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# All India Graduate Engineers & Telecom Officers Association

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



Regn. no. HR/019/2018/02138

( Affiliated to BMS )

President

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**GS / AIGETOA / 2025-26 / 114****Dated 13.03.2026**

To,

**Shri A Robert J Ravi,**  
**Chairman and Managing Director,**  
**Bharat Sanchar Nigam Limited (BSNL),**  
**Janpath, New Delhi - 110001.**

**Subject: Reminder regarding the complaint against functioning of PGM (Establishment/Recruitment/Admin/Training) and continued posting of officers in sensitive positions - reg.**

**Reference:**

1. Letter No. GS/AIGETOA/2025-26/101 dated 13.02.2026 (Serious Concerns regarding Inordinate delay in resolution of the committed issues by Estt/Recrt/Admin/Trg Cell).
2. Letter No. GS/AIGETOA/2025-26/24 dated 01.07.2025 (Regarding rotational transfer and prolonged continuation of officers in the same sections).

**Respected Sir,**

This has reference to our letter No. GS/AIGETOA/2025-26/101 dated 13.02.2026 addressed to your good office regarding the serious concerns on the functioning of the Establishment/Recruitment/Admin/Training vertical, the manner of interaction with association representatives and the continued posting of officers on sensitive positions in contravention of CVC guidelines.

In the said communication, we had highlighted the prolonged pendency of several important matters under the Establishment/Admin section, the repeated assurances given by management remaining unimplemented and the difficulties being faced by executives due to the non-resolution of even basic issues which involve negligible or no financial implications.

However, it is a matter of concern that even after the lapse of considerable time, **no visible action or corrective steps appear to have been initiated** on the issues brought to your notice. The situation continues to remain unchanged and the matters raised in the earlier communication are still pending without any resolution.

Further, it has also come to our knowledge that the **DGM (Admin) under PGM (Admin)** continues to hold a sensitive position while simultaneously functioning as **Protocol Officer along with the responsibility of DGM (Admin)**. The continuation of dual responsibilities on such critical and sensitive posts for prolonged periods raises serious concerns regarding adherence to the established norms and guidelines relating to posting in sensitive positions.

More importantly, it is quite disturbing to learn that officers who were reportedly **recommended for major charge-sheet for corruption related allegations at UP (West) circle are continuing to hold such critical and sensitive posts**, whereas in many other cases executives across the

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organisation have been transferred from their positions merely on the grounds of even minor show cause notices, minor chargesheet or suspension, even in cases where the punishment period has already been completed and where allegations have not been even substantiated.

This apparent inconsistency in the application of administrative standards, particularly within the Administration/Establishment section, gives an impression that **different yardsticks are being applied, the reasons for which remain unclear.**

**Another aspect that this Association has been continuously highlighting under reference (2), and which is critical to note, is that many officials in the HR group (Pers/Est/Admin, etc.) have completed their prescribed tenure and have been continuing in the same section for more than 15 years. However, they have still not been included in the rotational transfer list for the Corporate Office.**

**Even after the issue was raised by the Association, the so-called transfers carried out in some cases merely involved shifting them between sections within the same vertical. Different yardsticks appear to have been adopted in this regard, as executives from other wings have been transferred across verticals. We fail to understand the reasons behind such disparity. This raises serious concerns regarding the fairness and transparency of the process and indicates the possible influence of vested interests. It is also pertinent to note that BSNL is primarily a telecom service organization, where continuity in technical and finance verticals is of far greater operational importance than in other non-core verticals.**

AIGETOA has always believed in constructive engagement with the management and in maintaining a healthy institutional dialogue for resolution of issues affecting the organisation and its employees. However, continued inaction on matters already brought to the notice of the top management only deepens the concerns among executives and raises doubt if everything is happening under the patronage of management.

**In view of the above, we once again request your kind intervention to examine the issues highlighted in our earlier letter and initiate appropriate corrective measures, including:**

1. Review of the functioning of the concerned Establishment/Admin vertical.
2. Ensuring compliance with CVC guidelines regarding tenure and posting in sensitive positions.
3. Maintaining uniform administrative standards across the organisation while dealing with officers facing disciplinary proceedings.

We sincerely hope that the matter will receive your urgent personal attention and necessary action will be initiated at the earliest in the larger interest of transparency, fairness and organisational discipline. We also request for initiating a vigilance enquiry on the circumstances under which such violations of CVC guidelines are being done and also about the fact that different preferential yardsticks have been applied to some select officers.

**With Regards**



**(Ravi Shil Verma)  
General Secretary**

**Copy to:**

1. **Shri Jyotiraditya M. Scindia Ji**, Hon'ble Minister of Communications & DoNER, Government of India, Sanchar Bhavan, New Delhi for kind information.

2. **Dr. Pemmasani Chandra Sekhar Ji, Hon'ble** Minister of State for Communications and RD, Government of India, Sanchar Bhavan, New Delhi for kind information.
3. **Shri Amit Agrawal Ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
4. **Smt Deepa Chawla Ji**, Chief Vigilance Officer BSNL, New Delhi for kind information and necessary intervention.
5. **Shri Surendra Kumar Pandey Ji**, General Secretary, Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi for kind information.
6. **Shri Kalyan Sagar Nippani Ji**, Director HR BSNL Board for kind information and necessary intervention in this matter.
7. **All Board of Directors BSNL**, New Delhi for kind information.
8. **Shri Ashok Kumar Ji**, All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi for kind information.
9. **Shri Rajeev Kumar Kaushik Ji**, PGM (SR) BSNL, New Delhi for kind intervention and information.