



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Respected Shri. Jotiraditya M. Scindia ji,
Honourable Minister of Communications,
Government of India, Sanchar Bhawan,
Ashoka Road, New Delhi 110001.

No. SNEA CHQ/GoI/MoC/Corr/2025/SET

Dated 19th June 2026.

Sub: Request for kind intervention and directions to BSNL Management for stopping ongoing SET Recruitment and reviewing succession plan by exploring opportunities to internal talent.

Ref: Letter No. SNEA CHQ/Corr/DoT/2025-28/SET Dated 25/02/2026.

Respected Sir,

At the very outset, we convey sincere thanks and gratitude for the initiatives by your high office for having its own Management of BSNL and directions to DoT/ BSNL for the succession plan under HR Management of BSNL exploring opportunities for internal talent.

As immediate action, BSNL management also has projected that SET recruitment in BSNL will be the succession plan for filling vacant posts at GM/PGM level, which is misleading information.

Since initiation of SET Recruitment process by BSNL, we have brought to the notice of all concerned in BSNL that **the present SET recruitment process is defunct & defective and it is not the succession plan as desired by the High Office of Honourable MoC.**

Though initially there was reluctance on part of BSNL management, but after elaborate submission by us, our concern was agreed to some extent and the registration process was extended, projecting that once directions are issued by DoT, the same will be cancelled. We were informed on our repeated queries that the process of SET recruitment is started as per directions of DoT and were directed to take up issue with DoT for cancellation as per our demand.

Accordingly, we have taken up this issue with Respected Secretary DoT, vide letter under reference and its copies were submitted to your high office, office of Honourable MoSC and CMD BSNL with request to stop SET recruitment process and review it for giving due consideration and weightage to Internal Talent of BSNL. Copy attached.

Thereafter, we have pursued this issue at all levels and submitted all relevant facts to the Office of Director HR BSNL, CMD BSNL, Joint Secretary Admn DoT, Additional Secretary DoT and high office of Honourable MoSC explaining issues with defective and defunct SET recruitment Process.

We have tried our level best to get an opportunity to have a meeting with the Respected Secretary DoT to explain the serious issues in the SET Recruitment Process, but we could not get an opportunity due to the busy schedule of his office.

But we have updated our serious concern and factual position on this issue to all concerned officers in DoT and we were happy to see that each and every office has principally agreed that the ongoing SET recruitment process is defective & defunct and it is not at all a succession plan as desired by your high office.

After elaborate submission and response from all concerned offices and developments thereof, we were hopeful that the SET Recruitment Process will be stopped, but all of sudden BSNL management has declared the date of SET Examination on 05/07/2026.

From the present response we feel that it is an attempt to recruit some individuals in the name of SET (Senior Executive Trainee) who will always be junior in BSNL and will not reach the requirement of succession plan desired by your high office in next 20 years, when requirement of BSNL is immediate.

On our queries, we are again being informed that date is declared due to pressure from your high office which may not be correct, **but we have no option other than believing on such pressure as defective SET recruitment is started without review of the issues projecting that such defectively recruited SET will be the officers leading BSNL from front.**

Sir, the following are prominent issues which make the ongoing SET recruitment process defunct and defective and hence needs cancellation at this stage.

1. BSNL is a PSU and as per DPE Guidelines in PSU there cannot be multiple entry levels in Executive Category. Here BSNL is recruiting SET as well as JTO with same qualifications and service conditions neglecting internal talent with higher qualification and experience. This is in direct violation of DoPT/DPE Guidelines on the subject.
2. Due to arbitrary changes in MSRR by BSNL management in Year 2023, the SET or existing MTs will be in common pool of AGMs which is Middle Management and none of them is allowed to reach to the senior Management level as being projected to your high office which is practical need of BSNL.
3. Already JTOs are recruited by BSNL with GATE Qualification for years together and all of them are stuck at JTO level and even no single promotion happened for them since the last twelve years and no chance of their promotion in the next ten years. All of them have similar or higher qualifications as required for SET, but they are barred from appearing in the examination due to age criteria.
4. The SET recruitment is being done at BE/B Tech qualifications which is lower than the JTOs working in BSNL and this is against initiatives of your high office for giving opportunities to Internal talent of BSNL.
5. BSNL has started the simultaneous processes for recruitment of SET at E3 Scale and JTO at E1 scale and **qualification for both the Examinations is the same, which is wrong.** This will create further anomalies as after some time both the cadres will be stagnated at SDE/AGM level and no further career progression is possible due to defective MSRR 2023.
6. We have requested BSNL management for corrective action on this defective MSRR 2023 and mainly restoration of process which was allowing internal talent also, but BSNL management has taken stand that MSRRs were

revised in 2023 and why the same was not opposed at that time. We have explained that we have raised all such issues at that time but we were assured that it will be corrected in due course of time and there will be no recruitment in BSNL as the overall recruitment in BSNL is banned by DoT as per cabinet decision.

