at stake for them. They have best from both the worlds i.e. work in BSNL on their terms and conditions and on the other side get all the benefits of Govt of India in form of pay, perks and pension and blaming the other executives for present condition of BSNL, this disparity, in fact has been highlighted and recommended for resolution by the esteemed Parliamentary Committee on Public Undertakings (COPU) in its 6th Report Submitted before the 18th Lok Sabha.



The decision to notify SET exam arbitrarily without proper consultation with Recognised Majority and support Associations smells of continued sinister conspiracy against serving Executives of BSNL. It is unfortunate that BSNL Executives have been left in the lurch and are deprived of revision of perks and allowances, benefits of 3rd PRC, standard pay scales, adequate pensionary benefits, revision of medical benefits etc in the name of affordability, but the same affordability never comes in the way of extending the higher pay, higher perks and greater promotional avenues against the very Same BSNL Posts and they continue to get what they desire as per their terms and conditions.

This lopsided attitude of management is only responsible for the present precarious situation of BSNL. We appeal to the management to be judicious and impartial and take actions to remove this disparity instead of creating greater unrest and disparity in BSNL. We strongly feel that judicious and proper decisions taken at this hour will heal the already wounded executives and any decision taken against us will add salt to injury and will ignite the agitational path by executives.

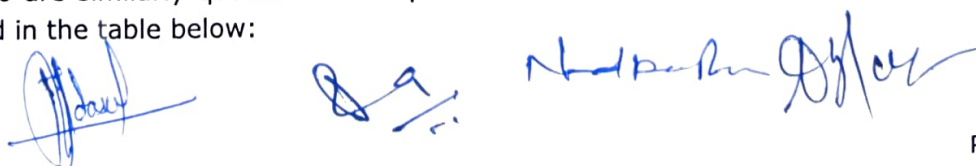
We have repeatedly demanded and now also strongly demand that instead of recruiting SET from outside, BSNL should extend promotions to the executives who have been stagnating in their careers for long. The succession plan of BSNL can be implemented only by promoting the internal talent and not by bringing the officers through parachute landing.

A brief look at the stagnation profile of the technically and professionally qualified executives recruited by BSNL post formation of BSNL will tell the sorry state of affairs in BSNL as far as the career progression, Salary and Social Security is concerned. **The stagnation profile of those recruited before formation of BSNL also remains similarly fated:**

Post	Rectt Year	Basic Qualification	Number of Promotions	Current Post	Stagnation in current post	Length of Service
JTO	1994	B Tech, M Sc.	1	SDE	14 Years	27
JTO	2001	B Tech	1	SDE	13 Years	24
JTO	2002	B Tech	1	SDE	13 Years	23
JAO	2003	CA/ICWA/M Com	1	AO	11 Years	22
JTO	2005	B Tech	1	SDE	7 Years	20
JTO	2007	B Tech	1	SDE	4 Years	18
JTO	2008	B Tech	1	SDE	4 Years	17
JAO	2010	CA/ICWA/M Com	1	AO	7 Years	15
JAO	2015	CA/ICWA/M Com	0	JAO	10 Years	10
JTO	2016	B Tech from GATE	0	JTO	9 Years	9
JAO	2018	CA/ICWA/M Com	0	JAO	7 Years	7

Note: This is about Telecom and Account wing and the JTOs in Civil, Electrical and other wings are more sufferers and they are deprived of even first promotion since their joining services in Year 1998, 1999.

