



राष्ट्र हित

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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 / 2026-27 / 37**Dated: 13.07.2026**

To,
Shri A Robert J Ravi Ji,
Chairman & Managing Director BSNL,
Corporate Office, New Delhi - 110001.

Subject: Request for Immediate withdrawal of Notifications for Contractual Appointment of General Managers (Finance) and General Managers (Telecom) and Utilization of Experienced Internal Talent in BSNL.

Respected Sir,

We invite your kind attention to the notifications issued by the Recruitment Cell, BSNL, inviting applications for contractual engagement of **General Managers (Finance)** vide letter dated **25.06.2026** and **General Managers (Telecom)** vide letter dated **06.07.2026**.

The educational qualifications prescribed in both notifications are broadly identical to those prescribed for the entry-level posts of **Junior Accounts Officer (JAO)** and **Junior Telecom Officer (JTO)**, with the additional requirement of 15 years of post-qualification experience.

The issuance of these notifications has caused widespread disappointment and concern among BSNL executives across the country. Thousands of executives possessing the same educational qualifications and substantially greater experience than that prescribed in the notifications feel that their years of dedicated service, professional competence, and commitment to the organization have not received due recognition. This has adversely affected employee morale and created a strong sense of injustice among the executive fraternity.

BSNL presently has nearly **19,000 technically qualified Telecom executives** and approximately **2,500 professionally qualified Finance executives**, including professionals, serving from JTO/JAO level up to DGM level. Most of these officers were recruited through highly competitive All India examinations and have rendered **7 to 30 years of distinguished service** to the organization.

Instead of recognizing and utilizing this vast reservoir of experienced internal talent, the proposed contractual recruitment conveys an unfortunate impression that the organization lacks confidence in its own officers, which is far from reality.

Further, BSNL presently has multiple Recruitment Rules (RRs) prescribing different modes of recruitment for various levels of management. **This approach is significantly different from the established promotion-oriented career structures followed by most Public Sector Undertakings.** The existence of multiple channels of recruitment at higher levels has created uncertainty regarding career progression and weakened executives' confidence in a transparent promotional hierarchy. **Such multiplicity of stakeholders at senior management levels may also lead to conflicting interests and affect organizational cohesion.**

We hereby submit the following against the proposed contractual recruitment of GMs:

Regn. No. HR/019/2018/02138

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

1. Availability of Adequate Internal Talent:

BSNL already possesses a large pool of experienced and professionally qualified executives in both Telecom and Finance disciplines who satisfy the prescribed eligibility criteria.

Since its formation on **01.10.2000**, BSNL has recruited/promoted professionally qualified executives, while the Department of Telecommunications had also recruited similarly qualified officers prior to corporatization. These officers have acquired rich experience in network operations, project implementation, commercial activities, finance, procurement, administration, policy implementation, audit compliance, and customer service under challenging operating conditions.

There is, therefore, no shortage of competent officers capable of discharging the responsibilities of General Managers. With appropriate leadership opportunity and exposure, these officers can effectively shoulder higher managerial responsibilities.

*It is indeed disappointing to note that **had any of these executives would have left BSNL in pursuit of better opportunities, he/she would have become eligible to apply for the post while the own officers of the BSNL with same qualification and greater experience are not eligible because BSNL never extended proper career progression to the internal executives of BSNL.***

2. Internal Executives Have Already Been Performing Higher Responsibilities:

Following the implementation of VRS on **01.02.2020**, BSNL has been functioning with significantly reduced manpower.

Across various Circles and Business Areas, Telecom executives are successfully discharging responsibilities assigned to **JTOs, SDEs, DEs, AGMs, DGMs, and even General Managers.** Likewise, Finance executives are effectively handling the duties of **JAOs, AOs, CAOs, DGMs, and Circle IFAs** in the absence of regular incumbents.

The continued and efficient functioning of the organization despite severe manpower shortages stands as the strongest evidence of the competence, commitment, and leadership capabilities of BSNL's existing executives.

3. Unprecedented Promotional Stagnation:

Thousands of executives have faced extraordinary career stagnation.

Many Telecom executives recruited even over two and half decades ago are forced to continue to work as Sub Divisional Engineers (SDEs) without receiving their due promotions. Similarly, Finance executives recruited as JAOs in 2003 continue to remain Accounts Officers, despite becoming eligible for promotion to Chief Accounts Officer (CAO) several years ago.

