

# TELECOM

Organ of National Federation of Telecom Employees (BSNL)  
(Regd. No. 4906 dated : 17.9.2001)

C-41/ Bangla Sahib Road, New Delhi - 110001

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## EDITORIAL

# The Pain, Struggles, and Government Neglect of BSNL Employees

The Pain, Struggles, and Government Neglect of BSNL Employees\* Bharat Sanchar Nigam Limited (BSNL) is not merely a telecommunications company, but a strong backbone of the country's communication system. For years, BSNL employees have been providing communication services even in remote villages, border regions, hilly areas, and difficult geographical conditions across the nation. While private companies remained limited to profit-making regions, BSNL employees considered serving the country and its people their duty under all circumstances. Whether it was natural disasters, floods, storms, or any national crisis, BSNL employees have continuously worked day and night to maintain communication networks. Despite limited resources, outdated technical infrastructure, and an ever-increasing workload, employees never attempted to step back from their responsibilities. However, it is extremely unfortunate that these very employees, dedicated to serving the nation, are today themselves forced to struggle with economic, mental, and administrative hardships. Today, BSNL employees are bound by strict time regulations. Reaching the office on time, working late hours, achieving increasing targets, and handling multiple responsibilities have become compulsions for employees. But

on the other hand, their legitimate problems and rights are continuously being ignored. Discipline and dedication are expected from employees, yet when it comes to their salaries, promotions, and facilities, the government and administration remain silent. The most serious issue is the long-pending wage revision. Even today, BSNL employees are compelled to work under the pay scale of 2007. **Despite nearly 16 years having passed, the new pay scale effective from January 1, 2017, has still not been approved by the Department of Telecommunications.** Amid rising inflation, children's education, medical expenses, family responsibilities, and increasing daily needs, the lives of employees are becoming extremely difficult. On one hand, the prices of all commodities in the market are rising, while on the other hand, employees' salaries remain trapped in the old structure. This is not merely an economic issue, but a matter connected to the self-respect and morale of employees. Employees who served honestly and faithfully for years are now being haunted by insecurity and worries about the future. Many employees are struggling to fulfill the basic needs of their families. Despite this, they continue to work tirelessly to keep the organization strong. **In October 2025, an**

*Contd. on next page*

**NFTE CHQ EXTENDS MAY DAY REVOLUTIONARY GREETINGS TO ONE AND ALL**

*Contd. from pre. page*

**agreement regarding wage revision was reached between the recognized unions and BSNL management. Subsequently, on February 12, 2026, the BSNL Board approved the proposal and forwarded it to the Department of Telecommunications.**

Employees hoped that years of struggle would finally end and they would receive justice. But unfortunately, even after months, this important proposal remains pending at the departmental level. **This indifference from the government and the Department of Telecommunications is breaking the morale of employees.**

Today, the number of employees in BSNL is continuously decreasing. New recruitment has almost stopped after retirements, due to which excessive workload has been placed on few employees. Along with technical work, responsibilities such as marketing, customer service, administrative tasks, and field duties are being assigned to the same employee. This is continuously increasing mental pressure on employees. The situation has become such that one employee is required to perform the work of several employees. Despite working day and night, employees are receiving neither adequate resources nor any clear security for their future. Even though BSNL employees continue to work with complete dedication to save and strengthen the organization. NFTE BSNL clearly wishes to state that if BSNL is to be strengthened, then first its employees must be strengthened. The greatest strength of any organization is its employees. If employees' morale breaks, if they remain under economic and mental stress, then the development of the organization cannot be possible. The government and BSNL management should seriously understand the problems of employees and immediately approve the pending wage revision. Employees should be provided timely salaries and allowances, regular promotions, adequate staff, a respectful work environment, and social security. Doing justice to employees is not only an administrative

responsibility but also a moral obligation. BSNL is not just a company, but a strategic and social necessity for the nation. Even today, BSNL's role remains most important in border regions, rural India, and crisis situations. If BSNL is weakened and its employees continue to be neglected, it will negatively impact the country's communication system as well. NFTE BSNL demands that the government and the Department of Telecommunications immediately accept the legitimate demands of employees. **The long-pending wage revision should be implemented without any further delay, and the injustice being faced by employees should end. BSNL employees are not asking for favors; they only seek their rights, dignity, and justice.** If the government truly wants to make BSNL strong and self-reliant, then it must first understand the pain, struggle, and sacrifices of BSNL employees. Because the future of BSNL can remain secure only through the trust, dignity, and morale of its employees. **"If BSNL survives, the nation's communication system will remain secure, and BSNL will become strong only when its employees receive justice, dignity, and security."**

**AUAB decided to organise protest chain programme on 20.05.2026 and requested all to participated in Dharna Programme with pensioners associations on that day for settlement of IDA issue.**

# TELECOM

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## ORGANISATIONAL NEWS

**5th Circle conference of Karnataka on 06-04-2026 and 07-04-2026:-** 5th Circle Conference of Karnataka Circle held on 06-04-2026 & 07-04-2026 at Municipal Employees Hall, the hall named “Com. K. Sheshadri Vedike” at Hubli:- The Conference begun with flag hoisting ceremony. National flag is being hoisted jointly by Com. C. Singh, G.S. and Com. A. Rajamouli, Treasurer, NFTE flag hoisted by Com. C. Singh, G.S. The meeting was chaired by Com. R. Anand Circle Vice President, out of 21 SSA's 17 District Secretaries and majority circle office bearers attended the conference. At first all have paid rich tributes to Com. K. S. Sheshadri Dy. G.S. and C.S. of Karnataka Circle. More than 100 Comrades including women employees participated in the conference. Com. Hiriya, C.S. have presented annual report and audited accounts by Treasurer in the house for approval. The house unanimously approved both. Com. Hiriya, C.S. elaborately explained the developments in the Circle after death of Com. K.S. Sheshadri. And also given brief report on activities of Circle union and status on settled issues during the period. Com. Ranganna A.I. Vice President and Com. Sharanappa Goud, A.I. Invitee were present in the meeting. Com. Raj Kumar ACS have anchored the proceedings on first day very nicely. Com. A. Rajamouli, AI Treasurer and Com. C. Singh have explained the status on 3rd wage revision, Promotion Policy, Transfer Policy, IDA and other core issues of employees. Com. C. Singh, G.S. appealed all to be united to face the challenges before us. He also said that 10th membership verification is pending with labour commissioner. Com. Hiriya and Com. Raj Kumar translated the speeches in Kananda for more than 1 ½ hour. They have cleared all doubts of JE's and other Cadre issues in the conference. The meeting adjourned by the President for next day at 17.30 hrs. **2nd day i.e. 07-04-2026**, the conference proceedings started at 1015 hrs in the hall. At first all have paid rich tributes to Com. OPG and Com. K.S. Sheshadri, **an open session organised at first, The subject of seminar was “Challenges before BSNL its employees and ways to overcome”**. Smt. N. Sujatha CGMT Karnataka

