



ऑल इंडिया ग्रेजुएट इंजीनियर एण्ड टेलीकॉम ऑफिसर्स एसोसिएशन
All India Graduate Engineers & Telecom Officers Association
(A Recognised Association of BSNL Executives)
(Affiliated to BMS) Mob.: 8373967633

Central Office: Room No. 32, IR Hall Eastern Court, Janpath, New Delhi-110001

GS / AIGETOA / 2026-27 / 60

Dated 23.09.2026

To,
Shri Kalyan Sagar Nippani Ji,
Director (HR), BSNL Board,
Bharat Sanchar Nigam Limited,
New Delhi - 110001.

Reference:

1. GS-AIGETOA-2026-27-54 - Letter to CMD BSNL regarding complaint against PGM (Establishment), dated 10.09.2026.
2. GS-AIGETOA-2025-26-114 - Reminder Letter to CMD BSNL regarding complaint against functioning of PGM (Admin), dated 13.03.2026.
3. GS-AIGETOA-2025-26-101 - Letter to CMD BSNL against PGM (Establishment), dated 13.02.2026.

Subject: Selective Accountability and Suppression of Employee Voice: initiation of Disciplinary Action against AIGETOA Office Bearer for raising genuine questions on behalf of Members while the complaint submitted by Association against PGM (Estt./Admin) Shri S.P. Singh remains unnoticed and no enquiry is initiated against him - Regarding.

Respected Sir,

AIGETOA is constrained to place on record its strongest objection and serious concern over the manner in which the incident dated 08.09.2026 has been dealt with by the top management of BSNL. The issue is not merely about the disciplinary proceedings initiated against nine office bearers and members of AIGETOA. The real issue is the **highly selective manner in which the Management has acted on complaints**, particularly when the complaint is made by PGM (Estt./Admin) Shri S P Singh, while repeatedly ignoring serious complaints submitted by AIGETOA against him as under reference dated 10.09.2026, 13.03.2026 and 13.02.2026.

While AIGETOA raised the genuine concerns to management and PGM (Pers) with regard to the ERP struck off from BSNL CO on a selective basis and in complete violation of not only the standing instructions but also of the orders and letters issued by the Pers Section on the subject. It was surprising to note that management instead of taking corrective action has preferred to initiate vindictive action on a complaint which has got no substance.

The selective thought process of Management is also visible from the inaction which Management showed on the consistent issues raised by AIGETOA which represents more than 10,000 BSNL Executives of BSNL. We have repeatedly brought serious issues concerning the conduct, behavior, functioning and administrative actions of PGM (Estt./Admin) Shri S P Singh against BSNL Employees to the notice of the CMD BSNL and Director (HR). The complaints referred to above were submitted at the highest level of BSNL Management. However, despite repeated representations and follow-ups and even on a complaint which is a penal offence as per BNSS, **no ad-hoc committee has been constituted, no impartial enquiry has been ordered and no meaningful action taken report has been communicated to AIGETOA till date.**

AIGETOA has immediately raised the issue to the Director HR and CMD BSNL the complete incidence and provoking and unwarranted involvement of PGM (Estt./Admin) Sh S P Singh on 08.09.2026 through written communication on dated 10.09.2026. On the other hand, immediately after Shri S P Singh submitted his report dated 09.09.2026 regarding the incident of 08.09.2026, the matter was taken up with extraordinary speed and an Ad-hoc Disciplinary Authority was appointed against nine representatives and members of AIGETOA. The BSNL order dated 10.09.2026 specifically records that the action arose from the report submitted by Shri S P Singh.

Thus, **multiple complaints against PGM (Estt./Admin) Shri S P Singh remained unattended, whereas a single report submitted by him resulted in immediate disciplinary action against representatives of the very Association which had been raising complaints against him.** This stark contrast raises serious questions about fairness, impartiality and equal application of administrative procedures in BSNL.

1. Repeated Silence of BSNL Management on complaints against PGM (Estt./Admin) Shri S P Singh by AIGETOA:

The Management owes a clear explanation as to why complaints submitted by a recognized association representing more than 10,000 Executives were not considered sufficient even for constitution of an independent enquiry committee, whereas a complaint/report submitted by one senior officer was considered sufficient for immediate initiation of disciplinary proceedings against nine representatives.