The above table clearly depicts the poor state of career progression of the executives recruited in BSNL. Similar is the fate for the executives promoted from the JE to JTO grade who also are similarly qualified and experienced. A brief look at their stagnation profile is depicted in the table below:



Post	Rectt Year	Basic Qualification	No. of Promotions	Current Post	Stagnation in current post
JTO	2014	B E, B Tech, M.Sc. , Diploma	Nil	JTO	11 Years
JTO	2015	B E, B Tech, M.Sc. , Diploma	Nil	JTO	10 Years
JTO	2016	B E, B Tech, M.Sc. , Diploma	Nil	JTO	9 Years
JAO	2017	B E, B Tech, M.Sc. , Diploma	Nil	JTO	8 Years
JTO	2018	B E, B Tech, M.Sc. , Diploma	Nil	JTO	7 Years
JTO	2019	B E, B Tech, M.Sc. , Diploma	Nil	JTO	6 Years
JTO	2022	B E, B Tech, M.Sc. , Diploma	Nil	JTO	3 Years

The executives absorbed from DoT have also been extended the same treatment and nobody who has trusted on BSNL and joined BSNL either by absorption or by Recruitment or Promotion is given any opportunity of such a promotion. In fact, those who adhered to the government's directions for absorption in BSNL are today being forced to work under their juniors who preferred to stay in DoT by rejecting DoT orders for absorption in BSNL.

Added to this, the executives of BSNL are being forced to work with lesser pay, almost nil social security and no even single pay revision with serving ranging from minimum 7 to 19 Years in BSNL. Such opportunity of promotions with pay change from E1 to E3 pay scales is also deliberately denied by applying such clever but biased ideas so that internal talent of BSNL is deprived and outsiders are benefitted.

Perhaps such treatment was not enough, now going one step further, BSNL has issued directions to recruit fresher at a level higher than the above executives, enabling them to leapfrog experienced officers with similar or greater qualifications who have waited years for career progression. This move is nothing but a complete slaughter of the legitimate career aspirations and meritorious service of countless existing executives with similar qualifications and possessing much greater knowledge and experience of the Telecom domain.

Existing manpower includes thousands of qualified officers possessing the same or higher qualifications as required for these new SET posts but management has been denying current executives a fair chance to reach middle and higher management levels, leading to career stagnation. The excuse taken in the name of legal complexity to deny career progression is not valid as most of the time, management has created the situation for legal cases and secondly they never took any effort to extend promotions in a time bound manner to the executives.

If fresh appointments are truly needed, the recruitment must be done at JE and JTO levels with regular annual intakes instead of bulk recruitment which will safeguard the career aspirations of thousands of qualified executives who joined BSNL since its inception. Further, the pay scale of the JTO/JAO/Equivalent posts must be made E2 level.

The release of this notification further implies that finance is no longer a constraint in BSNL as there was an absolute freeze on external recruitment owing to the erstwhile precarious financial condition of BSNL. Hence, it is imperative that all long-pending financial issues be resolved immediately which includes implementation of 3rd PRC, restoration of standard E2/E3 pay scales, finalization of 30% SAB and PRMB, correction of TA/DA and Transport allowances, unfreezing the DA rate for outdoor medical limits, and restoration of original medical benefits for all executives.

Now that the freeze on external recruitment is withdrawn, BSNL must restart the Compassionate Ground Appointments now and also should resolve all the financial issues of serving BSNL executives before going ahead with this SET Recruitment.

Further, this SET notification lacks details on reservations for SC/ST/OBC/PwBD/ EWS and ex-servicemen categories, violating statutory requirements and bypassing stakeholder consultation. Procedural lapses are raising deep concerns about transparency and fairness and is a clear indicative of the fact that the concerned section has worked ignoring the guidelines and hence must have been under pressure to issue the notification in a haphazard & hurried manner. This aspect needs a detailed vigilance enquiry.

As BSNL is mostly governed by the officers on deputation from DoT, there is a glaring mismatch in implementation of policies. They are not ready to accept working of PSUs and applying rules on pick and choose basis as when it is part of benefits of the executives viz. for Implementation of 3rd PRC or left out part of 2nd PRC and Option for Old Pension Scheme (OPS), it is said that BSNL is PSU and Government guidelines will not be applied to BSNL Executives. When such Recruitment is to be done for higher posts at Managerial level, PSUs are allowing internal talent to reach up to the level of Director of Board or CMD of PSU, but in BSNL the executives recruited at entry level are not allowed even single promotion for as long as 27 years of service in BSNL including earlier service in DoT as seen in case of JTO in Civil Electrical and other non-Telecom/Account wings.