was Chief Guest. She came to conference hall with officers, PGM Hubli, SDE's, AGM's, JTO's and other officers were present. After prayer, the reception committee honoured all the guests with Shawl and traditional Mala of Karnataka. Smt. N. Sujatha CGMT inaugurated the open session with her opening remarks and She explained the developments taken place in the circle after her joining as CGMT. She conveyed thanks to all for their co-operation extended to her for success. After lamp lighting programme, Com. C. Singh, G.S. and Com. A. Rajamouli A.I. Treasurer have spoken elaborately on challenges, before BSNL and its employees. They requested all be united always to face the challenges and to achieve them. Com. Hiriya, C.S. have translated the speeches in Kananda and explained very nicely. The leaders of SNEA, SEWA BSNL others have spoken on the subject. After lunch hour, elections were held for 2026-2029, **Com. P.G. Rajputh, Sr. TOA, Com. Raj Kumar, Retd. OS(G) and Com. Hiriya, Retd. CSS were elected unanimously as Circle President, Secretary, Treasurer respectively**. More than 150 comrades with good number of women employees were present in the hall. The conference ended with vote of thanks by Com. Hiriya. **The Reception Committee led by Com. S.L. Pujar, District Secretary and his team have made excellent arrangements for success of two days circle conference at Hubballi.**



*G.S and Com. A Rajamouli Treasurer jointly hoisting the flag*

**AUAB DECIDED TO ORGANISE MASSIVE MARCH TO SANCHAR BHAWAN NEW DELHI ON 12.06.2026, SETTLEMENT OF 3rd WAGE REVISION /PRC TO BSNL EMPLOYEES**



**View of flag hoisting area**



**View of audience (1)**



**View of audience(2)**

responsibility of the anchoring of the meeting. The main speakers were Com. Chandeshwar Singh, G.S, Com. Sanjay Kumar Singh, C.S. Bihar, Com. Chandrashekhar, District Secretary Motihari, Com. Shiv Shankar Prasad, President Betaiah OA, Com. Manoj Mishra, Darbhanga BA. Com. C. Singh, General Secretary elaborately exhorted and explained the core HR issues related to non-executive employees. He reported the status of 3rd wage revision, non-payment of IDA due from 01-01-2026, LICE for promotion for each Cadre, New Promotion policy and 10th Membership verification. After lunch break the meeting was again started and all the members of the Muzaffarpur BA who were participating the meeting as delegate were assembled in the house and elected District office bearers of Muzaffarpur District BA headed by **Com. Umesh Prasad, Com. Nand Kishore Singh, Com. Ashok Rai as President, District Secretary and Treasurer respectively** alongwith total fifteen office bearers.



**View of flag hoisting ceremony**

**Muzaffarpur BA(Bihar Circle) – District Conference and workers convention of North Bihar at Muzaffarpur on 28-03-2026 and 29-03-2026:-** The twin event begins with flag hoisting the National flag was hoisted by Com. Umesh Prasad, District President Muzaffarpur and NFTE flag was hoisted by Com. Nand Kishore Singh, District Secretary Muzaffarpur. On auspicious occasion all the District Secretaries under Muzaffarpur BA where present. Com. Sanjay Kumar Singh, Circle Secretary, NFTE Bihar and Com. Suryamani Prasad, Circle President NFTE Bihar alongwith the team of Circle union office bearers were present. The open session was started under the Presidentship of Com. Umesh Prasad which was inaugurated by the General Secretary and Madam Deputy General Manager (Admn) of Muzaffarpur BA alongwith other BA management officers and union leaders. The open session begins with initial opening speech by Com. Nand Kishore Singh, District Secretary and after conclusion of his speech. He took the



**Lamp lighting programme**



**View of dias**



**G.S , C.S with comrades in the hall**



**Welcome to DGM (Adm) in the meeting**



**View of audience**

**Circle office Branch (Dehradun) annual meeting on 10-04-2026:-** A meeting was conducted at Conference Hall, Circle Office, Dehradun on dated 10.04.2026 in the Presidentship of Sh. Sushil Bhatt, President of Circle Office, Dehradun Branch. At first all have paid rich tributes to Com. Jagbir Singh Rana, Former-Circle President of Uttarakhand Circle. In this meeting, New District body was unanimously formed in which **Com. Pankaj Bhattacharya, Com Prem Prakash & Com Mohan Singh Rawat were elected as President, District Secretary & Treasurer respectively.** In this meeting, Com Jatin Walia, Circle Secretary, Com Kamal Mishra, Treasurer, Com Devendra Singh Bhandari, Asstt. Circle Secretary of NFTE (BSNL) Uttarakhand Circle, Com Nitin Walia, Secretary CHQ New Delhi were also present in the meeting. Com. Jatin Walia, C.S. explained in detail the organizational position of circle, issues taken up by the circle union and all India issues. The meeting ended with vote of thanks by Circle Secretary.



**Newly elected office bearers circle office branch Dehradun**



**View of the meeting**

**Dr. Baba Saheb Bhim Rao Ambedkar's 135th Birthday Celebrations were grandly organised by NFTE –BSNL and SEWA-BSNL in CGMT Patna office premises on 14-04-2026.** On this auspicious day Com. C. Singh, G.S. addressed the huge gathering alongwith CGMT Patna and other officers.



**G.S and CGMT patna at the venue place**



**G.S addressing the meeting**

News and photos are being received regarding celebration of 104th birthday of our great leader Com. O.P. Gupta ji. At Central HQRs of NFTE (BSNL), this day was celebrated with full enthusiasm. The members of CN-TX New Delhi and Corporate office, New Delhi were also participated in this auspicious occasion at CHQ office. Com. Ranbeer Singh, Vice President, Com. Uttam Singh Duhan, Dy. G.S. and General Secretary jointly garlanded and paid floral tribute to Com. O.P. Gupta Ji. About 35 members including women and our union staff were also participated in the celebration. Sweets were distributed among the participants and at conclusion all participants shouted slogan “ Gupta Ji Zindabad” and Gupta Ji Amar Rahe”. The function was concluded after a vote of thanks by Com. Ranbeer Singh Vice President.



