



राष्ट्र हित

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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

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



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2026-27 / 27

Dated: 29.06.2026

To,

Shri Jyotiraditya M. Scindia Ji
Hon'ble Minister of Communications
Government of India
Sanchar Bhawan, New Delhi.

Subject: Request for kind intervention for filling up the vacant Chief General Manager (CGM) and Business Area (BA) Head posts in BSNL -Regarding.

Respected Sir,

At the outset, we express our sincere gratitude for your visionary leadership and unwavering commitment towards the revival and transformation of Bharat Sanchar Nigam Limited (BSNL). Your continuous guidance and policy interventions have not only restored confidence in BSNL but have also laid the foundation for building a professionally managed, self-reliant and competitive telecom PSU.

We respectfully wish to bring to your kind notice an issue of serious concern regarding the continued non-filling of several Chief General Manager (CGM), Business Area Head (BA Head) and other senior leadership positions in BSNL for a prolonged period of time and the work being executed through look after arrangement on additional charge basis for a considerable period of time now.

AIGETOA has consistently advocated the development of BSNL's own Internal Management Cadre through structured succession planning and regular promotions. On 09.01.2026, we submitted a comprehensive proposal to your good office in this regard

The proposal also suggested a transparent career progression framework, structured succession planning and leadership development for BSNL executives. The proposal highlighted the absence of an institutional leadership pipeline in BSNL and suggested a contemporary promotion policy, structured career progression and merit-based leadership development in line with the practices followed in other Central Public Sector Enterprises.

Recognising the importance of this issue, **directions were issued by the Department of Telecommunications vide F.No. 7-20/2025-SU dated 14.04.2026.**

The directions, inter alia, clearly stipulated that:

- 1. BSNL should develop its internal cadre through a structured succession planning mechanism.*
- 2. Appointments at the Circle Head level should preferably be made from BSNL's internal cadre.*
- 3. Senior level postings should be made through recommendations of the HR Management Committee.*
- 4. Promotions at all levels should follow an annual time-bound calendar approved by the Board.*

Regn. No. HR/019/2018/02138

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

Further, pursuant to the constitution of the HR Reforms Committee by the Department of Telecommunications, AIGETOA submitted a comprehensive representation proposing a complete framework for HR reforms in BSNL. The representation contained detailed suggestions regarding promotion policy, creation of BSNL's own management cadre, merit-based selection process for BA Heads and senior executives, structured succession planning and accountability mechanisms to strengthen governance within BSNL.

However, despite the passage of more than two months, the spirit as well as the intent of the directions issued by DoT vide letter dated 14.04.2026 have unfortunately yet not been implemented in BSNL.

As on date, an alarming number of leadership positions continue to remain vacant. The present vacancy position indicates:

Around 20 Chief General Manager Level Circle Head positions are either vacant or functioning under prolonged temporary/additional charge arrangements.

Around 173 Business Area/Functional Head posts are also lying vacant or about to become vacant across various circles with work being executed on temporary look after basis.

This has resulted in:

- Weakening of administrative leadership at the Circle and BA levels.
- Delay in operational, commercial and customer-centric decision making.
- Lack of continuity in organisational leadership.
- Loss of valuable opportunities for experienced BSNL executives to acquire leadership experience.

The prolonged continuation of vacancies has also adversely affected employee morale, as competent and experienced executives are being denied opportunities to shoulder higher responsibilities.

BSNL today has thousands of professionally qualified executives possessing qualifications such as Engineering, MBA, CA, ICWA, M.Tech and other specialised degrees, with rich experience ranging from telecom operations to commercial management, finance, enterprise business and project implementation. AIGETOA has already represented before the HR Reforms Committee that BSNL has sufficient internal leadership capacity to develop a sustainable management cadre through structured promotions and succession planning.

In view of the above, we most respectfully request your kind intervention to direct BSNL Management to:

- 1. Immediately fill all vacant Chief General Manager (Circle Head) posts in accordance with the policy approved by your good office.**
- 2. Fill all vacant Business Area Head and other key leadership posts on priority instead of continuing prolonged additional charge arrangements.**
- 3. Implement an immediate succession planning framework and annual promotion calendar as envisaged in the DoT policy directions.**
- 4. Operationalise BSNL's Internal Management Cadre and consideration of the proposal submitted by AIGETOA and the suggestions placed before the HR Reforms Committee.**

5. Review the reasons for the delay in implementation of the policy directions issued vide letter dated 14.04.2026 and issue suitable directions for time-bound compliance.

We firmly believe that timely implementation of these policy decisions will significantly strengthen governance, improve accountability, motivate the workforce and create a sustainable leadership pipeline essential for BSNL's long-term growth and competitiveness.

With Regards,

Yours sincerely,



(Ravi Shil Verma)
General Secretary

Copy to:

- 1.** Dr. Pemmasani Chandra Sekhar Ji, Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.
- 2.** Shri Amit Agrawal Ji, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
- 3.** Shri A Robert J Ravi Ji, Chairman and Managing Director, BSNL, Janpath, New Delhi for kind information and necessary intervention in this matter.
- 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.