The issue is not whether disciplinary action can be initiated against an employee or an office bearer. If there is prima facie misconduct, the prescribed procedure should certainly be followed. The serious question is **why the same urgency and seriousness has not been demonstrated when complaints have repeatedly been made against Shri S P Singh.**

Such selective responsiveness inevitably creates a serious apprehension that complaints against Shri S. P. Singh are being kept away from independent scrutiny, **while the administrative machinery is being used with exceptional speed against those raising questions regarding his functioning as well as the functioning of the HR group. It seems management wants to act vindictively against those raising questions and at the same time sheltering those who appear close to management against all provisions, all rules and all policies. The current ERP struck off order is no exception to them.**

2. Partial and Prejudiced Handling of the Incident Dated 08.09.2026 - Management Hearing Only One Side:

AIGETOA had submitted its detailed complaint dated 10.09.2026 regarding the entire episode of 08.09.2026, including the role and conduct of PGM (Estt./Admin) Shri S P Singh. Despite this, the disciplinary mechanism was initiated immediately on the basis of his report dated 09.09.2026.

When allegations arise from an incident involving two sides, it is essential that the complete facts and versions of both sides are independently examined. **The version of the officer against whom AIGETOA has already raised several complaints cannot automatically be treated as the final or uncontested version of the incident.**

The Management must therefore examine the entire sequence of events objectively, including the material submitted by AIGETOA. Any action without such balanced examination will naturally raise further questions regarding fairness of the process.

A recognized association has a legitimate and established role in raising the grievances and concerns of employees before the Management. AIGETOA has always discharged this responsibility by taking up issues with the appropriate authorities.

However, if representatives of the Association are subjected to disciplinary proceedings whenever they raise uncomfortable questions regarding the functioning of a senior officer, while complaints against that officer remain unattended, it will have the direct effect of **silencing employee representatives and weakening the recognized mechanism of dialogue between Management and the Association.**

AIGETOA cannot accept a situation where raising legitimate employee concerns is sought to be converted into misconduct merely because the issues raised are inconvenient to certain individuals in the administration.

3. Differential Treatment on Long Stay Policy w.r.t PGM (Estt./Admin) Shri S P Singh, Prolonged Stay continues even after transfer order since Aug 2024:

AIGETOA has also repeatedly raised the issue of the exceptionally long stay of Shri S. P. Singh at Delhi. As per the information available with the Association, Shri S. P. Singh has been stationed at Delhi since 2006 and has been under transfer to Karnataka Telecom Circle since August 2024. Despite this, he continues to remain at BSNL Corporate Office, New Delhi.

At the same time, several officers have been relieved/transferred under the ongoing transfer and relieving exercise. The Association is therefore constrained to ask why the same transfer and tenure norms being applied to other officers do not appear to be operating in his case.

If there is any rule, order or exemption permitting such continued stay at Delhi, the same should be placed on record. If an exemption has been granted, the competent authority, reasons and period of exemption should be clearly indicated. If no exemption exists, the Management must explain why the transfer order issued in August 2024 has not been implemented.

When officers are being relieved under the transfer exercise while one particular officer continues at Corporate Office despite a transfer order, the situation naturally gives rise to an apprehension of preferential treatment. If there is a consistent overlooking of the rules, we cannot rule out the involvement of higher management against this selective treatment for the reasons which needs to be identified and informed to all the concerned stake holders including the employees of BSNL.

4. Selective application of Sensitive Post and Tenure Norms w.r.t PGM (Estt.) Shri S P Singh:

The Management is also required to clarify whether the applicable Government, DoT and BSNL instructions regarding tenure, rotation and posting against sensitive assignments have been examined in the case of Shri S. P. Singh.

If these guidelines are applicable, the reasons for their non-application despite such prolonged tenure at Delhi must be placed on record. If any exemption has been granted, the relevant order and reasons for granting such exemption should be disclosed.

Rules and tenure guidelines cannot be applied strictly to some officers while being conveniently ignored in the case of another officer. If there is a special dispensation in favour of Shri S. P. Singh, the Management should have no difficulty in placing the same on record.

5. Continued Entrustment of multiple charges to Shri S P Singh even after availability of many other capable Senior Officers at BSNL CO:

AIGETOA is also concerned about the continued entrustment of multiple important responsibilities to Shri S. P. Singh despite repeated complaints regarding his functioning. Currently Shri S P Singh is holding the charge of Establishment, Administration, and Recruitment.

The situation becomes more serious when viewed along with his prolonged stay at Delhi and the immediate action taken on his complaint against AIGETOA representatives. **An officer against whom multiple complaints remain pending continues to occupy important assignments, remains at Delhi despite transfer, and is able to secure immediate disciplinary action on the basis of his report against employee representatives.**

When these circumstances are considered together, the apprehension of preferential treatment and institutional protection cannot simply be brushed aside.

