



ALL INDIA BSNL EXECUTIVES' ASSOCIATION

Tamilnadu Circle

Let us save our BSNL which saves us!

Ltr.No. AIBSNLEA/CS-TN Circle/GS-AIBSNLEA /2025-2025/ Dt.28.10.2025

To
The General Secretary,
AIBSNLEA,
New Delhi.

Subject: Strong Protest and Deep Concern Regarding Notification for Direct Recruitment of Senior Executives (Telecom & Finance) — Grave Injustice to Existing Executives Awaiting Promotion

Respected General Secretary,

Warm greetings from the Circle Branch of AIBSNLEA.

This is to convey the serious concern, resentment, and deep disappointment among our members across both Telecom and Finance streams regarding the recent BSNL notification for Direct Recruitment of Senior Executives (SETs). The decision has caused great unrest among the in-service executives who have been waiting patiently for their long-pending and well-deserved promotions.

In the Telecom stream, thousands of qualified, experienced, and highly capable executives are already serving BSNL with utmost dedication. Many of them are engineering graduates, postgraduates, and even GATE-qualified professionals, possessing technical and managerial competence equal to or greater than any external candidate. These officers have kept BSNL's network operational under difficult conditions, often performing higher responsibilities without any corresponding promotion.

Yet, despite their qualifications and commitment, a large number of Telecom executives have not received even a single regular promotion for more than a decade due to prolonged stagnation and delays in holding DPCs. Instead of resolving this long-standing issue, BSNL Management has decided to induct new outsiders directly at the Senior Executive level, which has been viewed as a serious blow to the morale of the in-house workforce.

In the Finance stream, the situation is even more painful. JAOs from the 1995, 2004, and even 2010 batches are still awaiting their regular promotion to the CAO cadre. It is worth noting that many of these officers are professionally qualified Chartered Accountants and equivalent degree holders, who have served BSNL and its predecessor departments for more than one or two decades.

Now, with the 2010 JAO batch already reaching the E4 scale, they too are fully eligible for promotion to CAO, yet no regular promotions are being processed. The long-pending CAO promotions continue to be held up due to litigation by a very small group of individuals (around 7 cases) at BSNL Corporate Office. It is highly unjust that the promotions of thousands of eligible and deserving executives across the country are being denied because of a few court cases, while at the same time, BSNL is recruiting new Senior Executives (Finance) from outside.

Such newly recruited SETs will soon be on a fast-track promotion path, thereby superseding even the long-serving JAOs of the 1995, 2004, and 2010 batches, which is totally humiliating and demoralising for the in-house workforce.

This action amounts to a serious injustice and breach of trust toward those who have been loyally serving BSNL for years, keeping its financial and operational systems stable through their hard work and dedication.

In view of the above, we earnestly request CHQ to take immediate and decisive action to safeguard the interests of our members. We specifically urge the following:

1. Immediate review or withdrawal of the notification for Direct Recruitment of Senior Executives (Telecom & Finance).
2. Immediate conduct of all pending DPCs/CPCs and issue of regular promotions in both streams — CAO (Finance) and SDE/DE (Telecom) — without further delay.
3. Separation of pending court cases from the general promotion process, so that a few litigations do not block the progress of thousands of executives.
4. Policy assurance that no directly recruited SET will supersede existing executives of any batch.
5. Formulation of a clear, time-bound, and transparent career progression framework that ensures internal executives are always given first priority before any external recruitment.

The loyalty, competence, and perseverance of BSNL's existing executives are the true assets of the organisation. Neglecting their genuine career aspirations while bringing in outsiders at higher levels will only lead to widespread frustration and an irreparable loss of motivation.

We, therefore, request CHQ to take up this issue urgently and strongly with the CMD and Director (HR), BSNL Corporate Office, to ensure that justice is done to the Telecom and Finance executives who have kept BSNL functioning with unwavering commitment.

With kind regards,

Yours Sincerely,



S.Prabhakaran,
Circle Secretary,
AIBSNLEA – Tamilnadu Circle.