**Raipur**



**BSNL Bhawan Hyderabad (Telengana)**



**G.S paying rich tributes to Com. O.P.G in CHQ office**



**Circle Office Hyderabad (Telengana)**



**G.S and Dy G.S garlanding the photo of Com. O.P.G**



**Kachiguda Hyderabad**



**Office staff along with G.S were present in the CHQ office New Delhi**



**Patna (Bihar)**



**Mahabubnagar**



**Bikaner (Rajasthan)**



**Warangal**



**Circle Office Hyderabad**



**Adilabad**



**Nizamabad(Telangana)**



**Khammam(Telangana)**



**TELEPHONE BHAVAN KARIMNAGAR**



**Guwahati (Assam)**



**Jaipur (Rajasthan)**



**Kolkata Telephones**

**104 th Birthday Celebration of greatest Trade Union leader Com. Om Prakash Gupta on 08/04/2026 in Chennai Telephones at Kellys exchange compound:-** National President C K M and Circle Secretary ( Officiating) N Muneer Ali led the comrades of Chennai Telephones on the occasion of 104 th Birthday celebrations of Comrade O P Gupta and reminded the sacrifices and achievements of veteran trade union leader OPG.



**Com C.K. Mathivanan, All India President Garlanding the photo of Com O.P.G**

Massive and spirited lunch hour demonstration organised in Eastern Court (Corporate office) on 20.04.2026 under the Chairmanship of Com. C. Singh, G.S. NFTE. Com. Animesh Mitra Convenor of AUAB explained in detail about the IDA issue. The management and DOT knowingly delaying in releasing the eligible IDA from 01-01-2026. All the General Secretaries of AUAB and Circle, District leaders of Corporate office, NTR have actively participated in the programme with huge number of women employees. Com. C. Singh, G.S. have notably said unity among the workers and leaders is a big challenge at this juncture. He appealed all to be vigilant in implementation of calls given by AUAB for settlement of genuine issues, which were pending since long time. After the lunch hour programme AUAB will meet today to chalk out the future course of action. More than 200 comrades were well present in the demonstration at Eastern Court. NFTE CHQ conveys revolutionary greetings to one and all.



**View of lunch hour demonstration at Eastern Court New Delhi**



**Corporate office (Eastern Court), New Delhi**

**More views of lunch hour demonstration conducted on 20-04-2026:-**



**A&N**



**UP (East)**



**Chennai**



**Bhopal**



**Haryana**



**Ranchi (Jharkhand)**



**Guwahati (Assam)**



**Kolkata**



**Chattisgarh (Raipur)**



**West Bengal**



**Karnataka**



**Maharashtra**



**Ludhiana (Punjab)**



**West Bengal**



**UP (West)**



**Circle Office & Vijayawada BA**



**Patna**



**Gujrat Circle**



**CIRCLE OFFICE & VIJAYAWADA BA**



**BSNL Bhawan Hyderabad**



**Gaya**

## LETTERS FROM BSNL MANAGEMENT / GOVT.

**Reminder for Timely settlement of Superannuation Pension cases of BSNL Absorbees.**

**No. BSNLCO-COMN/12/19/9/2024-ESTT  
FIN Dated 09.03.2026 To, The CGM BSNL,  
Rajasthan Telecom Circle**

Kindly find enclosed a copy of DoT letter No. RDOT/8-2/CCARI/Pension/25-26/04 dated

06.02.2026 on the above-cited subject, wherein it has been informed that the Rajasthan Circle has been continuing to delay the submission of superannuation pension cases of BSNL absorbees to the CCA office, which is in violation of the timelines prescribed under the CCS (Pension) Rules, 2021.

It has further been mentioned that, despite repeated communications from DoT, the pension

cases are still not being submitted in accordance with the prescribed norms and timelines. In view of the above, the Rajasthan Circle may kindly take necessary action to ensure that the superannuation pension cases are submitted to the CCA office strictly in compliance with the timelines prescribed under the CCS (Pension) Rules, 2021. The cases referred to in the enclosed letter may be immediately submitted to DoT for settlement of these pending pension cases.

This office, vide letter No. BSNLCO-COMN/17(11)/13/2023-ESTT FIN dated 29.08.2024, had also communicated the **"Zero Pendency Mission on Pension"** to all Circles, enclosing DoT letter No. 7-1/2022/Pension Policy/TA-1 dated 22.08.2024, with directions that the instructions contained therein be strictly adhered to. It was also made mandatory for Circles to attend meetings convened by the concerned CCA, along with directions to take strict action against erring officials/officers where delays are found after examination.

Earlier, this office, vide letters No. BSNLCO-COMN/12(19)/9/2024-ESTT FIN dated 11.08.2025 and 02.09.2025, enclosing DoT letter No. RDOT/8-2/CCARI/Pension/25-26/01 dated 21.07.2025 and RDOT/6-2/CCARI/Pension/25-26/02 dated 14.08.2025, respectively, had reported certain instances of delay. The report in the matter is still awaited despite the issuance of several reminders by this office. In this regard, the instructions pertaining to the Zero Pendency Mission were also reiterated, and the Circle was directed to resolve such cases without delay.

Further, it was also directed that an immediate action may be initiated to ascertain the reasons for the delay and strict action should be taken against the officials/officers found responsible for the lapse. It was also requested that adequate efforts must be made to prevent such lapses in the future by closely monitoring all individual retirement cases on a regular basis.

Despite the above repeated instructions from the Corporate Office, similar undue delay in settlement of retirement/terminal benefits has been observed as reported by CCA vide above referred letter. Therefore, the reasons

for the excessive delay may be examined, and responsibility may be fixed on the concerned erring officials/officers, wherever applicable, to prevent recurrence of such cases in future. The action taken report in this regard is to be submitted to this office by 30.03.2026.

This may please be treated as most argent.

### **Verification and correction of Career History in SAP/ ESS Portal- regarding.**

***BSNLCO-PETS/11(11)/1/2023-PERS Dated: 07/04/2026 To, All Heads of Telecom Circles/ Metro Districts & other Administrative Units Bharat Sanchar Nigam Limited.***

Ref: No. 1. BSNLCO-PER1/20(11)/26/2020-PERS1 dtd 17.09.2022.

2. BSNLCO-PER1/20(11)/16/2024-PERS1; Dated: 28.03.2025

3. BSNLCO-PETS/11(11)/1/2025-PERS1; Dated: 11.08.2025

4. BSNLCO-PETS/13(12)/3/2021-PERS1; Dated: 22.12.2025

Kind attention is invited to this office letters under Reference, wherein HR Administrator of the Circle/Unit were requested to update / correct the SAP data of employees working in their circles.

In this regard, all employee are hereby advised to carefully go through their career history details available in the ESS (Employee Self Service) Portal under Personal Information Head. In case any discrepancy or omission is noticed, the concerned employee should immediately bring it to the notice of the respective HR/Administrative section of their circle/ unit along with supporting documents for necessary correction through e-office or email etc. A message in this regard shall be sent to all employees on their mobile number registered in SAP/ESS portal.

Further, all circles/units Heads are requested to ensure that the HR/Administration sections promptly examine the representations received from employees and take necessary corrective action in the SAP/ESS records after due verification of supporting/service documents.

This exercise may be treated as a priority to maintain accurate service records of all

employees and is to be completed positively by 14.04.2026.

This issues with the approval of the competent authority.

