

**Resolutions adopted in AIC held at Vadtal Dham, Nadiad District, Gujarat**  
**(23.08.2025 to 26.08.2025)**

**(1) Enhanced Retirement benefits to all the Direct recruitment employees in BSNL:-**

The 7<sup>th</sup> National Conference of NFTE – BSNL held at Vadtal Dham, Nadiad (Gujarat) resolved to demand the following in connection with the retirement benefits for all the non-executive employees recruited directly from 01-10-2000 by the BSNL.

- (a) Enhance the Company's contribution to NPS from the existing level to 15% of basic pay plus IDA in tune with other CPSEs.
- (b) BSNL should create a separate 'Superannuation Fund' to support the enhanced retirement and post retirement benefits to all the BSNL recruited non-executive employees who are not eligible for Government Pension.
- (c) Scheme for medical facilities to all the direct recruited BSNL employees for post retirement period by necessary MOU with medical insurance companies so that the retired persons and their families get medical service for the rest of their life.
- (d) End the discrimination in the provident fund and pensionary benefits between the DOT transferred employees of BSNL and BSNL recruited employees.

**(2) Review the decision of cancellation of the JTO limited internal competitive examination held in Punjab Circle for vacancy years 2015-2016, 2016-2017, 2017-2018:-**

The LICES held for the promotion to JTO Cadre from JE Cadre in Punjab Circle for the vacancies of three consecutive years from 2015 to 2018 were cancelled as per the BSNL Corporate Head Quarters order dated 20-02-2024. This arbitrary and unjust decision of the management has perpetuated the disparity in career progression for the JEs of Punjab Circle with the similarly placed JEs of other telecom circles.

Hence the 7<sup>th</sup> National Conference of NFTE-BSNL held in Vadtal Dham, Nadiad (Gujarat) from 23<sup>rd</sup> August to 26<sup>th</sup> August, 2025 resolved to demand immediate review of the cancellation of three LICES for the promotion of JTO Cadre and demand the declaration of the results of the said three examinations without delay.

**(3) CGM Tamilnadu/Chennai:-**

CGMT of Tamilnadu took charge 9 months ago. He does not listen to the problems of the employees and does not show any interest to solve the issues. The circle council meeting has not been conducted. He says that he has no time to meet the unions because he is holding charge of Chennai Telephones also. If it is difficult to take responsibility of two circles for him then the next level officers can be appointed for resolving the issues of the employees that is also not being done. If we request to meet for some urgent work like medical advance, it is not possible. HR problems are being ignored.

The 4G mobile services are deteriorating every day. For example, the police administration in Chennai and Tamilnadu have written a letter about surrendering lakhs of CUG connections. A situation has arisen where this service, which can generate a income of Rs. 4 crores per month will be out. He is creating very serious obstacles in terms of service, employee issues and meeting the trade unions & associations. If he continues as CGM, the employees will get demotivation and the revenue will go down. In the time of recent visit of CMD to Chennai, We met on behalf of unions and associations and all of us had a dialogue about the attitude of CGM. Even after this there is no progress. Even after talking to Director (HR) level by unions and associations no progress has been made.

In any case, he is doing everything to delay the settlement of problem by asking an order from the CO for each & every issue. He does not know much about the HR issues. He does not have the required experience in the area like HR/Services.

Therefore, the management should immediately intervene in this issue and solve the problem. The 7<sup>th</sup> AIC of NFTE BSNL held in Gujarat resolved to invite joint trade union action Nationwide if the issues of TN & Chennai circles are not settled immediately.

**(4) LICES:-**

The AIC demands holding of LICES for the vacancy year 2024 to the promotional Cadre of JTO's/JE's/T.T's immediately because thousands of non-executives are eagerly awaiting for several years to get promotion.

Denial of such promotion in time will demoralize such employees.

**(5) Special Compensatory Allowances:-**

In March 2025, order was issued by DOT/DOP for granting of special compensatory allowances, concession/incentives to all the employees working in Kashmir Valley.

Although, the said order was already endorsed by DOT to BSNL but it has not issued necessary instruction for its implementation. The AIC demand early implementation of said order.

**(6) Stoppage of sports/Cultural and welfare activities in BSNL:-**

In the name of financial crunch, the BSNL Management has stopped all Sports/Cultural and welfare activities which is not fair and justified.

**(7) Stoppage of liveries to group – D and C employees in BSNL:-**

The AIC demanded the management for immediate payment of liveries items to the eligible staff in BSNL.

**(8) Evolving of new transfer policy:-**

Even though, the BSNL CO has agreed to evolve a new transfer policy several months ago, the same not finalized and circulated.

The 7<sup>th</sup> AIC demands immediate finalization and circulation of new transfer policy.

**(9) Evolving of promotion policy (Financial upgradation) at par with executives:-**

The existing NEPP for non-executive was implemented in 2010. It is discriminatory and outdated. NFTE consistently insisted for a new promotion policy in lieu of NEPP.

This demand was accepted in the National Council by the Management. But no follow up action was taken so far for its implementation.

**(10) Posting of regular CMD to BSNL entity:-**

The 7<sup>th</sup> AIC demands the ministry of communication to post a regular CMD for BSNL which is being managed by Adhoc basis for post one & half years. This affects the development activities & HR issues of the company.

The AIC demanded posting of regular CMD for BSNL at the earliest.

**(11) Sanction of Rs. 5000/- for purchase of mobile phone for marking online attendance as in the case of executives:-**

The 7<sup>th</sup> AIC demands Rs. 5000/- for purchase of smart phone for marking online attendance as in the case of executives.

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