



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

President

G Veerabhadra Rao
9440648648

General Secretary

Ravi Shil Verma
8373967633

Finance Secretary

Yogendra Jharwal
9414000877

All communication at E-mail - "chqaigetoa@gmail.com" only

GS / AIGETOA / 2026-27 / 26

Dated: 19.06.2026

To,

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

Subject: Request for Immediate Cancellation of SET Recruitment Process in the Interest of BSNL and its Internal Workforce - Regarding.

Respected Sir,

We wish to draw your kind attention towards the serious concerns prevailing among BSNL executives regarding the proposed **Senior Executive Trainee (SET) Recruitment Process especially in view of the current restraining order from Hon'ble CAT Chandigarh to issue the appointment in SET quota.**

The decision to proceed with lateral recruitment at higher executive levels despite the availability of a large pool of qualified, experienced, and professionally competent internal executives has generated widespread dissatisfaction and resentment across the organization. Such a move not only undermines the experience, commitment, and contributions of the existing workforce but also adversely impacts employee morale at a time when BSNL requires a highly motivated and committed team to achieve its strategic and business objectives.

It is pertinent to mention that the issue relating to recruitment under the Direct Recruitment quota is presently under judicial consideration before the **Hon'ble Central Administrative Tribunal, Chandigarh Bench in M.A. No. 1893/2026 in O.A. No. 364/2026. Vide its order dated 17.06.2026,** the Hon'ble Tribunal has directed BSNL not to issue appointment letters against the 10% Direct Recruitment quota vacancies until the next date of hearing. The Hon'ble Tribunal has further directed BSNL to place on record the status of promotions under the 90% promotion quota before the next hearing.

The observations of the Hon'ble Tribunal clearly indicate that the issue of internal promotions and direct recruitment is intrinsically linked and remains under judicial scrutiny. Proceeding with the SET examination during the pendency of the matter may lead to avoidable legal complications and create uncertainty among both internal employees and prospective candidates.

Experience across various organizations has demonstrated that conducting recruitment processes while related issues remain sub judice often results in prolonged litigation, disputes relating to seniority, promotional avenues, and service conditions. In several cases, such disputes have continued for years before different judicial forums, causing administrative complications and operational challenges. **The experience of the Airport Authority of**

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

India (AAI), where disputes arising out of lateral recruitment and seniority issues have remained under litigation since 2018, serves as a significant example. Even the board decision dated 12.08.2025 pertaining to restructuring is under challenge at Hon'ble High Court Delhi. Ultimately, AAI was compelled to discontinue the lateral executive recruitment at higher levels owing to the complications arising from such disputes.

Sir, when the appointment process itself has been restrained by judicial directions and the issue remains under active consideration before the Hon'ble Tribunal, conducting the SET examination at this stage would be imprudent and may expose BSNL to further legal challenges in future. It may also result in avoidable seniority disputes and industrial unrest, adversely affecting organizational harmony.

Further, AIGETOA has consistently maintained that higher-level vacancies in BSNL should primarily be filled through a well-defined promotional hierarchy. BSNL possesses a substantial number of highly qualified executives with rich field experience, technical expertise, and proven organizational commitment. Instead of creating avenues for external lateral entry, priority should be accorded to timely promotions, career progression, and creation of a robust internal management hierarchy. Details of the Qualification profile of the experienced executives presently working in BSNL are as stated below:

Professional Qualification	Number of Executives
Executives with Professional Engineering Bachelor's Degree	13506
Executives with Professional Engineering Master's Degree	1921
Executives with Professional Master's Degree in Management	2927
Executives with Professional Master's Degree in Finance	484
Executives with Master's Degree in Finance	1109
Executives with Professional Bachelor's Degree in Law	61
Executives with Professional Master's Degree in Law	13

Officers recruited/absorbed in Group A capacity and currently working in E-9 Level in BSNL are as stated below:

Stream	Numbers of Executives
Officers absorbed in BSNL from ITS cadre	20
Officers Recruited by BSNL as DR DGMs	34
Officers in Finance Wing	11
Officers in Electrical Wing	16
Officers in Civil Wing	65
Officers in Architecture Wing	2

The introduction of external recruitment at higher levels while promotional opportunities for eligible executives remain pending sends a discouraging message to the workforce and runs contrary to the principles of employee motivation and organizational development. Strengthening internal career progression mechanisms would not only enhance employee morale but also ensure better organizational continuity and accountability.

In view of the foregoing facts, particularly:

1. The pendency of the matter before the Hon'ble CAT Chandigarh;
2. The directions issued by the Hon'ble Tribunal restraining appointments under the Direct Recruitment quota;
3. The non-completion of promotions under the prescribed promotion quota;
4. The likelihood of prolonged litigation and future seniority disputes;
5. The availability of a large pool of qualified and experienced internal executives; and
6. The larger interest of maintaining industrial harmony within BSNL,

we earnestly request the Management to immediately cancel the proposed SET Recruitment Process and instead focus on promoting all the eligible executives working across different streams and grades and establishing a strong internal managerial hierarchy within BSNL.

Such a decision would not only safeguard the interests of the organization and its employees but would also help avoid unnecessary expenditure, prevent future legal complications, maintain industrial harmony, and reinforce the confidence of the workforce in the fairness and transparency of the organization's HR policies.

We sincerely hope that the matter will receive your kind consideration and that a judicious decision will be taken in the larger interest of BSNL and its employees.

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. **Shri Surendra Kumar Pandey Ji, General Secretary,** Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi for kind information.
5. **Shri Kalyan Sagar Nippani Ji, Director HR BSNL Board** for kind information and necessary intervention in this matter.
6. **All Board of Directors BSNL,** New Delhi for kind information.
7. **Shri Ashok Kumar Ji, All India Secretary & Telecom Prabhari BMS,** Dattopant Thengadi Bhawan, New Delhi for kind information.
8. **Shri Rajeev Kumar Kaushik Ji, PGM (SR) BSNL,** New Delhi for kind intervention and information.
9. **Shri Shambhu Prasad Singh Ji, PGM (Estt/Recruitment/Admin/Training) BSNL** for kind information and action.