

To,

**The Chairman & Managing Director,**  
Bharat Sanchar Nigam Limited,  
3rd Floor, Corporate Office,  
Bharat Sanchar Bhavan,  
Janpath, New Delhi - 110001.

**Sub: Immediate action for Stopping the Lateral Entry in BSNL and immediate scrapping of the ongoing SET Recruitment process- Regarding**

Ref: Notice for SET Recruitment dated 29/01/2026

**Respected Sir,**

With reference to above subject and matter, it is to inform that against all rules and guidelines of recruitment of BSNL Executives, and even after continued protest by Unions & Associations, BSNL management has started process of Recruitment of SET.

This issue has been discussed in depth in the meeting of Unions and Associations and it has been decided to take matter with management to Stop the process of SET Recruitment and scrap the entire process of any recruitment in BSNL with lateral Entry at any level above the JTO/JAO equivalent.

We have also discussed that management is totally negative on HR issues of Executives and Non-Executives of BSNL quoting financial condition of BSNL and such biased actions are being taken where hard money of BSNL will be wasted. This action of BSNL management has created mass unrest among the Executives and Non-Executives of BSNL and BSNL management is responsible for it.

BSNL Management is in the habit of discriminating within BSNL wherein they are following the DoT policy and PSU policy on pick and choose basis. For financial benefits, they refer to DPE guidelines and affordability clause while for making recruitments, extending pay, perks and allowances to a select group and other such decisions, they are following the DoT model. This is not at all acceptable and management must implement and uniform policy and a non-discriminatory approach.

If at all there is any need for Recruitment, it is at the highest level of BSNL policy makers who have failed in all respect despite firm infusion of funds and support from Govt in terms of many revival packages. Within BSNL, there are enough executives and non-executives with similar and higher qualification with higher domain experience who should be extended timely promotions in all streams and be allowed to assume higher responsibility by extending them a good career progression policy in line with the process followed across all PSUs.

In view of the above, we GS of Unions and Associations hereby register its strong protest against the SET recruitment notification and demand to Stop the process of SET Recruitment and scrap the entire process of any recruitment in BSNL with lateral Entry at any level higher than JTO/JAO equivalent.

We are hopeful that management will respond positively on this subject and stop SET Recruitment process immediately. If no positive action is taken by Management on this subject, all Unions and Associations will start immediate protest with various organisational activities against the biased and vindictive attitude of the management against BSNL workforce.

Thanking you,  
Yours sincerely,



Animesh Mitra  
GS BSNLEU  
9433009450



M.S. Adasul  
GS SNEA  
9423082352



N.D Ram  
GS SEWA  
9868094176



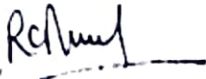
C. Singh  
GS NFTE  
9431000525



Ravi Shil Verma  
GS AIGETOA  
8373967633



R.K. Gupta  
GS DEWAB  
9868188979



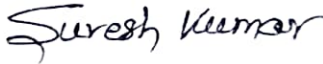
R.C. Pandey  
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Janardan Yadav  
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**Copy to:**

1. Honorable Minister of Communications Govt of India for kind information please.
2. Honorable Minister of State for Communications Govt of India for kind information please.
3. Respected Secretary, Department of Telecom for kind information and with request for intervention in this burning issue of BSNL and its executives.
4. Respected Addl Secretary Telecom, DoT for kind information and with request for intervention in this burning issue of BSNL.
5. Director HR BSNL for kind information and n/a please.