Instead of addressing this long-pending issue by promoting deserving officers, BSNL has always preferred to go for external talent. *The proposed contractual appointments are diminishing the value of institutional experience and weaken employee confidence.*

4. BSNL's Character as a Government-Owned Public Sector Undertaking:

BSNL is a **100% Government of India Public Sector Undertaking** functioning under the administrative control of the Department of Telecommunications.

Its operations are governed by Government rules, DoPT instructions, CCS Rules, financial regulations, procurement procedures, vigilance guidelines, and numerous statutory provisions. Senior management positions therefore require not only technical competence but also deep institutional knowledge, administrative maturity, and extensive experience in public sector governance acquired over decades of service.

5. Accountability before Audit and Vigilance Authorities:

BSNL functions under continuous scrutiny of several statutory and regulatory authorities, including:

- C&AG Audit
- P&T Audit
- Statutory Audit
- Internal Audit
- Tax Authorities
- Central Vigilance Commission (CVC)
- Central Bureau of Investigation (CBI)

General Managers are required to take policy decisions, exercise financial powers, defend administrative actions, and respond authoritatively before audit and vigilance authorities.

Contractual officers engaged for a limited tenure may understandably be reluctant to exercise such statutory powers in matters involving long-term institutional accountability. This could result in avoidable delays in decision-making and adversely affect organizational efficiency.

6. Financial Administration and Organizational Hierarchy:

General Managers exercise substantial administrative and financial powers in Business Areas, while Circle Heads exercise financial powers in consultation with Circle IFAs, who ordinarily hold the post of General Manager (Finance).

Appointment of contractual officers from outside the organization and placing them above experienced serving executives may disturb the established administrative hierarchy. It may also create uncertainty in decision-making, delay approvals, and adversely affect the implementation of business plans, ultimately impacting BSNL's growth and operational efficiency.

7. Disturbance in the APAR Reporting System:

BSNL follows the APAR system prescribed by DoPT.

The appointment of contractual General Managers would create an anomalous situation where permanent PSU executives are reported upon or reviewed by contractual officers. Such an arrangement may disturb the established reporting hierarchy, create administrative complications, and adversely affect employee morale.

Further, if contractual officers leave the organization before completion of the appraisal cycle, practical difficulties may arise in the timely finalization of APARs, thereby affecting the career progression of regular employees.

8. Serious Adverse Impact on Employee Morale:

Perhaps the most significant consequence of these notifications is the negative impact on employee morale.

Executives who have devoted more than two decades of their professional lives to sustaining and rebuilding BSNL under extremely challenging circumstances now feel that their experience, loyalty, and commitment are being overlooked.

An organization can achieve sustainable growth only when it recognizes, motivates and utilizes its experienced workforce. Resorting to external contractual appointments for senior leadership positions despite the availability of competent internal officers sends a discouraging message throughout the organization.

9. Past Experience Does Not Support Such Recruitment:

Past experience within the organization indicates that similar contractual recruitments have not yielded the desired outcomes. Ultimately, BSNL has continued to depend upon its own experienced executives for operational continuity and effective management.

Ironically, while BSNL has been offering its skilled internal talent pool and consultancy support to external organizations, it is now seeking leadership talent from outside despite having an abundant and capable internal talent pool.

Our Humble Submission:

BSNL today possesses a large pool of highly qualified, experienced, and committed executives who have consistently delivered results under difficult circumstances. Their institutional knowledge, field experience, administrative capability, and unwavering commitment to the organization constitute an invaluable asset that cannot be readily substituted through contractual recruitment.

Rather than resorting to contractual appointments, BSNL should strengthen its leadership by promoting deserving internal executives who have patiently served the organization for decades despite prolonged career stagnation.

In view of the foregoing, we earnestly request your good office to:

1. **Immediately withdraw** the notifications dated **25.06.2026** and **06.07.2026** for contractual appointment of General Managers (Finance) and General Managers (Telecom).
2. **Fill these positions through promotion** of eligible and experienced internal executives in accordance with the organizational requirements.
3. **Restore the confidence and morale** of BSNL executives by recognizing and effectively utilizing the organization's vast pool of experienced internal talent.

We sincerely hope that our representation will receive your kind and sympathetic consideration and that an appropriate decision will be taken in the larger interest of BSNL, its employees, and the Government of India.

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 K Balaji Ji, JS (Admin)**, Sanchar Bhawan, Ashoka Road 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. **Shri Rajeev Kumar Kaushik Ji, PGM (Restg/SR/Pers) BSNL**, New Delhi for kind intervention and information.