7. Opening outside channel with lower qualification and without any scrutiny through interview or higher qualification as was available under MTRRs , excluding the Internal Executives is an insult to more than 15000 executives of BSNL with E3 and above scale who are serving BSNL for years together these higher qualification JTOs are denied.
8. Further when ample officers of desired level, experience and qualification are available in BSNL and they are not given opportunities to take positions, it is expected that SET recruits will be part of the succession plan. We are surprised that either BSNL is deliberately giving wrong information or working under so called pressure and compulsion that even though they know that this SET process is defective, they are still going ahead with it.
9. BSNL has already about 40 ITS officers who are own officers of BSNL, but none of them is given posting as CGM and some were selected as CGM through rigorous process, they were reverted as GMs
10. With the same intention BSNL has recruited DR DGMs but in the last 13 years of process none has reached to CGM level and there is no chance for these SET to reach even at GM level.
11. BSNL has already recruited MTs (equivalent to present SET) who are senior to these SET and even after process of ten years, these MTs have not even reached level of AGM and we are surprised that SET which are being recruited at same level with process yet to start and it is projected that they will reach GM/PGM level.
12. BSNL is already facing litigation on the MT/SET process conducted by BSNL and this one more attempt on part of BSNL will call for similar or more litigations again wasting lakhs of rupees of BSNL and mainly of precious time of years together will be wasted and BSNL will not be position to have its own management as desired by the Government.

We have already elaborated many other points in our submission to Respected Secretary DoT, but unfortunately none of the fully justified points, is given consideration and hence we are compelled to write directly to your high office, requesting immediate and kind intervention in this serious matter concerning BSNL and its executives.

Sir, from all above actions, unfortunately it seem that this is one more attempt to mislead the Government and see that any action by your high Office for Own Management is not materialised due to defective and non-practical process and finally the Own Management of BSNL does not come into existence as happened in the last 25 years of formation of BSNL.

As such, the step of recruitment of SET is not the step for immediate Own Management of BSNL and **we fear that against desired and decision by your high office, BSNL will not have its own management for next 20 years as neither officers in E3 to E9 and above scale are allowed to be part of Own Management and this SET will be part of AGMs serving in BSNL and cannot reach management for years together.**

We do not blame anybody, but the projection of SET Recruitment is not going to benefit in any way to BSNL, rather it will demoralise the 15000 existing officers in BSNL who are waiting for their career progression and **here DoT and BSNL is in need of directions from your high office to stop the ongoing defective process of SET recruitment damaging image of BSNL.**

In view of above we humbly request your honour for kind intervention and stopping the ongoing SET recruitment Process and direct BSNL management to review the steps for having own Management of BSNL or establish that the SET recruitment is really succession plan for Own management and there is no other alternative available with BSNL management to meet directions of your high office for having succession plan for officers on deputation and to have own management of BSNL.

Sir, we are ready for submission of documents in support of our say and we will be highly obliged if your honour directs any responsible officer in DoT or any officer nominated by your high office to discuss about the serious concern raised by us so that your directions of Own Management of BSNL really comes true and at least after silver Jubilee year, BSNL has its own management.

Cancellation of SET recruitment, will not only save Crores of rupees of BSNL which are being wasted on this ongoing defective process of SET recruitment but it will be morale boosting for all existing Executives in BSNL which will create positive energy among them as they will have feeling that they are given opportunity for higher position.

We are hopeful that our request will be given due and timely consideration to settle the unrest among the executives and maintain industrial peace required for achieving high targets given by DoT/GoI.

With Warm Regards,

Sincerely Yours,

Encl: AA



Mahadev S. Adasul
General Secretary
SNEA CHQ

1. Honourable Minister of State Communications for kind information please.
2. Respected Secretary DoT for kind information and with request to give justice to serving executives in BSNL by stopping this defective SET recruitment Process.
3. Additional Secretary Telecom DoT for kind information please.
4. CMD BSNL for kind information please.