



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Respected Shri. Amit Agrawal ji,

Chairman DCC and Secretary Telecom, Dept of Telecommunications,
Government of India, Sanchar Bhavan,
Ashoka Road, New Delhi 110001.

No. SNEA CHQ/Corr/DoT/2025-28/SET

Dated 25th February 2025.

Subject: Request for kind intervention to review and Stop the ongoing SET Recruitment process started by BSNL and take corrective action to meet the practical requirement of BSNL with priority to internal talent within BSNL.

Ref: SET Recruitment Notification Dated 29/01/2025 issued by BSNL.

Respected Sir,

On behalf of thousands of Executives of BSNL and on my personal behalf, I convey heartiest congratulations to your honour for taking over the charge of Secretary Telecom and Chairman DCC and we are pleased to see your day and night involvement in overall activities of DoT and functioning of BSNL, the strategic PSU declared by Govt of India.

We want to submit the following few lines about the process initiated by BSNL Management for forceful action for recruitment of SET DR for kind and sympathetic consideration and intervention from your high office.

Sir, vide notification under reference above, BSNL Management has issued notice for Recruitment of SET DR and it has created mass unrest among the serving executives in BSNL as BSNL Management has kept on hold all HR issues of BSNL Executives and even simple issue of transfer posting of executives who have completed all India Hard Tenure are not given consideration stating that any such action will affect the achievement of targets of Financial Year 2025-26.

When there is total deadlock on HR issues of BSNL Executives, this notification of SET DR has come as salt on wounds of these deprived executives and this has created mass unrest among executives against present management of BSNL and it is feeling of one and all in the BSNL that the present management of BSNL is deliberately working against interest of Executives in BSNL.

Taking note of it, we have taken up this issue with all concerned including CMD BSNL and tried our level best to convince the Management about this one sided action and the explosive situation in BSNL creating wherein Executives are frustrated to such extent and ready to go to any extent.

We are happy to see that BSNL management has initially agreed to our concern and assured to keep on hold the SET Recruitment as discuss the issues a fresh, but even after the said assurance the process of SET Recruitment is going on as online applications are being called continuously and no firm and till today no formal or

concrete discussions are held on this issue creating doubt on the real intention on this process of SET Recruitment.

On our requests and submission of facts thereof our concern is agreed by BSNL management, but we are informed that SET recruitment is started as per directives of your high office i.e. Department of Telecom and the same cannot be stopped at level of CMD BSNL and hence we are compelled to take up matter with your high office for kind intervention and with humble request to keep on hold the SET recruitment Process.

We agree that there is need of own Management of BSNL, rather it is one of our demand for years together and we have taken up this issue continuously, but fact is that SET recruitment is not part of the required management and **it is one more attempt to mislead your high office and office of Honourable MoC that the SET DR recruitment is being done as substitute arrangement of ITS Officers working in BSNL on deputation or to have officers required in BSNL management.**

In this regards, it is to inform that all the ITS officers are working at level of GM to Circle Heads and there are many BSNL Absorbed and recruited officers in BSNL who are and will be senior to these SET DR being recruited by BSNL by wrongly projecting it as succession plan as substitute of ITS Officers working on Deputation of BSNL. Thus Recruitment of SET in BSNL will not be a succession plan for ITS officers on Deputation as directed by your high office.

As per provisions of MSRR 2023, the MTs recruited by BSNL as internal candidates and already joined in BSNL and these SET being recruited now, will not reach to the position of GM in next 15 to 20 years as the recently modified provisions of MSRR 2023 do not permit it. The details are attached as **Annexure-A**

It may be please seen that the SET recruitment is not an immediate succession plan for replacement of ITS officers on Deputation to BSNL by Year 2027 or even for next 20 years as existing MTs and Proposed SET/External MTs are not going to reach these positions in coming years but for next 20 years due to arbitrary changes made in MSRR 2023.