**Collection of data on accommodation allotted to Unions and Associations of BSNL.**

**No. BSNLCO-SR/14/1/2025-SR Dated: 06.04.2026 To, (1) All CGMs (Except AP, ITPC and Kolkata TD Circle), BSNL (2) PGM (Admn.), BSNL CO**

**REMINDER-I**

**Ref: BSNLCO-SR/14/1/2025-SR dated 20.03.2026**

I am directed to refer to this office letter no. BSNLCO-SR/14/1/2025-SR dated 20.03.2026 on the subject mentioned above, wherein a consolidated list (Circle-wise) of accommodations allotted to unions and associations (whether recognized and unrecognized) at Circle/ BA/OA along with the number of office bearers, as per the table attached were sought.

The requisite information from your circle is still awaited.

Therefore it is again requested to furnish the requisite information by 10.04.2026 at email Id: agmsrcell@gmail.com.

This is issued with approval of competent authority.

Encl: As above

**Collection of data on accommodation allotted to Unions and Associations of BSNL.**

**No. BSNLCO-SR/14/1/2025-SR Dated: 20.03.2026 To, (1) All CGMs (Territorial and Non-Territorial Circles), BSNL (2) PGM (Admn.), BSNL CO**

**Ref: (1) BSNL CO letter No. BSNL/20-2/SR/2022 dated 18.10.2022**

**(2) BSNL CO letter No. BSNL/20-2/SR/2022 dated 19.04.2023**

I am directed to refer to letter under reference 1 wherein policy for allotment of accommodation to unions and associations of BSNL-2022 was notified and amended vide letter under reference 2.

In reference to above letters, it is requested to kindly furnish a consolidated list (Circle-wise) of accommodations allotted to unions and associations (whether recognized and unrecognized) at Circle/BA/OA along with the number of office bearers, as per the table attached. The requisite information may be furnished by 30.03.2026 at email Id: agmsrcell@gmail.com.

This is issued with the approval of competent authority.

Encl: As above

Name of Circle/	Name of Circle BA/ OA body	Recognised/ Support Association	Recognised Union/Limited facility union	Details of allotment of Office Accommodation		Details of allotment of Residential accomodation	
				Name	No.of Office Bearers as per REA Rule	Name	Body Validity Period
MP	Circle body	SNEA			BSNLEU		
		AIGETOA			NFTE		
		Others (Name)			Others (Name)		
	BA/OA bodies	SNEA			BSNLEU		
		AIGETOA			NFTE		
		Others (Name)			Others (Name)		

**Constitution of a committee to recommend measures for human resource management in Bharat Sanchar Nigam Limited.**

**F. no. 73-5/2025-SU Sanchar Bhawan, New Delhi – 110001 Dated 09th April 2026**

The Government of India has approved substantial financial support to Bharat Sanchar Nigam Limited (BSNL) through a series of revival packages aimed at strengthening the company's financial viability, improving service delivery and enabling it to play a strategic role in India's telecommunications sector. These packages involve significant public funding and are accompanied by performance expectations relating to operational efficiency, financial sustainability and improved governance.

2. With a view to ensure that the human resource (HR) management framework in BSNL is appropriate for meeting the performance expectations in respect of the above, a committee consisting of the following officers from the Department, BSNL and outside expert is hereby constituted to examine HR related issues and recommend appropriate measures:

**Department of Telecommunications:**

(a) Additional Secretary (Telecommunications)  
— Chairperson

(b) Senior Deputy Director General (Personnel)

(c) Deputy Director General (C&A) and Government nominee Director, BSNL

**BSNL Board:**

(d) Chairman and Managing Director

(e) Director (HR)

**BSNL senior executives:**

(f) Mr Vijay Kumar Chhablani, Chief General Manager Chhattisgarh, BSNL, Raipur

(g) Mr Sudhir Gupta, Chief General Manager (CN-Tx), BSNL, New Delhi

**Outside expert:**

(h) Shri Joydeep Dutta Roy, Executive Director, Indian Overseas Bank

3. The terms of reference of the committee shall be as follows:

(a) Governance and institutional

strengthening:

(i) To recommend measures to strengthen corporate governance by

(1) instituting a system of Board-constituted committees consisting of Directors, senior executives and outside experts as required in key domains, including the HR management domain;

(2) delegating appropriately to committees, Directors and senior executives to institutionalise decision-making at the appropriate level; and

(3) putting in place a system of internal controls and, where necessary, inputs to the decision-making level in terms of recommendations or appraisals;

(ii) To recommend the structure and functions of a Strategy and Transformation Vertical,—

(1) to anchor the tracking, quality assurance and validation of business strategy across business verticals/functions; and

(2) to drive business strategy and ensure its execution through reporting to the Board; and

(iii) To recommend institutional arrangements and ICT systems for ensuring adherence to HR practices and for tech-enabling HR management;

(b) Performance management and accountability:

(i) To recommend the approach for the development of a robust and transparent performance management system covering all sources of HR to ensure alignment of the performance of individuals with business goals of BSNL; and

(ii) To recommend measures to link performance outcomes with incentives, career progression and assignment of roles and responsibilities;

**(c) Framework for HR sourcing and development:**

(i) To review and propose the appropriate mix for sourcing of HR and its mechanisms, and the framework for career progression and appropriate deployment to meet organisational requirements;

(ii) To recommend measures for succession planning and development of leadership and managerial capacity; and

(iii) To identify future HR needs in emerging and niche areas, while taking into account trends

in the telecom sector and factoring in deployment of emerging technologies such as artificial intelligence;

**(d) Management of ITS officers:**

(i) To recommend the policy for deployment of members of the Indian Telecommunications Service (ITS) in BSNL; and

(ii) To recommend measures to recognise and reward performance of members of ITS deployed in BSNL.

4. The committee shall submit its recommendations within three weeks.

5. This issues with the approval of competent authority.

**Accounting Guidelines for transfer of proportionate share of manpower expenses, rental and electricity charges from BSNL to BTCL-reg.**

**File No. E-42368/BSNLCO-CA/12/1/2021-CA-ERP-FICO Dated: 06/04/2026 Circular No. CA-491 To, The Chief General Manager, All BSNL Circles**

**Reference:Memorandum of Understanding between BSNL and BTCL dated 04.06.2025**

1. BSNL Tower Corporation Limited (BTCL) was incorporated as fully owned subsidiary company of BSNL on 04.01.2018. BTCL plans to carry on non-telecom activities, which were/ are being carried out by its holding company like Execution of External Work as Project

projects.

2. BSNL with its wide network of office across the country, have skilled personnel and necessary infrastructure, which can be efficiently used for supervision and execution of the projects handled by BTCL.