6. Double Standards in Treatment of Representation: The Pattern of Events Raises a Serious Apprehension of Shielding of Sh S P Singh by BSNL Management

There cannot be one standard for a senior officer and another standard for employee representatives. There cannot be immediate disciplinary action on one side and indefinite inaction on the other.

The Management must demonstrate through its actions that the disciplinary and administrative mechanisms of BSNL are independent, impartial and equally applicable to all.

The issue is no longer an isolated administrative matter. The sequence is clear: repeated complaints by AIGETOA against Shri S. P. Singh remain without independent examination; his prolonged stay at Delhi continues despite transfer; he continues to hold important assignments; and immediately after his report dated 09.09.2026, disciplinary action is initiated against nine AIGETOA representatives.

When all these developments are viewed together, they create a serious and reasonable apprehension that Shri S P Singh is being extended preferential administrative treatment and protection, while the representatives of AIGETOA are being subjected to pressure for raising questions regarding his functioning.

AIGETOA sincerely hopes that this apprehension is proved wrong through immediate, transparent and impartial action by the Management.

AIGETOA therefore demands that:

1. All complaints submitted by AIGETOA against Shri S P Singh be independently examined and the action taken on each complaint, including reasons for any pending complaint, be placed on record.
2. The report dated 09.09.2026 submitted by Shri S P Singh and AIGETOA's submissions regarding the incident dated 08.09.2026 be examined together, based on the complete facts and versions of both sides.
3. His prolonged stay at Delhi since 2006, transfer to Karnataka Telecom Circle in August 2024, and continued retention at BSNL Corporate Office be reviewed with reference to applicable tenure and transfer norms.
4. The continued entrustment of important/multiple assignments to him be reviewed and the justification for such arrangement be placed on record.
5. Shri S P Singh be relieved to Karnataka Telecom Circle forthwith in accordance with the transfer order, ensuring transparency and uniform application of the Transfer Policy.

6. The same yardstick be applied to all officers without exception, and legitimate representation by AIGETOA representatives should not be converted into disciplinary action merely for raising employees' grievances.
7. Responsibility may be fixed for continuous violation of transfer policy and provisions related to ERP struck off from BSNL CO.
8. Responsibility may also be fixed for delay in disposal of the genuine grievances submitted by various executives much beyond the timeline specified by BSNL CO in its own order dated 09.05.2026.
9. Immediate rollback of the disciplinary action against AIGETOA office Bearers which has been initiated based on vindictive thought process for raising the genuine concerns for the welfare of the employees.

AIGETOA further expects that legitimate representations made by the recognized association will not be converted into disciplinary proceedings merely because the representatives have raised questions concerning administrative functioning or sought accountability from senior officers. **The right of a recognized association to raise employee grievances is an essential part of a healthy industrial relations mechanism and cannot be allowed to become subject to the convenience or whimsical thought process of Management.**

The present matter has now acquired an institutional dimension. It concerns not merely the nine office bearers facing disciplinary proceedings, **but the confidence of more than 10,000 Executives in the fairness of the HR administration.** If complaints against the senior officers, violation of the policy and actions based on the whimsical thought process remain unattended **while action against employee representatives is initiated with exceptional speed, the credibility of the entire administrative process is bound to come under question.**

AIGETOA, therefore, calls upon the CMD BSNL and Director (HR) to personally intervene and ensure the needful corrective action immediately. AIGETOA expects that the Management will not allow the present situation to further erode the confidence of employees in the HR administration. **Fairness cannot be selective, accountability cannot be one-sided and disciplinary procedure cannot be allowed to become a tool for taking vindictive actions against raising the concerns on behalf of 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 (Telecom),** Department of Telecommunications, Sanchar Bhawan, New Delhi for kind information and necessary consideration.
4. **Shri K. Balaji Ji, Joint Secretary (Admin),** Department of Telecommunications, Sanchar Bhawan, New Delhi for kind information and necessary consideration.

5. **Shri A. Robert J. Ravi, Chairman & Managing Director,** BSNL for kind information and necessary intervention.
6. **Shri Surendra Kumar Pandey Ji, General Secretary, BMS** for kind information.
7. **Shri Rajeev Kumar Kaushik, PGM (SR/Pers),** BSNL Corporate Office, New Delhi for information.