Across all leading PSUs, middle and higher management positions are filled internally. A look at the board level of many leading PSUs will prove this fact wherein the posts of CMD/Directors are being occupied by the executives who have been recruited at the entry level and reached the highest level. The recent example is of NHPC limited. **But BSNL follows the contrary method and instead of nurturing internal talent, it prefers to make people reach the top through parachute landing from outside. This concept is bound to fail the organisation when the actual working class feels totally demotivated and dejected with the system.**

BSNL management has to decide which rules are to be applied and followed in BSNL i.e. the guidelines and procedures applicable to Government Services or PSU services and the same should be uniformly applied to all decisions in BSNL. The present pick and choose approach in SET recruitment is one such biased process as per the procedure followed in Government Department i.e. DoT and not in any PSU as there is no lateral entry in any PSU for filling vacant posts in Managerial level.

In short, direct recruitment of freshers at higher level than JTO/JAO, while ignoring deserving internal talent and unresolved HR/financial grievances, is unjust, erodes executive trust, and impairs organizational effectiveness. **Hence, we demand:**

- A. Immediate withdrawal of the SET recruitment notification and stop any lateral entry in BSNL as being followed in other PSUs.
- B. If any fresh recruitment is to be done then the same should be done in the cadres of JEs and JTOs/JAOs who are backbone of the BSNL. We also demand that instead of having bulk recruitment at JTO/JAOs, BSNL should recruit JTOs/JAOs/JEs every year and it should be regular yearly process.
- C. If required, for filling vacant post of GM/PGM level in BSNL, a separate methodology and process may be defined to fill these posts from all the serving executives of BSNL.
- D. Stop pick and choose applicability of Rules in BSNL and decide on applicability of rules to BSNL i.e. rules applicable to PSU or rules applicable to Government Services and please apply these rules uniformly for resolution of all issues of BSNL



- E. Immediate action for Promotions of BSNL executives waiting for their first promotion. All the executives who have completed the residency in the grade must be extended promotions to the next level without any delay as jointly submitted by us.
- F. Discuss the issue of shortage of Officers required at BSNL Managerial Position and to frame a methodology to fill vacant posts as followed in PSUs.
- G. Immediate resolution of the long-pending financial issues including implementation of 3rd PRC, extension of E2 scales for JTO/JAO Equivalent, 30 Percent Contribution to Superannuation Benefits, Revision in TA/DA/ Transport allowances, restoration of previous Medical Reimbursement Limits.
- H. The other perks and allowances of serving executives which are presently freezed by quoting financial condition of BSNL should be immediately released.
- I. As the freeze on external recruitment is removed, immediate start of Compassionate Ground Appointment with consideration of the dependents of all the executives who left for their heavenly abode in all these years.

We urge the management to reconsider and act in the best interests of both the Executives and the organization. There is huge unrest in BSNL executives because of such unilateral actions by BSNL and it will be difficult to control the emotions of executives if management continues to deny the rightful dues and continues to engage in such unilateral actions. In such scenario, the responsibility of any industrial unrest will lie solely on Management.

Thanks and Regards,



M. S. Adasul
General Secretary,
SNEA



Ravi Shil Verma
General Secretary,
AIGETOA



N. D. Ram,
General Secretary,
SEWA



Abhishek Jain,
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Copy to:

1. **Respected Jyotiraditya Scindia ji**, Honourable Minister of Communications & DoNER, Government of India, Sanchar Bhavan, Ashoka Road, New Delhi for kind information please.
2. **Respected Dr. Pemmasani Chandra Sekhar ji**, Honourable Minister of State for Communications and RD Government of India, 301, Dak Bhavan, Sansad Marg, New Delhi for kind information please.
3. **Dr Neeraj Mittal ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information and kind intervention please.