3. BSNL will charge proportionate share of Employee Cost, Rental and Electricity Charges which used for the purpose of execution of work of BTCL in following manner:

A. Employee Cost is to be charged based upon proportionate share of actual payroll along with all directly attributable expenses like travelling and estimated time spent by employees involved in the execution of projects on behalf of BTCL.

B. Proportionate share of the actual rent paid for the building occupied by those employees and electricity expense incurred thereof is charged by BSNL to BTCL.

C. Project Management Charges @ 15% of the cost arrived at (A) and (B) above shall be added thereof.

D. Both parties will maintain accurate records of man power costs and other costs along with allocation methodology used.

4. BSNL will raise invoice to BTCL on quarterly basis for the services rendered as above during a quarter. Invoice

5. For the above purpose, following new GL Codes are allotted:

S.N.	SAP GL	Nomenclature	Primary Grouping (PG)	Secondary Grouping (SG)
1	4930101	Income from BTCL - Employee Cost reimbursed	Other Income	Others
2	4930102	Income from BTCL - Rental Charges reimbursed	Other Income	Others
3	4930103	Charges reimbursed Income from BTCL - Electricity	Other Income	Others
4	4930104	Income from BTCL - Project Management Charges	Other Income	Others

Management Consultancy for clients such as State Government, PSU Banks, Autonomous bodies etc. BTCL has no establishment of its own so far and does not have any employee or infrastructure of its own for the execution of these

6. Booking of above revenue may be done through T Code FB70 by the concerned circle using existing SAP GL Code for GST purpose. Circles may create the BTCL Customer Code in SAP for this purpose under customer account

group 2010 using recon GL 2610753 - Claims Recoverable from BTCL (BSNL Subsidiary).

7. For any clarifications related to tax compliance, circles may approach the Taxation Section, BSNL CO directly. Taxation Section may issue separate guidelines in this regard, if required.

This is issued with the approval of competent authority.

**Record of discussions at the meeting on organisational strengthening and asset monetisation matters, chaired by the Hon'ble Minister for Communications on 9.4.2026**

***F.NO.7-20/2025-SU Sanchar Bhawan, 20, Asoka Road, New Delhi- 110001 Dated:..... 04.2026 To, CMD, BSNL New Delhi***

The Hon'ble Minister for Communications in a meeting chaired by him on 09.04.2026 considered and approved the following:

**“1. Developing BSNL's internal cadre**

1.1 As per Cabinet decision, the deployment of ITS officers in BSNL is to decline this year onwards and reduce to zero. This requires succession planning, for which it is necessary to ensure that the internal cadre of BSNL gathers relevant experience at positions of higher responsibility. Further, institutional arrangements need to be in place to facilitate deployment in a well-considered manner.

1.2 To foster the development of BSNL's internal cadre, the following should be ensured:

(a) Posting of senior executives at the level above General Manager should be done on the basis of panels recommended by an HR Management Committee to CMD, BSNL for various key functional posts / categories of posts. The said committee shall consist of the Director in-charge of HR matters, the senior most among the remaining Directors (other than CMD) and one Government nominee Director.

(b) Appointments at the circle-head level should be made preferably from the internal cadre. However, in cases of exceptional requirement or exceptional performance, BSNL may make a reasoned case for approval of competent authority in DoT.

(c) Promotions should be conducted at all levels on the basis of an annual, time-bound calendar approved by the Board each year latest by April, and adherence to the same reviewed by the Board.

**[Follow-up: Public Sector Unit-1 Division, DoT and BSNL]”**

2. In this regard, BSNL is requested to take necessary action in respect of the above.

**Calling of option regarding intended Tax Regime (Old or New under section 202) of The Income Tax Act.**

***No BSNLCO-TAXN/11(15)/6/2025/Taxation dated: 06.04.2026 To, All Circles CGMS/IFAS***

Kindly refer to this office letter No. BSNLCO-TAXN/13(18)/3/2020/Taxation/dated: 07-04-2025 regarding Calling of option regarding intended Tax Regime (Old or New under section 202) for the Tax Year 2025-26.

In this connection, it is intimated that new tax regime is the default tax regime applicable to all persons referred above. However, under Section 202 of the Act, a person not having income from business or profession may exercise an option to opt out of this tax regime every year.

In view of the above, employees are requested to furnish their declaration in the format of Form 124 (Copy enclosed) regarding old Tax Regime for the Tax Year 2026-27 by 20th April 2026 to the concerned DDOS/AO(Pay/HCM/Cash). The instructions may be circulated amongst all field formations for their information, guidance and necessary action.

This issues with the approval of PGM (Taxation).

**Uniformity in Lanyards/Ribbons of ID cards of BSNL employees regarding.**

***BSNLCO-ADMN/62/6/2020-ADMN Dtd. 25th March, 2026 To, All CGMs, BSNL.***

Kindly refer to above mentioned subject. In this regard, as instructed by Hon'ble MoC to ensure the uniformity in lanyards/ribbons of Identity Cards BSNL employees, competent authority has finalized the design of lanyard/ribbon for standardization of the Identity Card of BSNL employees. The design of lanyard/ ribbon of the Identity Card is enclosed herewith in the

of Annexure. Therefore, it is requested to take necessary action for wearing of Identity Cards by BSNL employees having this lanycard/ribbon.

This has the approval of DIR(HR).

**Inter circle transfer in respect of Junior Engineer (T) cadre under Rule 8 of BSNL Transfer Policy- Status of Territorial Circles - regarding.**

**No.: BSNLCO-A/15(11)/1/2026-ESTAB Dated: 07.04.2026 To, All Heads of Telecom Circles/ Core Networks & Other Administrative Units of BSNL.**

**Ref: This office letter no. BSNLCO-**

**A/15(14)/1/2022-ESTAB dated 03.04.2024 and 24.03.2025**

With reference to the subject cited above, the status of working strength vis a vis sanctioned strength in the cadre of JE(T) as on dated 28.02.2026 is attached as Annexure for the purpose of transfer under Rule 8 of the BSNL Transfer Policy.

2. All territorial circles are requested to process the pending Rule 8 transfer cases in accordance with the extant guidelines and as per the current status (Surplus / Deficit) of the circle.

This issues with the approval of competent authority.

