



# Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBFA, BTU)

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BDM/2025-26/30

Dated 22.01.2026

To,  
Shri A Robert J Ravi,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
Janpath, New Delhi - 110001.

**Subject: The proposed Senior Executive Trainee (SET) Recruitment by BSNL in the guise of management succession plan - our strong opposition thereof, Regarding.**

Respected Sir,

Bharatiya Doorsanchar Manch places on record its **strong and categorical opposition** to the reported move of BSNL management to proceed further with the **Senior Executive Trainee (SET) recruitment process**.

It has come to our notice that despite **unanimous and strong opposition from all the recognized BSNL executive associations**, and despite submission of a **joint representation by SNEA, AIGETOA, SEWA BSNL and AIBSNLEA** on 14.11.2025, the management is still moving ahead with the SET recruitment. This approach has caused **serious resentment and deep unrest** among the serving executives of BSNL.

The proposed SET recruitment, in the guise of "succession plan", is **unjustified, arbitrary and detrimental** to the organisation for the following reasons:

**1. Gross violation of promotional rights:**

The move directly undermines the legitimate career progression of thousands of BSNL executives who are awaiting the long-pending promotions to SDE, AGM and DGM levels despite possessing higher qualification and greater domain experience. Any external or lateral recruitment at senior levels demoralizes the internal talent that has sustained BSNL through its most difficult years.

**2. Failure of past external recruitment experiments:**

BSNL's earlier experiments with lateral recruitment of MTs and DR DGMs have not yielded the desired results. Instead, such measures have weakened morale and created internal disharmony, while the search for successors at GM/PGM level still remains unresolved.

**3. Internal capability already exists:**

BSNL executives have consistently proven their capability by independently managing operational areas, business areas and field units across the country. **Undermining this strength through forced external induction is counterproductive and against the interests of BSNL.**

**4. Severe financial burden:**

At a time when BSNL is under strict financial constraints, the proposed SET recruitment will impose a **huge avoidable expenditure** in the form of recruitment costs, training costs and long-term salary liabilities, which the company is not in a position to afford.

## 5. Discriminatory and demoralizing approach:

The continued preference for external or deputation-based officers at higher levels, while denying fair growth opportunities to absorbed BSNL executives, has created wide disparity and frustration, seriously affecting industrial harmony.

It is pertinent to highlight that **all executive associations are unitedly opposing the move towards SET or DR DGM recruitment and the same has been conveyed formally also.** Ignoring such a unanimous stand will only aggravate unrest and mistrust and will further ignite the prevailing unrest due to continued neglect of Internal Workforce of BSNL.

**Bharatiya Doorsanchar Manch (BDM) non ambiguously submits that** if the SET recruitment process is pursued further, the Manch will be **constrained to launch Organisational action programs**, including street-level protests, to protect the interests, dignity and career prospects of BSNL executives. The responsibility for any industrial unrest arising out of this decision will lie solely with the management.

In view of the above, we **strongly demand**:

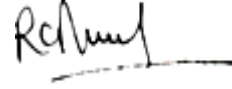
- Immediately **halt and withdrawal of** any further action on SET recruitment.
- No external or lateral recruitment at senior executive levels.
- **Execution of Long-pending promotions for all the eligible** and evolving a genuine succession plan based on internal talent, in consultation with executive associations.

We sincerely hope that the management will appreciate the gravity of the situation and take a **prudent, fair and executive-friendly decision** in the larger interest of BSNL.

**With Regards**



**(Chairman)**  
**General Secretary, AIGETOA**  
**8373967633**



**(Convener)**  
**General Secretary BTEU BSNL**  
**9415000770**

**Copy to:**

1. **Shri Jyotiraditya M. Scindia Ji, Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi** for kind information please.
2. **Dr. Pemmasani Chandra Sekhar Ji, Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi** for kind information please.
3. **Shri Amit Agrawal Ji, Secretary, Department of Telecom, Sanchar Bhavan, New Delhi** for kind information please.
4. **Shri Gulzar Natarajan Ji, Additional Secretary (T), Sanchar Bhavan, New Delhi** for kind information and intervention please.
5. **Shri Ravindra Himte Ji, General Secretary, Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi** for kind information please.
6. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi** for kind information please
7. **Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board, BSNL Corporate Office, New Delhi** for kind information please.
8. **All other Directors of BSNL Board for kind information please.**
9. **Shri Rajeev Kumar Kaushik Ji, PGM (SR), BSNL CO New Delhi** for kind information and n/a.