



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS/AIGETOA/2025-26/111**Dated: 11.03.2026**

To,
General Secretaries,
SEWA/SNEA/AIBSNLEA
Bharat Sanchar Nigam Limited (BSNL)

Subject: Urgent Appeal for a United Action Program against the BSNL Management's indifference to the Pending HR Issues - Time to Stand Together for Justice.

Dear Sir,

Reference is invited to the discussions held between the association leaders following our meeting with CMD BSNL, Director (HR) and PGM (Pers/SR) on 26.02.2026 wherein it was decided **that if the management failed to fulfill the assurances given within a week, a joint action program shall be launched in pursuit of the resolution of the long pending HR issues.**

However, nearly fifteen days have now passed and none of the commitments made by the management have been fulfilled. The matter was subsequently discussed with the office bearers of AIGETOA across the country, and there was a unanimous view that the proposed joint action program should be launched immediately without any further delay. On behalf of the members of AIGETOA, I have been authorized to make a formal appeal to all the associations present in that meeting to immediately consider launching the action program as discussed.

In the spirit of our shared commitment to the welfare and dignity of BSNL's dedicated workforce, I write to you today not just as General Secretary of AIGETOA but also as a fellow representative striving for equity and progress on the long-pending HR issues of BSNL. **The time for patient dialogue has passed.** we must now come together for a collective action program to compel management to **act on the long pending HR issues of 3rd PRC**, Residual Benefits of 2nd PRC (Standard Pay Scale issue, Pay Loss issue and 30 Percent SAB issue), Promotions across various grade and streams as well as the current **burning issues pertaining to SET Recruitment and AO to CAO Promotions.** The persistent inaction of the management cannot be viewed as mere oversight, it is a deliberate sidelining of our aspirations, and we must counter it with the force of our solidarity and unity. Let us together confront these grave, unresolved injustices meted out to the employees of BSNL.

These are not isolated grievances but fundamental issues affecting the morale, dignity, and career progression of BSNL executives. While the organization highlights technological progress and financial recovery, the very executives driving these outcomes continue to face stagnation

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and uncertainty. Such an approach not only demoralizes the workforce but also risks talent attrition and undermines BSNL's long-term institutional strength.

The solution lies in our unity. A collective and coordinated approach by all associations has historically compelled attention and action on important issues. This proposed action program is not about confrontation for its own sake; it is about ensuring justice, restoring confidence among the workforce, and securing fair and transparent HR policies for the future.

I therefore earnestly request your support and participation in launching the joint action program without further delay. Your endorsement and involvement will strengthen this collective effort and ensure that the voice of BSNL executives is heard with the seriousness it deserves.

It is requested to kindly convey your views at the earliest so that we may align our efforts and move forward together for the resolution of these long-pending HR issues.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

- 1] All India President AIGETOA for information.
- 2] The National Convenor & Chief Patron AIGETOA for kind information.
- 3] The All-India Chairman AIGETOA for kind information.
- 4] All Central Governing Body Members, Co-Convenor, Vice Chairman of AIGETOA for kind information.
- 5] All Circle Secretaries and Circle Presidents, AIGETOA for information and necessary action.