**ANNEXURE-1**

**Status of territorial circles i.r.o. Working Strength of JEs**

S.N.	Name of Circle	Sanctioned strength	Working strength	Deficit / Excess (-) by	Status (Deficit/ Surplus)
1	A&N	19	8	11	
2	Andhra Pradesh	433	305	128	
3	Assam	103	85	18	
4	Bihar	102	247	-145	Surplus
5	Chhattisgarh	73	34	39	
6	Chennai-TD	314	124	190	
7	CNTx-North	35	24	11	
8	Gujarat	497	332	165	
9	Haryana	149	259	-110	Surplus
10	Himachal Pradesh	78	121	-43	Surplus
11	J&K	120	102	18	
12	Jharkhand	90	100	-10	Surplus
13	Karnataka (including QA)	763	214	549	
14	Kerala	1216	286	930	
15	Kolkata TD	398	317	81	
16	Madhya Pradesh	271	168	103	
17	Maharashtra	810	209	601	
18	NE1	63	68	-5	Surplus
19	NE2	41	67	-26	Surplus
20	Odisha	176	45	131	
21	Punjab	306	385	-79	Surplus
22	Rajasthan	311	290	20	
23	Sikkim	7	4	3	
24	Tamil Nadu	615	259	356	
25	Telangana	343	176	167	

26	U.P(East)	234	251	-17	Surplus
27	U.P(West)	181	181	0	
28	Uttarakhand	97	80	17	
29	West Bengal (including CNTx-E)	146	170	-24	Surplus
	<b>Total</b>	<b>7991</b>	<b>4911</b>		

**Sexual Harassment of Women Employees at Workplace (Prevention, Prohibition and Redressal) Act, 2013- Amendment in Internal Complaints Committee (ICC), BSNL Corporate Office, New Delhi-Reg.**

**No. BSNLCO-COMN/12(19)/17/2024-SR Dated: 10.04.2026 To, 1.All members of the Internal Complaint Committee, BSNL,CO, New Delhi 2. Intranet Portal, BSNL CO.**

I am directed to refer to this office letter of even number dated 16.8.2024 whereby an ICC BSNL Corporate Office New Delhi is constituted under Section 4(1) of Sexual Harassment of Women at Workplace ((Prevention, Prohibition and Redressal) Act, 2013.

Approval of competent authority is conveyed for following amendments in composition in the ICC BSNL CO, New Delhi for information of all concerned:

1. Mrs. Deepa Arora, PGM (Bharat Net) will be Chairperson (Acting) till Mrs. Anita Johri, PGM (Restg/WS&I/SR) join duty.

2. Shri S. P. Singh, PGM (Admn.) is nominated as member of the committee in place of Shri Sanjeev Tyagi, PGM (Admn.) This is issued with the approval of competent authority.

**Declaration of Holiday on 14th April, 2026- Birthday of Dr. B.R. Ambedkar**

**File No. BSNLCO-A/14(14)/2/2020-ESTAB Dated: 10.04.2026 To, All Heads of Telecom Circles, All Heads of Metro Districts, Other Administrative Offices, BSNL.**

I am directed to forward herewith a copy of Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training) O.M. No. 12/ 4/2020-JCA dated 09.04.2026 on the subject cited above for information, guidance and further necessary action. Encl: As above.

**Declaration of Holiday on 14th April, 2026- Birthday of Dr. B.R. Ambedkar.**

**F. No.12/4/2020-JCA 2nd Floor, 'B; Wing, Lok Nayak Bhawan, New Delhi Dated the 9th April, 2026.**

It has been decided to declare 14th April, 2026 (Tuesday), a holiday on account of the birthday of Dr. B.R. Ambedkar, for all Central Government Offices including Industrial Establishments throughout India.

2. All Ministries/Departments of Government of India may bring the above decision to the notice of all concerned.

**Uniformity in pay-fixation of TTAs appointed as DR JTO (2007 Batch) reg.**

**No. BSNLCO-A/16(21)/16/2024-ESTAB Dated: 13.04.2026 To, All Heads of Telecom Circles, Bharat Sanchar Nigam Limited.**

This is regarding pay-fixation of erstwhile TTAs of BSNL, who had appeared in the JTO (1) 2007 Direct Recruitment examination and subsequently appointed as JTO (T). These erstwhile TTAs were appointed through DR JTO(T) 2007 examination, and hence, their appointment is to be treated as direct recruitment and not as promotion. In view of the express provisions of then extant JTO(T) RR-2001. promotion in JTO(T) grade is to be made through departmental exams (LICE) only. However, these TTAs have been allowed the benefits of past service, like, exemption form PVR, waiver of enforcement of earlier bond & training charges (at the time of appointment as TTA), pay protection, leave carry forward, pay of TTA during induction training period. TA for proceeding to training institute, etc. vide this office letter No.5-31/2001-Pers.-IV dated 23.06.2010. The fact the TTAs appointed as JTOs on direct recruitment basis cannot be treated as promotion was also clarified vide letter No. 1-07/2012-PAT(BSNL) dated 28.03.2012.

2. It is further stated that the 2nd PRC was implemented in BSNL for executives vide office

order dated 05.03.2009 and EIA pays pay scale of Rs.9850-250-14600/- was replaced with revised EI scale of Rs. 16400-40500/-. The JTOs recruited through 2007 examination joined service in BSNL in April 2009 onwards and they were allowed to draw pay in pre-revised EIA scale. Subsequently, at the time of fixation of pay of these JTOs of 2007 Batch in 2nd PRC revised EI pay-scale, it was decided to allow five additional increments in revised EI scale to the direct recruit JTOs of 2007 Batch, including those who were earlier working as TTA. Accordingly. Their initial pay was fixed at Rs.19020/- in revised EI scale. The erstwhile TTAs, qualified in JTO 2007 exam, were also allowed protection of their pay in TTA grade and, therefore, their pay was fixed at Rs. 19020/- or at 2nd PRC revised pay drawn as TTA, whichever was higher. In this connection this office letter No.5-31/2001-Pers.-IV dated 20.05.2016 also refers.

3. It has come to notice of this office that the circles/units have adopted different methodology for fixation of pay of erstwhile TTAs on joining as JTOs (2007 Batch). The issue of adopting different methodology in pay-fixation of erstwhile TTA has also come under the scrutiny of Hon'ble CAT/ Hon'ble High Court during the course of proceeding before these judicial fora. This office has, therefore, collected the pay fixation details of these erstwhile TTAs appointed as DR JTOs through 2007 exam. It has been noted that in majority of the instructions issued by this office for fixation of pay of the erstwhile TTAs on their appointment as direct recruit JTOs has not been followed. Even different methodology has been adopted in fixation of pay within the same the circle. The discrepancies noticed on analysing the pay details received from the circles, which are against the pay-fixation norms and also contrary to the instructions issued by BSNL CO,

are summarized below:-

a. The initial pay of Rs. 19020/- have not been followed. In some cases, the pay has been fixed at minimum of EI IDA Scale i.e. at Rs. 16400/- and in others it has been fixed randomly at any amount.

b Pay fixed after allowing one/two increment(s) on the pay drawn as TTA for fixing pay in JTO grade, which is not admissible in the case of employees joining BSNL through direct recruitment after 01.01.2007

c. Fitment benefit as per 68.8% ( Pay fixed at Rs.21620/-) or 78.2% IDA (Pay fixed at Rs.22820/- ) merger allowed, which is not applicable to the employee joining service after 01.01.2007.

d. In a number of cases, the rationale for fixing pay is not discernible as it appears that no pattern has been followed.

