

**Update on discussion of Team AIGETOA with the Authorities at the office of Hon'ble MoC, DOT and with BSNL management on the current burning issue of SET Recruitment along with other long pending BSNL executive HR issues.**

Today, 4th February 2026, the AIGETOA team continued discussions with the BSNL management on the ongoing issue of stoppage of SET Recruitment Process. **The discussion was held in continuation of Last Two Day's meeting and today much ice has melted with management agreeing to take a thorough review on the issue tomorrow with the HR team vis-à-vis the concerns raised by BDM.** Management side assured us that they are looking into the matter and advised us to exercise restraint. We requested for an immediate action on stopping the process.

As there has been references to the DoT and higher offices on this issue during discussions with management, Team AIGETOA consisting of General Secretary, All India President and AGS-II today visited office of Additional Secretary (Telecom) to apprise him of this situation. As per the directions thereof, we met DDG(C&A) and apprised him of the situation and the prevailing unrest. **We said when at this juncture, when the focus should have been on increasing the revenue, this action of SET Recruitment by BSNL has resulted into a huge turbulent situation where each and every executive of BSNL is feeling humiliated.** We also apprised him about the current situation of executives and the experience and qualification profile of the executives along with remaining years of service. We also apprised him about the stagnation faced by the executives. We said, if this recruitment happens, it will demoralise the cadre like anything and will result into huge unrest in the rank and file of BSNL. He assured to take up the matter immediately with BSNL. On the sidelines, we also discussed about the submission of AIGETOA with respect to extending the promotions to all eligible.

**A very important discussion with respect of resolution of issue of extending the standard pay scales of E2 to JTO/JAO equivalent and E3 to SDE/AO equivalent was also held.** As informed earlier subsequent to our meeting with Hon'ble MoC and MoSC, **the issue has moved again.** We can definitely expect some positive movement now. Discussion was held on increasing the SAB Contribution also. On the important issue of 3<sup>rd</sup> PRC, **it was informed that DoT has sought some inputs from BSNL and told us to follow with BSNL for expediting the inputs.** We shall be following the same with BSNL also.

Thereafter, AIGETOA Team met PS to Hon'ble MOC, as per the instructions given earlier during our meeting with Hon'ble MoC and held the discussion on the following points:

**1. Stopping of SET recruitment immediately and issuing promotions to all eligible executives:** We elaborately explained this issue. We informed that management is making recruitment of freshers with same qualification at two level of entry which is in complete contravention to the prevalent norms of any PSU. **BSNL is having executives with domain experience ranging from 8 to 30 years but BSNL management is ignoring internal talent. Situation is so worse that even the GATE-qualified JTOs with 99-95 percentile with same educational qualification and similarly JAOs with same qualification and much greater experience are being ignored and management is trying to induct freshers at a higher level with no standard examination in place.** We requested for his urgent intervention and requested to prevail upon BSNL Management to ensure that internal executives are given sufficient career progression opportunities and immediate promotions to the next grade for all the eligible executives. We also explained the promotion issues and the need of the hour to issue promotion orders to all eligible executives to encourage them to increase revenues and morale of employees. It was assured that necessary intervention is being done and BSNL has been asked to give the inputs.

**3rd PRC issue:** We discussed this issue at length and explained that proposal for revision of the pay and implementation of 3<sup>rd</sup> PRC with 15% fitment was sent with full BSNL Board approval when BSNL was in complete loss and revenue position was in a worse precarious state. **We highlighted that BSNL has come far off from that position and today the revenue is much better with increasing operational profit Year on Year basis. Hence its time that BSNL employees should be extended the 3<sup>rd</sup> PRC.** We also told that affordability waiver for BSNL is a rightful demand by us given the circumstances in which BSNL is placed. We emphasised that the swadeshi Technology being in a developing stage there are definite issues in the network coverage and till the network becomes stable and at par with private operators, it's very difficult to increase the revenue. Further, there is huge infusion of capital in BSNL which results into depreciation reflecting negatively in the Balance Sheet of BSNL, and hence coming into absolute profit is very difficult as on date till the network is developed fully. Employees of BSNL should not face the brunt of doing selfless service to the nation and hence the 3<sup>rd</sup> PRC must be extended now to them. It was informed that the issue is under consideration and inputs have been sought from BSNL. **However, it is our categorical opinion that the issue of affordability waiver requires much higher intervention and AIGETOA and BDM team is taking all efforts to reach to the highest echelons. With our perseverance and firm support of the employees, we are very sure that this issue is definitely going to be resolved.**

**E2&E3 standard pay scale implementation in BSNL:** We explained this issue which is pending since the inception of BSNL and discussed the solution along with the BSNL board approvals and also submitted all the relevant supporting documents. We received a positive response regarding our concerns.

**Increasing the SAB contribution:** We discussed this issue and explained the provision of the separate pension scheme for BSNL Recruits in the Rule 37A orders during formation of BSNL which was never implemented in BSNL. We also explained the state of affairs and the perilous situation of BSNL Recruits in case some untimely demise occurs to the sole bread winner of the family. We requested for the kind intervention with BSNL for increasing the SAB Contribution.

**BSNL viability issues:** Issues related to BSNL viability and the practical problems being faced by the employees in increasing the revenue and market share was also explained. We were assured of necessary support and intervention in setting the issues.

In the evening, AIGETOA team again met BSNL management and continued the discussions on stopping the SET recruitment and issuing promotions to all eligible executives. **Finally at the end, there was a categorical assurance by the management to revisit the SET recruitment process and we were told that tomorrow HR team will meet on the way out to address the concerns raised and to have a revisit on the decision to continue with the recruitment.**

Dear friends, with today's pursuance at different levels, we have definitely witnessed a change in the stand of management and the earlier reluctance with respect to stopping the process has now changed and we expect a positive outcome. We remain receptive to the best and prepared for the worst. **We will keep one and all about the developments and would like to firmly reassure all that no stone will be left unturned to ensure that this SET Recruitment is stopped at all costs.**

Together We will Achieve Everything.

**Team AIGETOA CHQ**