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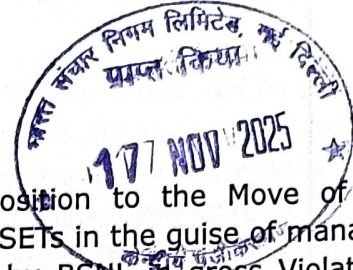
SNEA, AIGETOA, SEWA, AIBSNLEA

(The executive associations of BSNL)

**Letter No: Associations of BSNL/Lateral Rectt/2025
Dated 14th November 2025.**

To,

Respected Shri Jyotiraditya M. Scindia Ji,
Hon'ble Minister of Communications and DoNER,
1st Floor, Sanchar Bhawan, New Delhi 110001.



Subject: Request for kind intervention on our Strong Opposition to the Move of BSNL Management for lateral Recruitment of DR DGMs and SETs in the guise of managerial succession plan of BSNL – a totally uncalled move by BSNL in gross Violation of Executives' Promotional Rights and a Step towards killing the morale of Existing BSNL Executives.

Ref:

1. BSNL CO Letter No. BSNLCO-11/12(11)/1/2025-RECTT-CO dated 27.10.2025 regarding notification for SET Recruitment.
2. Joint Representation submitted by Executive Associations of BSNL (SNEA, AIGETOA, SEWA BSNL, AIBSNLEA) vide Letter No. Associations of BSNL/SET/2025 dated 30.10.2025.

Respected Sir,

We seek your kind attention to the attempt of external lateral recruitment by BSNL at the level higher than JTO/JAO equivalent in the guise of managerial succession plan of BSNL – a totally uncalled for move which is in gross Violation of Executives' Promotional Rights and a Step Towards Killing Morale of Existing BSNL Executives.

We wish to submit that despite strong opposition from all stakeholders, BSNL management is moving ahead with lateral recruitment of SETs which is resulting into huge demotivation and unrest amongst the executives of BSNL. It has further come to our notice that BSNL Management is also contemplating recruitment for **Direct Recruitment of DGMs (External) and proposal is already moved without any consultation with Associations.**

We are being informed that this proposal is being moved as per directions of your high office and these recruitments are part of a "succession plan" to fill up vacuum, of GM level officers after retirement of majority of ITS officers or likely proposed repatriation of the ITS officers in 2027.

We would like to submit that your office has been given a wrong feedback by BSNL with respect to the succession plan as such justification holds **operational merit as seen in the past.** The SET posts are proposed at the **E3 level**, and the DR DGM posts are at the **DGM (E5) level**, whereas **none of officers** on deputation are working in these cadres. The ITS officers are presently holding positions at **GM/PGM/CGM levels**, which are entirely different in functional hierarchy. Hence, these recruitments **cannot be termed as a succession plan** and instead appear to be a move to **undermine and demotivate the existing BSNL executives.**

It will be pertinent to mention that the existing BSNL executives, with years of field experience have already proved their capabilities by **managing operational areas independently as OA heads at all places and few positions of BA heads also.** These officers are fully equipped to handle the responsibility of BA heads also as **Business Area (BA) In-charges**, ensuring continuity, accountability, and internal career progression without

burdening the company with fresh recruitment and training costs. These officers have been loyally serving the organization despite facing continuous stagnation and denial of timely promotions, 3rd PRC, standard pay scales and 30 Percent SAB and this move of outsider recruitment will be final nail to their patience and prolonged faith on BSNL.

As far as the concept of succession plan is concerned, it is submitted that ever since BSNL has come into existence, it has never been allowed to run through its internal executives and the management of BSNL has always been created through parachute landing at middle and higher level.

The sad part is that during formation of BSNL, it was assured that BSNL will be allowed to work as an independent PSU which never happened. BSNL in fact has always been governed by the officers on deputation/deemed deputation from DoT including the policy formulation and its implementation as experienced in last 25 years of BSNL formation. Hence the state of continued losses to which BSNL was pushed few years earlier can solely be attributed to this system of parachute landing of officers at higher level without working at entry level of BSNL executive hierarchy.

Now that BSNL is moving back to the path of growth and profitability, we feel ourselves duty bound to apprise your kind self about this unnecessary move of BSNL management intended towards the disturbance of industrial harmony. At a time when thousands of executives are awaiting promotions to **SDE, AGM, and DGM cadres**, such arbitrary external recruitment is a **direct assault on the career aspirations** of BSNL's internal talent pool. It is not only **unjustified and demoralizing** but also violates the very principles of fair career progression.

There are two set of employees in BSNL. One fully absorbed/recruited in BSNL and other working on deemed deputation in BSNL. The officers on deemed deputation are decision makers and are getting pay and allowances at par with officers of Govt. of India (7th PRC benefits) and are due for 8th PRC benefits. Surprisingly, they are not governed by the affordability clause of BSNL though working in BSNL. The second set of absorbed/recruited officers are yet to get 2nd PRC benefits, Pay scales and Superannuation benefits in spite of having first right on BSNL resources.

