

**BSNL EMPLOYEES UNION (CHQ), NEW DELHI**  
**NATIONAL FEDERATION OF TELECOM EMPLOYEES BSNL (CHQ), NEW DELHI**

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Date: 04.02.2026

To,

Shri Rajeev Kumar Kaushik,  
PGM(SR), BSNL CO.,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Sub: - **Burning issues to be discussed in the formal meeting with the Management – req.**

Sir,

Please recall the discussion held with the Director (HR) in the meeting conducted on 03.02.2026. During the said meeting, both the General Secretaries of the recognised unions expressed their deep unhappiness over the prolonged non-settlement of various staff-related issues.

However, it was decided in the meeting that a formal discussion would be held on 18th February 2026 to take up the burning issues and arrive at settlements without any further delay. Accordingly, the following items may be included for discussion in the proposed meeting.

We hope that the meeting will yield meaningful and positive results towards the settlement of the long-pending issues.

**(1) (a) Review of Cadre Restructuring and holding of LICE.**

It was assured in the last National Council meeting that cadre restructuring would be reviewed to provide opportunities to circles where TT, JE and JTO examinations could not be conducted for a long time. The issue of justification of vacant posts was also discussed, with a decision to review the cadre restructuring accordingly. However, even as of February 2026, no progress has been made, and several circles continue to be deprived of holding LICE in different cadres. In this connection, the issue relating to declaration of results of the JTO LICE for the Punjab Circle for the vacancy years 2015–16, 2016–17 and 2017–18 was discussed with the Management. However, the results are still pending.

**(b) Holding of LICE for Promotional Cadres of CSS Staff Working in BSNL Corporate Office.**

The issue regarding the conduct of Limited Internal Competitive Examinations (LICE) for promotional cadres for CSS staff working in the BSNL Corporate Office has been discussed with the Management on several occasions. However, no effective action has been initiated by the Corporate Office Management to conduct the departmental examinations, thereby depriving CSS staff of timely promotional opportunities in their service career. In this connection, we may also highlight the case of Shri Prakash Mani, TT, UP (East) Circle, who has been deprived of the benefit of promotion under the Modified Assured Career Progression (MACP) scheme.

**(2) Career Progression of Outstanding Sports Personnel.**

The issue of denial of career progression to outstanding sports personnel was discussed in the last National Council meeting. Only six candidates are involved in this case, and it was assured that the matter would be examined and settled strictly in accordance with the guidelines issued by the Corporate Office prior to the commencement of the sports events. However, no concrete action has been taken so far.

**(3) Issues arising from conversion from GPF to EPF.**

Several officials, particularly in Bihar and Odisha circles, are badly affected due to the conversion from GPF to EPF. This issue was discussed in the last National Council meeting. However, it is unfortunate that even now, EPF contributions deducted from the employees w.e.f. 01.10.2000 have not been remitted by the Management to the EPF authorities in respect of some officials, causing serious hardship to the affected employees.

**(4) Implementation of Special Concessions / Incentives for Employees in Kashmir Valley.**

The Central Government has already issued orders regarding the extension of Special Concessions / Incentives to BSNL employees working in the Kashmir Valley, and the same has also been endorsed by the Department of Telecommunications for implementation in BSNL. Despite this, it is regretted that the BSNL Management is showing reluctance in implementing the said orders.

**(5) Payment of DA to Casual Labourers.**

On several occasions, the issue of payment of Dearness Allowance to casual labourers, pending since January 2025, has been raised by the unions. It is unfortunate that while IDA is being sanctioned to regular staff and CDA as per the 7th CPC is being paid to officers, the DA payable to casual labourers, who are drawing DA as per the 6th CPC, continues to remain unpaid.

**(6) Compassionate Ground Appointment – special drive.**

It was decided in the National Council meeting that a special drive would be undertaken for Compassionate Ground Appointment (CGA), with top priority being accorded to employees who passed away while on duty. The unions had also highlighted specific cases for immediate consideration. In this context, the case of Smt. C. Manjula, wife of Late Shri C. Pandu Ranga Rao, TT, Ananthapur, which was forwarded by the AP Circle to the Corporate Office, is still pending consideration.

