

AIGETOA's Stand on SET Recruitment and the Role of Associations in BSNL

A large number of queries are being received regarding the SET Recruitment notification and the actions taken by AIGETOA. **We wish to clearly inform all executives that AIGETOA is the only association which has consistently opposed the SET Recruitment process through both organizational and legal means.**

Immediately after the Rectt notification, **AIGETOA lodged a strong protest and received assurance from management that the examination process would be deferred.** In the combined meeting of the three associations (AIGETOA, SEWA and SNEA) also, CMD BSNL himself assured that no action would be taken towards conducting the SET examination. However, contrary to these assurances, the recruitment process has again been allowed to continue. In March, three associations decided to Protest but as usual, GS MA backtracked at the end moment leaving promotions as well as SET deferment in lurch. **AIGETOA filed a court case also considering the urgency of the situation. AIGETOA also served a pre-notice with work according to rule protest.**

It is understood that, GS MA has later conveyed that he will be happy if the eligible internal candidates satisfying age and qualification criteria should be permitted to appear in the examination. It is important to note that such candidates were already eligible under the notification, except for additional relaxations. **Such statements by a recognized mouth piece indirectly legitimized the SET recruitment process and weakened the collective resistance against it.**

In this situation, **AIGETOA has remained the lone voice fighting against executive victimization while MA has largely remained silent or mostly supportive of management's stand.** When MA projects itself as the sole representative body and the largest association before management and DoT, while avoiding strong opposition on critical issues, **management naturally attempts to marginalize the genuine resistance of AIGETOA.**

Despite all odds, AIGETOA, with the support of BMS/BDM, has continuously fought for executives' rights and policy corrections in BSNL. Due to sustained pressure and organizational efforts of AIGETOA/BDM (Documents are mostly available in common domain):

- * Face recognition attendance systems, APAR and Salary linkage with Daily Diary App, and Asset Ambassador-related measures were resisted and scrapped.
- * Mobile reimbursement limits were enhanced and Laptop Reimbursement was started for field units.
- * Several committees were formed to address long-pending HR and policy matters. All are awaiting clearance from the apex in BSNL.
- * Wage Negotiation Agreement pending since 2018 was signed only when the issue was precipitated on the platform of BDM.
- * Pending transfer discrepancies are being reviewed and corrected. AIGETOA filed as many as four court cases by becoming a direct party to support the affected individuals.
- * Issues related to Promotions, residual 2nd PRC matters, Pay, Pension, and HR reforms have gained attention at higher levels with MoC/MoSC directing BSNL/DoT to resolve the issues on priority.
- * Internal Managerial Hierarchy discussions were initiated and committee has been constituted to finalize the modalities.
- * Pressure was mounted against continued deputation extensions and promotions of DoT officers against BSNL posts and success was achieved with the issuance of OM in April'26 by DoT.
- * The demand for "One Company – One Policy" and parity in Pay, Perks, and Pension between the regular employee's vis-a-vis the employees on deputation has been consistently pursued.
- * AIGETOA being the only association to demand posting of regular CMD for BSNL and also the only association to oppose the repeated extensions being given to the ad-hoc arrangement.
- * Approval of Sabbatical Leave in BSNL: A brain child of AIGETOA getting success.
- * Release of New Unlimited Deputation Policy for BSNL Executives.
- * Release of struck up revised IDA implementation through BMS.
- * Its AIGETOA/BDM which lead many protest campaigns in BSNL. **It is AIGETOA/BDM which has again served the notice for resolution of the issues.**

Has anyone seen anything from MA in regard to various issues – Any Protest, Any LHD, Any written Objection- Never. "GS MA remains limited to Sorry Sir, Thank You Sir". Some vested interest groups call AIGETOA efforts as Membership and MV stunts. Can those vested interests reply, what stops them from doing the same. Why GS MA is so much reluctant to raise voice.

Regarding the ongoing SET Recruitment process, AIGETOA has already taken the following steps:

- 1. Organizational protest was launched immediately after the notification in January.**
- 2. Legal recourse has already been initiated; notice has been issued to BSNL and hearings have commenced.**
- 3. Since management has gone back on its assurances, further legal and organizational action will now follow.**
- 4. Notice for organizational action programs have already been served by AIGETOA through the Bharatiya Doorsanchar Manch with demand of scrapping of the SET Recruitment process as a major point in the notice.**

We firmly assure one and all that AIGETOA will take all efforts to stop this injustice and abuse to the qualification, experience and commitment of BSNL Executives. We will not remain silent like GS MA.

At the same time, employees should also introspect whether silence and passive conduct on such important matters by GS MA should go unquestioned. The executives of BSNL deserve active representation, **not symbolic assurances and publicity-driven multipage updates.**

Several tall promises made by GS MA regarding 3rd PRC, Promotions, Pay Loss issues, E2 standard pay scales, 30% SAB, 22820 issues, E1+5 increments and cadre promotions have remained unfulfilled. Even the JTO to SDE promotions stalemate could not be pursued by GS MA. **More concerning is the visible absence of sustained efforts, structured submissions, or organized struggles by MA on these matters.** While outcomes may not always be guaranteed, sincere and visible efforts certainly are definitely expected. **But MA never rose to the occasion, mostly due to "Thank You Sir-Sorry Sir Practices of GS MA".**

On the contrary, AIGETOA has always acted proactively in the larger interest of executives. **We not only extended constructive support wherever required but also led struggles whenever circumstances demanded.** Unfortunately, instead of strengthening collective efforts, objections were often raised by GS MA against AIGETOA's interactions and submissions before management and DoT, which slowed down progress on crucial issues. **GS MA opposed the Tri-partite meeting of DoT & BSNL with AIGETOA by citing their representative majority association tag and showing the membership count which was definitely greater than AIGETOA but GS MA never could arrange a tri-partite meeting for them even once on their platform.** Result, things which started rolling and such regular tripartite meetings would have actively deliberated and resolved the burning issues again slowed down. Now it is left for AIGETOA to again start the ball rolling and we will definitely role it again. The struggles which were to be led by MA were done by AIGETOA and GS MA instead of extending support acted more like an obstacle and mouth piece of Management by repeatedly giving "All is Well' image.

Executives of BSNL deserve transparent answers on why strong opposition by MA was absent on critical matters affecting Pay, Promotions, Pension, and executive dignity. GS MA is answerable to each and every executive of BSNL and **all owe answers from him on why he is silent to the pain of executives, what is stopping him to raise voice, why he has been spoiling the things with immature handling of the issues and why he is objecting before management on the submissions/deliberations made by AIGETOA.** He will also have to come clean on the rumors that **he is hobnobbing with management to delay the MV and want it to be done through Check off based on the count of membership of each association in ERP instead of secret ballot.** **GS MA will have to come clean, why he is reluctant to push One PSU: One Association. Employees must also now decide who genuinely represents their interests and who merely claims representation without meaningful action. "It's now or never".**

AIGETOA will continue to fight with commitment, transparency, and determination for the rights, dignity, and future of BSNL executives. We call upon all executives to support AIGETOA in its endeavors and empower us further in pursuit of the resolution of the issues for the betterment of executive fraternity.

Together We Will Achieve Everything

Team AIGETOA CHQ