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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AIGETOA / 2026-27/54 **Dated 10.09.2026**

To,
Shri A Robert J Ravi Ji,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
Corporate Office, New Delhi - 110001.

Subject: Strong objection to the unwarranted and provocative intervention of PGM (Establishment), Shri S P Singh, during discussion with PGM (Pers.) on 08.09.2026 and demand for immediate relieving as officer is under transfer and having stay at Delhi since year 2006. Many other senior officers under transfer have been relieved, while PGM (Estt.) has not been relieved defying the principle of uniformity and equal treatment by BSNL Management - Regarding.

Respected Sir,

We are constrained to bring to your kind notice a serious incident which occurred on **08.09.2026 in the chamber of PGM (Pers.)**, during a discussion between Team AIGETOA and PGM (Pers.) regarding the issue of **forced ERP relieving of officers across the country without resolving their pending genuine retention/modification/cancellation cases**.

1. On 08.09.2026, Team AIGETOA met PGM (Pers.) to place before him the genuine difficulties being faced by officers who were being relieved through ERP despite their transfer/posting representations and related cases remaining pending. The discussion was proceeding **peacefully and constructively**, with the PGM (Pers.). The discussion was gradually moving towards finding a mutually acceptable resolution.

2. During the course of this discussion, PGM (Establishment), Shri S P Singh, suddenly entered the chamber and intervened in the discussion. **His intervention was particularly surprising as he was not the authorized officer dealing with the matter.** Though, we politely requested him to not to intervene as he was not the concerned authority and let the discussion continue. Still he continued intervening and instead of facilitating the resolution, he started raising unnecessary propositions and tried many times to divert the discussion towards unnecessary provocation. Height of the provocation was that he started unauthorized video recording the discussions in PGM (Pers.) chamber from his mobile without permission/intimation of the persons present in the discussion which is highly unethical, uncalled and contravening to IT Act & may invite penal action under BNSS 2023. It was our composed behavior, understanding and maturity that an unnecessary altercation was avoided.

3. The incident of 08.09.2026 cannot be viewed in isolation. The Association has, on earlier occasions also, raised serious concerns regarding the conduct and functioning of **Shri S P Singh, PGM (Establishment) through several communications in written**, including instances where inappropriate, unreasonable and provocative expressions were used while dealing with the matter of employees. However, despite repeated representations, no effective corrective action have been taken at the highest level of BSNL till date.

4. The Association has also raised concerns regarding certain actions attributed to admin cell being headed by Shri S P Singh which have adversely affected the religious sentiments and morale of employees.

5. One such instance relates to the sudden **discontinuation of the Sarva Dharma Morning Prayer at BSNL Corporate Office**-*"Itni Shakti Humein Dena Data"*, which had been continuing for several years. The Morning Prayer was a source of positive energy and motivation for employees before commencement of their daily duties. The discontinuation of such a long-standing practice was viewed with concern by the employees.

6. Similarly, during the **Silver Jubilee celebration of BSNL last year, held on Durga Navami**, the Association had strongly objected to the serving of non-vegetarian food/meat during the function, considering the religious significance of the occasion and the sentiments of a section of employees. It will be pertinent to mention that even Meat Shops in Delhi normally remains closed during Navratri Festivals but the Admin Section of BSNL preferred to serve non-veg food in official function.

7. We are not suggesting that any food preferences or religious practices be imposed upon any individual. However, **when an official Organisational function is being conducted on an occasion having significant religious sensitivities for a large number of employees, due sensitivity and consideration ought to be exercised by the administration**. This crucial and sensitive aspect related to the religious sentiments of a large group of employees was intentionally ignored.

8. **Another issue which requires your personal attention is the matter of long stay of Shri S P Singh at New Delhi. As per the information available with the Association, he has been stationed at New Delhi since 2006 (Almost 20 years) and falls within the ambit of the prescribed long-stay/transfer considerations. Moreover, Shri S P Singh is already under transfer to Karnataka Telecom Circle from BSNL Corporate Office since August 2024. Yet, despite the transfer/relieving of a large number of officers from the Corporate Office, his own continued stay at the same station raises legitimate questions regarding the uniform and transparent implementation of the transfer policy. *HR unit should act as a model unit, instead it is continuously violating the orders issued by the HR vertical itself.***

9. We are constrained to question whether continued placement of an officer in a sensitive HR assignment in complete contravention to the Sensitive Post Guidelines issued by Central Vigilance Commission (CVC) is in the larger interest of BSNL, particularly when the greater need of the organization today is **employee confidence, industrial harmony and constructive engagement with recognized Associations**. **Not only continuing the charge for one sensitive office beyond the tenure stipulated as per CVC guidelines but also he has been entrusted with multiple sensitive assignments of heading the Admin/Recruitment/Establishment units which were earlier manned by different PGMs/GMs.** This is being done when sufficient numbers of senior officers are available with much lesser station stay.

10. This becomes even more relevant in the present context when several officers under transfer are being forcefully relieved through ERP on pick and choose basis by ignoring the genuine grounds for retention/cancellation/modification which still remain unresolved. It is difficult for the employees and the Association to understand how other officers can be subjected to force relieving through ERP on the one hand, while many officers reportedly remain at the same station for such an extended period. **The transfer policy must be applied uniformly and without any selective exceptions.**

We therefore request your personal intervention in ensuring the needful action against Shri S P Singh, PGM (Establishment/Admin/Recruitment/Training) and also ensuring the release from the BSNL CO in compliance to the existing transfer orders to Karnataka telecom Circle which has remained unimplemented since August 2024.

We wish to make it clear that our demand is not against any individual personally. Our concern is entirely regarding the manner in which the HR machinery is being operated and the impact of such conduct on employee morale and industrial relations. We strongly believe that no individual officer, irrespective of his position, should be allowed to create an environment of confrontation with employees or their recognized Association.

We sincerely hope that the matter will receive your personal and urgent attention and that appropriate corrective measures will be taken to ensure a fair, transparent, employee-friendly and professionally functioning HR system in BSNL.

Yours sincerely,

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 information with a request to intervene in the matter and prevail upon BSNL Management to ensure uniformity and equality in treatment for issues pertaining to BSNL Employees.
4. **Shri K Balaji Ji, JS (Admin),** Sanchar Bhawan, Ashoka Road New Delhi for kind information and necessary intervention in this matter.
5. **Shri Kalyan Sagar Nippani Ji, Director HR BSNL Board** for kind information and necessary directions in this matter.
6. **Shri Surendra Kumar Pandey Ji,** General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
7. **Shri Ashok Kumar,** All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and taking up the matter with central leadership of BMS please.
8. **Shri Rajeev Kumar Kaushik Ji, PGM (Restg/SR/Pers) BSNL**, New Delhi for kind intervention and necessary action please.
9. **Shri R C Pandey, Convener, Bharatiya Doorsanchar Manch (BDM)** for kind information.