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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No. AIGETOA/CHQ/2026-27/59 **Dated: 18.09.2026**

To,
The Chairman, Committee for HR Reforms BSNL
Additional Secretary (T),
Sanchar Bhawan, Ashoka Road
New Delhi - 110001.

Subject: Urgent need for incorporating New Promotion Policy in BSNL as the existing BSNL Management Service Recruitment Rules (MSRR) and promotion policy have unfortunately failed to achieve the desired objective of a proper internal managerial hierarchy and a sustainable succession plan in BSNL - regarding.

Reference:

1. AIGETOA Letter No. GS/AIGETOA/2026-27/14 dated 30.04.2026
2. AIGETOA Submission on HR Reforms before the Committee dated 30.04.2026

Respected Sir,

Kindly refer to our detailed submission dated 30.04.2026 on HR Reforms in BSNL, wherein AIGETOA had specifically placed proposals for a **structured, time-bound and sustainable Promotion Policy** through **Annexure-I and Annexure-IV**. We once again request the Committee to accord **urgent consideration and implementation** to these proposals, as this is the only practical way to establish a proper internal managerial hierarchy and a sustainable succession plan in BSNL.

The existing BSNL **Management Service Recruitment Rules (MSRR)** and promotion policy have unfortunately failed to achieve this objective. Despite the availability of experienced and qualified internal executives in BSNL, career progression has remained severely restricted, with a large number of executives receiving little or no meaningful progression over prolonged periods.

It's definitely unfortunate to note that **BSNL Management has always maintained that current MSRRs provide a smooth career progression to the executives with JTOs/JAOs reaching to SDE/AO posts in 3 years and AOs/SDEs reaching to the AGM level post in 7 years while the actual fact remains that technically/professionally qualified executives having service greater than 25 years has got only one promotion in their entire service span till date.** Normally, the focus of Management should be on evolving the methods to end this stagnation to infuse vibrancy in internal management, instead BSNL Management is justifying the legacy practices in the form of BSNL MSRRs and that too without any output.

The present career progression framework in BSNL **was never designed to ensure smooth and predictable career progression**, while provisions permitting **lateral recruitment at AGM/DGM and other higher levels have further disrupted the natural internal managerial pipeline.** The Committee submission by AIGETOA records the resulting stagnation, including substantial vacancies at managerial levels and the non-annual conduct of DPCs/Limited Internal Examinations.

BSNL possesses a highly experienced, technically and professionally qualified internal workforce, with executives having extensive exposure to its core telecom systems, technologies, financial processes and operational requirements. **The strength of management in a technology-driven organization is fundamentally built through institutional experience and knowledge of its systems, procedures and operational needs.** Such capability cannot be sustainably created by repeatedly inducting personnel from outside at higher levels **while restricting the progression of its own experienced executives.**

The present situation therefore calls for BSNL to **look beyond traditional practices** and institutionalize an internal leadership pipeline. **The proposals submitted through Annexure-I provide for a maximum-residency mechanism with personal upgradation where regular vacancies are unavailable, while Annexure-IV provides a comprehensive promotion framework aligned with contemporary CPSU practices.** Both mechanisms are specifically intended to eliminate stagnation, provide predictable career progression and create a robust internal managerial hierarchy.

We therefore request the Hon'ble Chairman and the Committee to **urgently finalize and incorporate either of the proposed promotion mechanisms, preferably with necessary safeguards for all cadres/streams and complete the promotions of all the eligible executives in a time-bound manner**. The submitted proposal envisages the promotions to the JTO/JAO/SDE/AO/DE/CAO/AGM/DGM and GM grades and adopting either mechanism to create a robust internal managerial hierarchy.

We sincerely believe that **empowering BSNL's own talent, providing a defined career ladder and creating an institutional succession plan** will strengthen managerial continuity, restore confidence among executives and substantially enhance BSNL's organisational capability.

We request your kind intervention for **early and time-bound action** on this critical issue.

With Regards

(Ravi Shil Verma)
General Secretary

Encl: AIGETOA earlier respresentation to the HR committee along with Annexures-I and IV.

Copy to:

1. **Shri Amit Agrawal Ji, Secretary (Telecom),** Sanchar Bhawan, Ashoka Road New Delhi for kind information and request for kind consideration.
2. **Shri K Balaji Ji, JS (Admin),** Sanchar Bhawan, Ashoka Road New Delhi for kind information and request for kind consideration.
3. **Shri A. Robert J. Ravi,** Chairman & Managing Director, BSNL for kind information.
4. **Shri Kalyan Sagar Nippani Ji, Director HR BSNL Board** for kind information.
5. **Shri Rajeev Kumar Kaushik Ji, PGM (SR/Pers) BSNL**, New Delhi for information.