Apart from the existing MTs, BSNL is having about 15000 Executives working in E3 and above scale, whose career progressions are blocked as desired action to overcome manmade hurdles is not initiated and when submitted by us, the same is not agreed by the Management. The details of Executives of different cadres and wings who are drawing pay scales in E3 or above is attached as **Annexure-B** for ready reference. This makes it crystal clear that more than required officers are already working in BSNL to meet urgent requirement of Succession plan of ITS Officers on Deputation, but no action is being taken by BSNL Management to position them, but it is wrongly projected that there is no internal talent in BSNL and only Recruitment of SET is the succession plan for ITS officers on deputation.

It is to further bring to your kind notice that BSNL management is not resolving any HR issue of executives and particularly in the last six months HR issues are kept aside including routing Quarterly transfers of Executives working at all India hard tenure stations. We have repeatedly submitted all these HR issues wherein list contains issues with no financial implication, some financial implications, and every time we are directed by CMD BSNL to take up and discuss issues with Director HR and we have hundreds of rounds of discussions with Director HR, but we see that practically post of Director HR is defunct as all functional powers are unofficially withdrawn and are taken over by CMD BSNL. The list of such issues which we have submitted repeatedly to Director HR and CMD BSNL is attached as **Annexure-C** for ready reference of your high office to give an idea about deliberate negligence of BSNL

management on HR issues of the executives and mass unrest thereof. By starting the SET recruitment process in February month, BSNL management has put salt on wounds of the serving executives and this has created mass unrest among the executives. We request your high office to take serious note of unrest among serving executives due to deliberate attempts to keep on pending all HR issues and false projection that Management is focusing only on development and HR issues are locked till April 2026.

Apart from this we have consolidated the list of important points why we are opposing SET DR Recruitment and details are attached as **Annexure-D** for ready reference of your high office. All these points are brought to notice of CMD BSNL and relevant officers and majority of points are agreed also, but it is reported that SET recruitment is started as per DoT directives and hence BSNL Management cannot stop.

While framing these RRs and thereafter many times we have represented violations of DoPT guidelines in framing MSRR 2023, and it was always assured to correct it, but the same was never followed by BSNL Management. **Annexure-E**

We agree to some extent that DoT may have instructed for succession plan of ITS Officers on deputation from DoT to BSNL, but definitely DoT has not directed BSNL Management to go ahead only with SET Recruitment that to be with all such violations and one sided actions without consultation among stakeholders.

Important point is that this SET Recruitment is being done on MSRR 2023 which has many lacunas on SET utilisation as a succession plan. We have pointed out these details, but the earlier management has always assured us that MT/SET Recruitment will be limited only for Internal Quota and not from External quota and accordingly we are pursuing with present management. But CMD BSNL is of the opinion that MSRRs for SET are framed in Year 2023 and he is not responsible for whatever are the issues with MSRRs drafted before his joining and hence he is moving ahead with it only just because of directions of DoT as succession plan for replacement of ITS on deputation and we are being informed that it is no way affecting career of serving BSNL Executives.

It may be please seen that the MTs/SETs will be promoted as just AGMs and they will be placed in the common pool of all AGMs and naturally they will be junior most in all respects and this defeats the very purpose of succession for senior management as being projected by the BSNL Management. We have updated these details and our concern is agreed by Director HR but no corrective action is taken and management is moving ahead with forceful recruitment of SET DR calling for further litigation.

In similar manner, BSNL management has already done two attempts as a succession plan by Recruiting DR DGMs in Year 2012 and MTs in 2022, but both the processes are made defunct by replacing MSRR 2009 by 2023. BSNL management is not ready to learn from past and we are of the opinion that DoT , office of MoC and MoSC are once again misinformed by wrongly proposing defunct, non-implementable succession plan in compliance with Honourable Minister of Communications through DoT to have own management of BSNL at least after 25 years of services .

BSNL management has to take review on posting of GMs/PGMs and CGMs but all these powers of CGM are withdrawn and not with BSNL management and hence many posts at level of CGM and PGM are vacant and at many places excess GM/PGM level officers are posted. The details attached as **Annexure F**

Further there is acute shortage of JTOs/JEs in many Circles and hence we have repeatedly requested for recruitment of JTOs/JEs in BSNL, but the same is not given consideration stating that BSNL facing huge financial crunches and recruitment is banned by DoT since VRS 2019. When there is no money with BSNL to pay dues of serving executives, in recruiting practically required JTOs/JEs then why money is wasted for recruiting SET with lateral entry at E3 level when BSNL already has 15000 Executives with E3 and above pay scales.