4. The discrepancies noted above are indicative only as the pay details of all erstwhile TTAs appointed as DR JTO have not been furnished. All the e circles/units are, therefore. Requested to thoroughly examine the pay-fixation of erstwhile TTAs appointed as DR STO through 2007 exam and re-fix their pay scrupulously in accordance with the pay-fixation rules and instructions issued by this office. The re-fixation of p of pay shall be done centrally at the circle office level in order to avoid further discrepancy and this exercise shall be completed on or before 25.04.2026. A sample pay-fixation indicating different scenarios is enclosed as Annexure for ready reference. A certificate to the effect that pay-fixation in respect of all the TTAs appointed as DR JTOs has been rechecked and necessary corrective measures have been taken shall also be furnished to this office. 5. This issues with the approval of competent authority.

#### ANNEXURE

#### I. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is below Rs. 19020 on the date of joining as JTO (DR):-

Date	Post held	Pay pre-revised scale	Pay in revised scale of		Pay in E1 revised scale	
			of TTA (7100 200-10100)		TTA 13600-25420	
			68.80%	78.20%	68.80%	78.20%
01.01.2007	TA	7100	15590	16450		
01.04.2007	TTA	7300 (Increment)	16060	16950		
01.04.2008	TTA	7500 (Increment)	16550	17460		

01.04.2009 TTA	7700 (Increment)	17050	17990		
27.04.2009 JTO(DR)				19020	19020

**II. Pay-fixation cases where the revised pay drawn in TTA grade is below Rs. 19020 as per 68.8% IDA merger for fitment and above 19020 per 78.2% IDA merger for fitment on the date of joining as JTO (DR):-**

Date	Post held	Pay pre-revised scale	Pay in revised scale of TTA (7100 200-10100)	Pay in E1 revised scale TTA 13600-25420	
			68.80%	78.20%	
01.01.2007 TTA		7900	17340	18310	
01.04.2007 TTA		8100 (Increment)	17860	18860	
01.04.2008 TTA		8300 (Increment)	18400	19430	
01.04.2009 TTA		8500 (Increment)	18960	20020	
27.04.2009 JTO(DR)					19020 20020

**III. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is above 19020 on the date of joining as JTO (DR):-**

Date	Post held	Pay pre-revised scale	Pay in revised scale of TTA (7100 200-10100)	Pay in E1 revised scale TTA 13600-25420	
			68.80%	78.20%	
01.01.2007 TTA		8100	17780	18770	
01.04.2007 TTA		8300 (Increment)	18320	19340	
01.04.2008 TTA		8500 (Increment)	18870	19920	
01.04.2009 TTA		8700 (Increment)	19440	20520	
27.04.2009 JTO(DR)					19440 20520

**Note:** The revised IDA pay with 68.8% IDA merger for fitment was admissible during the period from 01.01.2007 to 09.06.2013. The revised IDA pay with 78.02% IDA merger for fitment was implemented notionally w.e.f. 01.01.2007 and on actual basis w.e.f. 10.06.2013

## LETTERS TO BSNL MANAGEMENT / GOVT.

**Arbitrarily transfer of Distt. Secretary Rajauri OA under to Kathua by the BA head of Jammu over ruling the entitlement of immunity from transfer.**

**TF-010 Dated:-10-04-2026 To, The Director (HR) BSNL Board Corporate office New Delhi.**

We wish to draw your kind attention towards the subject and to submit that the BA head of Jammu has arbitrarily transferred of District Secretary NFTE (BSNL) from Rajauri to Kathua which is 150 Km far from Rajauri. The BA head wants to disturb and close our union in Rajauri OA. Under the recognition result published by the Corporate office, in October 2022 the non-executive unions have given recognition upto OA level, but the BA head Jammu avoiding all the rules and norms has transferred our District Secretary.

The BA head Jammu burst in anger due to he got a joint compliant against OA head Rajauri signed by all the staff which copy was sent to CGMT Jammu & Kashmir by those staff but without taking any cognizance and arranging enquiry against the misdeeds of OA head Rajaouri as alleged by the general staff, he thought better to make scapegoat to the District Secretary NFTE (BSNL).

Under the circumstances and facts mentioned above, we implore upon you to kindly arrange early cancellation of the transfer of our District Secretary and arrange high level enquiry against the OA head based on the compliant made by all the staff of Rajauri OA. We will be highly obliged if the transfer order of our District Secretary may kindly be cancelled at earliest.

**Request for immediate intervention**

**for implementation of DPE order dated 27.02.2026 for implementation of IDA revision for Executive and Non-Executive employees working in BSNL – reg.**

*No. All Unions and Associations of BSNL/CHQ/2026/TN/CHTD Dated: 08/04/2026 To, Respected Shri Amit Agrawal, Secretary, Telecom, Department of Telecommunications, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110001.*

**Reference: Letter No. W-02/0037/2025-DPE(WC)/FTS14505 Dated 27/03/2025.**

On behalf of the Executives and Non-Executives working in BSNL, we the General Secretaries of All Unions and Associations of BSNL (AUAB) seek your kind and active intervention for conveying approval of DoT for **implementation of DPE order dated 27/02/2026 for implementation of IDA revision w.e.f. 01/01/2026 for Executive and Non-Executive employees working in BSNL.**

This order was due in January 2026, but it was issued late by DPE and it is unfortunate that since last one and half month the same is not cleared by DoT and as on today also uncertainty continues when it will be clarified by DoT. Now the IDA enhancement order w.e.f. 01/04/2026, but till four month old due IDA is not implemented.

As per the long-established practice, IDA is revised every quarter by DPE based on CPI movements. The said order clearly stipulates that the revised IDA rates applicable from 01.01.2026 to CPSE employees, including BSNL staff, shall be 236.7% for the 2007 pay scales, thereby granting an increase of 3.5%.

Accordingly, BSNL Corporate Office has already furnished the required clarification to DoT vide letter dated 23/03/2026. However, the matter is still pending with administrative Ministry DoT for last fortnight.

Meanwhile, another instalment of IDA has already become due w.e.f. 01/04/2026, causing deep anguish and resentment among the 52,000 regular employees of BSNL.

In view of the above, we strongly urge your good self to take immediate and appropriate action so that the DPE order dated 27/02/2026

is implemented without any further delay and the eligible employees of BSNL are paid the IDA arrears along with the salary payable on the last day of this month.

We earnestly hope that the necessary orders will be issued by DoT at the earliest, ensuring timely relief to the employees.