**(7) New Promotion Policy for Non-Executives – removal of discrimination between EPP and NEPP.**

The issue relating to the formulation of a new promotion policy for Non-Executives, aimed at removing the existing discrimination between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP), was discussed with the Management. It was decided that a Committee would be constituted to examine the anomalies between EPP and NEPP and to submit its recommendations. However, it is unfortunate that, till date, no tangible progress or improvement has been observed by the Staff Side.

**(8) Revision of Perks and Allowances for Non-Executives.**

The Management had informed that a Committee has been constituted to revise the perks and allowances applicable to Non-Executives. However, the Staff Side has not been given any opportunity to submit its views or suggestions, as no formal notification has been issued by the Management regarding the constitution, terms of reference, or functioning of the said Committee.

**(9) Sanctioning of Festival Advance.**

The issue of sanctioning Festival Advance is a long-pending matter that has been consistently pursued by the Staff Side. As the amount involved is only in the nature of an advance, it does not impose any significant financial burden on the Company. At the same time, the Festival Advance would provide much-needed financial support to employees during various festivals throughout the year. The advance can be conveniently recovered from the employees in 10 to 12 monthly instalments. Despite these facts, the Management has not yet acceded to the legitimate request of the Staff Side.

**(10) Extension of time period for Rule-9 transfer cases.**

The issue relating to the deputation period of employees transferred under Rule-9 was discussed with the Management. It has been observed that, in some cases, employees opting for transfer under Rule-9 have been allowed a deputation period of only two years. However, in recent instances, similar transfers to other PSUs have been permitted for a longer period of up to seven years. In this context, the Staff Side has requested that employees transferred under Rule-9 within BSNL should also be extended the same deputation period, ensuring parity and fairness. Further, a few officials who had reverted from JTO to JE have submitted applications requesting reconsideration of their cases and restoration of their promotion. The Staff Side has requested the Management to examine these applications sympathetically and take an appropriate decision.

**(11) Issuance of Presidential Orders to left out candidates.**

On several occasions, the Recognised Unions have drawn the attention of the Management towards the issuance of Presidential Orders to certain left-out candidates. Although the concerned circle administrations have already forwarded their recommendations to the Corporate Office, the cases are still pending without any final decision. The continued delay is causing undue hardship to the affected employees. Some of the pending cases include: Shri Babul Dutta, TT (Assam Circle); Shri Mohanlal M. Yadao, Retd. TT (Maharashtra Circle); Shri S.P. Mhapankar, Motor Driver (Maharashtra Circle); Shri Jeet Ram Thakur, JE (Himachal Pradesh Circle); Shri Brajkishore Singh, TT (Jharkhand Circle) and Shri Prasant Kumar Srivastava, TT (UP (East) Circle).

**(12) Recovery of huge amounts from Staff – request of Staff Side pending consideration.**

The Staff Side has repeatedly requested the Management to stop the recovery of substantial amounts from employees' salaries on various grounds, as such recoveries are causing serious financial hardship to the affected staff. Specific cases have been highlighted in this regard, including the case of Shri Dinesh Prasad, ATT (Bihar Circle) and Shri Manoj Sharma, SOA(G) (Madhya Pradesh Circle). Although the matter has been discussed with the Management on earlier occasions, it has not yet been considered favourably. The Staff Side requests a sympathetic review and appropriate intervention in such cases.

**(13) Holding National, Circle, and Local Council meetings within the stipulated time.**

Negotiation Committee meetings such as the National Council, Circle Council, Local Council and formal meetings with the recognised unions should be conducted at all levels and in all circles as per the prescribed schedule. It has been observed that the Management at various levels is indifferent in convening these meetings regularly.

Thanking you,

*Yours sincerely,*



**[Animesh Chandra Mitra]**  
General Secretary  
BSNLEU



**[Chandeshwar Singh]**  
General Secretary  
NFTE BSNL

Copy to: Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001