भारत संचार निगम लिमिटेड (भारत सरकार का उद्यम) निगमित कार्यालय एसईए अनुभाग, स्थापना वित्त शाखा, चौथी मंजिल, भारत संचार भवन, जनपथ, नई दिल्ली-110001	BSNL Connecting Bharat	BHARAT SANCHAR NIGAM LIMITED (A Government of India Enterprise) Corporate Office SEA Section, EF-Branch 4th Floor, Bharat Sanchar Bhawan Janpath, New Delhi-110001

No. BSNLCO-SEA/20/1/2025-SEA

Dated : 24.07.2026

The General Secretary,
SC/ST Employees Welfare Association of BSNL (SEWA)
D-3, Atul Grove Road, Behind Eastern Court
New Delhi-110001

Sub : Representation against contractual engagement of General Managers in Finance & Accounts stream and request to fill the posts through promotion of eligible departmental Finance & Accounts executives – Regarding

Please refer to your letter No. SEWA BSNL CHQ/2024-27 dated 06.06.2026 on the above subject. In this respect following points are brought to your notice :

a) It is submitted that the decision to engage General Managers in Finance & Accounts stream on contractual basis has been taken with the approval of the Competent Authority after due deliberation, considering the acute shortage of senior Finance executives in BSNL. The decision is intended solely to strengthen the Finance function and ensure efficient discharge of critical responsibilities.

b) The contractual engagement is an exceptional and interim administrative measure necessitated by the shortage of senior officers arising due to VRS-2019, superannuation and other attrition. It is not a substitute for the regular promotion process and does not affect the promotional avenues of eligible departmental executives under the applicable Recruitment Rules and judicial directions.

c) There is a significant shortage of officers in the DGM and GM/PGM grades. Since the DGM cadre is the feeder grade for promotion to General Manager, the limited availability of eligible officers has resulted in several key finance functions being managed through additional charge arrangements, adversely impacting organizational efficiency.

d) The proposal has, therefore, been formulated only to bridge the immediate leadership gap in critical finance functions and cannot be construed as a replacement of the regular cadre structure or promotion policy.

e) The contractual selection process is transparent and merit-based, requiring substantial professional experience, senior managerial exposure in large organizations and assessment through Group Discussion, Presentation and Interview, ensuring engagement of highly competent professionals.

f) The contractual General Managers shall function strictly within the policies, rules, delegated powers and accountability framework of BSNL. Their engagement will be governed by defined terms and conditions, including periodic performance evaluation. Accordingly, concerns regarding governance or accountability are unfounded.

g) The engagement of experienced professionals from the open market is intended to supplement the existing organizational capabilities by bringing specialized expertise and contemporary financial management practices. Such engagements are also consistent with the human resource practices followed by several Public Sector Undertakings and Banks to meet specialized or urgent organizational requirements.

h) The Management fully recognizes the competence and contribution of departmental Finance executives. The contractual engagement is not intended to undermine their role but only to strengthen the finance function during the prevailing manpower shortage.

i) The concern that contractual engagement may adversely affect employee morale has been carefully considered. However, the proposed engagement is intended only to address the immediate shortage of senior-level Finance executives and is being made against vacancies that cannot presently be filled through regular promotion due to the limited availability of officers in the feeder hierarchy and other administrative constraints. As such, no promotional right of any departmental executive is adversely affected.

j) The Management remains committed to filling promotional vacancies through the prescribed Recruitment Rules as and when eligible officers become available and all legal and administrative requirements are fulfilled. The contractual engagement is only an interim arrangement to ensure continuity of critical financial operations.

k) The proposal incorporates adequate safeguards such as fixed tenure, annual performance review, clearly defined Key Performance Indicators (KPIs) and termination provisions, ensuring that the engagement remains performance oriented and aligned with the organizational objectives of BSNL.

In view of the above, the representation seeking withdrawal of the advertisement for contractual engagement of General Managers in Finance & Accounts stream is not found tenable, as the decision has been taken after due consideration of all relevant factors and in the larger organizational interest of BSNL.

This issues with the approval of Competent Authority.

Tomy 24/07/2026

(Tomy K.I.)
Assistant General Manager (SEA)