This biased approach has led to wide disparity between the executives in terms of pay, perks and allowances though working in the same organisation and carrying out the same work. **This racial bias is unprecedented in any organisation and is totally discriminatory and is against Article 14 of constitution of India which stipulates "likes should be treated alike".**

We hereby draw your kind attention to that fact that AGM and below level officers who followed orders of Government of India for absorption are working on same position of their absorption or recruitment in BSNL and the officers who refused to trust formation of BSNL and directions to get absorption in BSNL and continued in DoT are promoted as GMs against vacancies of BSNL under Entrustment arrangement for which no official guidelines are available.

We further wish to inform that similar exercises in the name of managerial succession plan done in past through Direct Recruitment has already failed and BSNL's search for Successors of GM/PGM level officers still continues. It will be worth to mention that any succession plan can be made successful only through a proper career progression policy for the executives in a time bound manner.

Such stop gap arrangement of lateral recruitment is nothing but a forcefully imposed hierarchy on the existing executives of BSNL and is bound to fail and result into internal conflict

also. This is evident from the recruitment of MTs, DR DGMs by BSNL and many of such specially recruited Executives have left BSNL due to false and demotivating policies of BSNL.

If BSNL Management genuinely intends to prepare a "succession plan," the focus should be on **recruiting expertise at strategic leadership levels CGMs** from the market with priority to Internal Talent to bring in corporate and business acumen, while ensuring that the existing in-house executives are promoted to middle management and operational leadership positions as per their eligibility and experience.

The executive associations of BSNL **SNEA, AIGETOA, SEWA BSNL and AIBSNLEA** have already submitted a **joint representation** demanding immediate withdrawal of the SET recruitment notification and expressing **strong resentment** over such regressive measures. The associations are **unitedly opposing** any move to bring **DR DGM or SET recruitment**, which will have serious industrial and organizational repercussions. But it is seen that instead of giving consideration to such univocal request, instead of stopping SET Recruitment, Management is moving ahead for forceful notification of DR DGMs.

We once again reiterate that BSNL's internal strength lies within its own executives, who have kept the organization alive and running through every crisis. Undermining their aspirations in the name of an unrealistic succession plan is both **unethical and counterproductive for BSNL**.

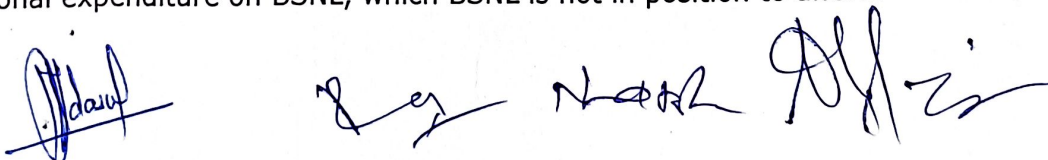
Sir, with your support and with strong initiatives by Honourable Prime Minister of India, Government of India has invested about three lakhs Crores in BSNL and there is need of strong action plan for expertise of Telecom wing for proposer utilisation of such hard earned money being invested by BSNL by analysing practical requirement of BSNL and digital India.

Sir, we wish to bring to notice of your high office that 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 is following 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/DR DGM 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 recent past BSNL management has stopped each and every benefit of serving executives on name of Austerity Measures and even the Hard tenure allowance of J& K Executives, Training Allowance, Transport allowance, TA/DA are freezed at rates of Year 2002. For this MT & SET Recruitment lakhs of Applications are expected from Market and for conducting recruitment Process, it will cost more than 20 Crores approx. for each recruitment and BSNL has to bear Rs 40 Crores for recruitment of just 110 Executives. This will be wastage of hard Money of BSNL from GoI support. Further joining of these executives will add about Rs 40 Cores additional expenditure on BSNL, which BSNL is not in position to afford.



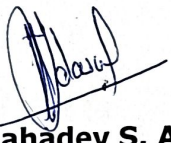
We hereby bring to your high office that such moves will only create **severe unrest, frustration, and resentment** among the dedicated serving executives. Any further step in this direction may **lead to industrial unrest across BSNL**, for which the management of BSNL must be held responsible.

In view of above, we request your high office for kind intervention for review of the proposed Recruitment of SET and DR DGMs causing mass unrest and industrial unrest among the own workforce of BSNL and for safeguarding the interest of BSNL, the strategic partner of Government of India. We earnestly request your honour for kind intervention and directions to BSNL management for:

1. **Immediately stopping the proposal for DR DGM (External) recruitment.**
2. **Withdraw the SET notification** issued vide letter dated 27.10.2025.
3. **Expedite the long-pending promotions** of BSNL executives across all streams and grades.
4. **Formulate a genuine succession plan** that prioritizes and empowers BSNL's own executives, ensuring a proper career progression policy with to depth discussions with stake holder representing own executives of BSNL.

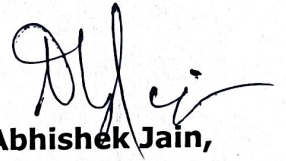
We are hopeful that our genuine and humble for urgent intervention and directions for stopping SET and DR DGM recruitment will be given due consideration by your high office and the executives who have rendered lifelong services to BSNL in its good and bad time will not be disappointed and deprived from their long pending career progression.

With High Regards,


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Copy to:

1. **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.
2. **Dr Neeraj Mittal ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information and kind intervention please.
3. **Shri Gulzar Natarajan Ji**, Addl Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information and kind intervention please
4. **Shri A Robert J Ravi Ji**, CMD BSNL for kind information with a request for stopping such lateral recruitments in the best interest of BSNL.