Further it is to inform that MT recruitment and related processes were litigated for four years and now also court cases are pending at CAT Chandigarh and CAT Jabalpur and decision in these court cases is yet to come.

Further as per notification by BSNL, the Examination Fee being collected from the aspirants of SET is Rs 2500 per head which is non –refundable and unfortunately this money is being collected for known defective process and BSNL management is playing with sentiments of the India Youth by calling applications against this known defunct process which cannot be implemented by BSNL as it is.

Already image of BSNL is downgraded due to such recent acts and this attempt of cheating to young engineers will be big damage to BSNL and hence immediate action is required for stopping the SET recruitment Process and to have well defined Succession plan for having BSNLs own management is silver Jubilee year of BSNL. The last date for submission of application and payment of fees is 07/02/2026 and till now lakhs of Engineering Graduates have paid the examination fee and in this last week number of applicants paying fees will be in multiples and hence BSNL has to stop this process immediately.

As on today, BSNL management has stopped all expenditure including that critically required work on day to day basis and this SET recruitment with Crores of Rupees expenditure is being pushed further even after opposition from each and every corner of India and this is being done under pressure from your high office.

As BSNL has not stopped window for SET recruitment even though assurances to us at initial stage, the applicants continue to register and pay Rs 2500 per head and when chances of SET recruitment in BSNL are less and by now thousands of young engineers have registered. This will be cheating the young engineers to want to start their career in the BSNL and this will further damage the image of BSNL.

It is understood that under pressure of DoT, the process of recruitment will be further extended, this is nothing but continued cheating of Indian Public, which is definitely not the aim of the GoI/DoT.

Thus there are multiple issues in this SET recruitment process and BSNL management has principally agreed with these issues but has not stopped this SET recruitment process in await of clear directions from DoT and it is being informed that this process started as per directions DoT and cannot be stopped by BSNL.

In view of above we request your honour for kind intervention and direct BSNL Management:

- A. To Stop or keep on hold the ongoing process of SET RR Recruitment with immediate effect and stop collecting Crores of rupees non-refundable Examination fees on defunct process.**
- B. To prepare a practical succession plan or plan for own management of BSNL in this Silver Jubilee Year of BSNL by holding discussions with the Recognised Majority Representative Association.**

- C. To prepare a succession plan by carrier progression of own officers of BSNL starting with BSNL absorbed ITS officers, then all the officers in E3 and above pay scales by giving due consideration to overdue promotions.**
- D. To review MSRR 2023 in tune with DoPT Guidelines with due priority to executives working in BSNL.**
- E. Ensuring minimum five time bound functional promotions as assured by DoT while absorption of officers in BSNL so that own officers of BSNL reach the Managerial position.**
- F. To start the Process of Recruitment of JTOs/JEs to meet the present field requirements and to meet real challenges in the Telecom sector and to provide quality services to Customers as per directives of GoI.**

Sir, we are ready for submission of documents in support of our say and we will be highly obliged if your honour spares few a minutes from your busy schedule or directs some responsible officer to discuss this issue with us.

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



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Honourable Minister of Communications for kind information and with humble request for kind intervention in matter of wrong interpretation of directions issued by your high office for succession plan for ITS officers on deputation to BSNL and to have own management of BSNL in its silver jubilee year and oblige.
2. Honourable Minister of State Communications for kind information and intervention in this matter of playing with sentiments of young engineers of India by calling applications with non-refundable fees on the basis of the defunct process.
3. Respected AS Telecom for kind information and with request to look into this defective SET recruitment process and request to give us suitable time from your busy schedule to update factual position in this defunct SET recruitment process and oblige.
4. CMD BSNL for kind information and with one more request to stop this defunct SET recruitment process without any further delay and to have a full proof and practically working idea to meet directions of Hon Minister of Communications for having own Management in the silver Jubilee year of BSNL.