**Notice for Lunch Hour Demonstration to protest against undue delay by DoT in endorsing DPE OM dated 27.02.2026 for implementation of IDA revision w.e.f. 01.01.2026, for Executive and Non-Executive employees working in BSNL.**

*No. AUAB/IDA/2026 Dated: 16/04/2026 To, Shri Amit Agrawal, Secretary (Telecom), Department of Telecommunications, Sanchar Bhawan, 20, Ashoka Road, New Delhi – 110001.*

**Ref: - Letter No. W-02/0037/2025-DPE (WC)/FTS14505 dated 27/03/2025.**

With reference to the above subject and letters mentioned above, we, the General Secretaries of All Unions and Associations of BSNL (AUAB), have requested your intervention for conveying approval of DoT for implementation of the DPE order dated 27.02.2026 for IDA revision w.e.f. 01.01.2026, for Executive and Non-Executive employees working in BSNL.

This DPE OM was due in January 2026, but it was issued late by DPE. It is unfortunate that for the last two months the same has not been cleared by DoT, and as of today uncertainty continues regarding when it will be approved by DoT. The chances of its implementation in the salary of April 2026 are reducing day by day.

We are now of the opinion that DoT is unnecessarily delaying this issue, which is a simple endorsement of the IDA order and a routine practice.

In view of the above, we once again request you to direct the concerned officers in DoT to issue orders for implementation of enhanced IDA in BSNL, which has been pending for the last four months.

If no action is taken by DoT till 19/04/2026, we, the members and leaders of All Unions and Associations of BSNL, will be compelled

to organise a Lunch Hour Demonstration on 20th April 2026, against the inaction of DoT in endorsing this IDA order.

If thereafter also no action is taken by DoT, we will be compelled to start countrywide agitational programmes in higher forms, including a Twitter campaign against this delay tactic of DoT, and the entire responsibility will lie with your office.

We earnestly hope that the necessary orders will be issued by DoT and that we will not be compelled to protest against the inaction of DoT officers on this simple issue.

**Request for kind intervention into deliberate inaction by BSNL Management on concern raised by All Unions and Associations against illegal promotion and posting of Sri Tulasi Raman as GM HR TN Circle and prolonged i.e. 11 years stay of Sri Bhaskar as PGM HR CHTD Circle.**

***No. All Unions and Associations of BSNL/ CHQ/2026/TN/CHTD Dated: 24/03/2026 To, The Additional Secretary Telecom, Department of Telecommunications, Sanchar Bhavan, Ashoka Road, New Delhi.***

**Reference: Letter No. BSNLCO-SR/16(12)/12025-SR Dated 06/10/2025.**

With reference to above subject and letter, All Unions and Associations of BSNL request your kind intervention into deliberate inaction by BSNL management.

Vide notice dated 09/10/2025 and subsequent correspondence and reminders in formal/informal meeting, we the Unions and Associations of BSNL have brought to notice of PGM Pers, Director HR and CMD BSNL the following issues of serious violation of BSNL guidelines, but even after passing of four months and firm assurances for corrective actions, nothing has been done and we are of the opinion that BSNL Management is not taking action on it and hence under compulsions we are drawing your kind attention on these burning issues of BSNL.

1. As per clause 17 of BSNL CO vide letter No BSNLCO-PETS/12(11)/1/2025-PERS1/1 Dated 02/05/2026 has withdrawn the powers of CGMs to give Looking After in GM Cadre. Copy attached. But against all these guidelines CGM

TN has given the looking after promotion of GM HR to Sri. Tulasi Raman who is JtGM Arch. This is deliberate violation by CGM TN and instead of taking corrective action, the file processed on the subject has been repeatedly returned by Director HR without any action thereby allowing CGM TN to illegally promote Sri. Tulasi Raman as GM HR TN Circle. Due to this illegal promotion and out of turn support Sri Tulasi Raman is obliged and under such out of turn obligation, Sri Tulasi Raman has stopped applying mind for applicability of BSNL rules and guidelines as GM HR and follows whatever Sri Parthiban says and directs him. After agitational notice and in meeting held on 06/10/2025, it was assured by Director HR that the file for reversion and transfer of Sri. Tulasi Raman is with him and orders for the same will be issued after discussions with CMD BSNL. But since last four months, no action is taken by CMD BSNL and Sri Tulasi ram continues to be promoted as illegal GM HR TN Circle.

2. Sri. Bhaskar, PGM HR is continuing at Chennai Circle for more than 11 years against all guidelines issued by Vigilance section and Pers section for working at particular Circle Unit and on sensitive posts. Copy attached. It was assured by Director HR that file for the same will be initiated along with other such GMs mainly GM HR who are working on these posts for more than four years and latest by 26/10/2025, but till today no action is taken Sri Bhasker continues at Chennai violating guidelines issued by Vigilance section. It is understood that due to prolonged stay of Sri Bhaskar at Chennai, he has developed many unethical relationships and is involved in corrupt practices and detailed investigation in this issue will find out the truth.

3. Both these officers are involved in anti-employee activities and due to their biased actions, there is mass unrest among the Workforce of BSNL in both these important Circles of BSNL.

With submission of all these details, we hereby request your high office **for kind intervention and for immediate transfer Sri. Bhaskar PGM HR CHTD who is continuing in CHTD Circle for more than 11 years against BSNL CO/Vigilance guidelines and posting at sensitive posts and Reversion and Transfer of Sri. Tulasi Raman from post of GM HR TN who is illegally and locally promoted as GM HR by CGM TN against the BSNL CO guidelines.**

## बीएसएनएल कर्मचारियों की पीड़ा, संघर्ष और सरकार की उपेक्षा

बीएसएनएल कर्मचारियों की पीड़ा, संघर्ष और सरकार की उपेक्षा भारत संचार निगम लिमिटेड (बीएसएनएल) केवल एक दूरसंचार कंपनी नहीं, बल्कि देश की संचार व्यवस्था की मजबूत रीढ़ है। वर्षों से बीएसएनएल के कर्मचारी देश के दूर-दराज गाँवों, सीमावर्ती क्षेत्रों, पहाड़ी इलाकों और कठिन भौगोलिक परिस्थितियों में भी संचार सेवाएँ उपलब्ध कराते आ रहे हैं। जब निजी कंपनियाँ केवल लाभ कमाने वाले क्षेत्रों तक सीमित रहीं, तब बीएसएनएल कर्मचारियों ने हर परिस्थिति में देश और जनता की सेवा को अपना कर्तव्य समझा। प्राकृतिक आपदाएँ हों, बाढ़ हो, तूफान हो या कोई राष्ट्रीय संकट हर स्थिति में बीएसएनएल कर्मचारी दिन-रात मेहनत कर संचार व्यवस्था को बनाए रखने का कार्य करते रहे हैं। सीमित संसाधनों, पुरानी तकनीकी व्यवस्था और लगातार बढ़ते कार्यभार के बावजूद कर्मचारियों ने कभी अपने दायित्वों से पीछे हटने का प्रयास नहीं किया। लेकिन अत्यंत दुर्भाग्यपूर्ण स्थिति यह है कि देश की सेवा में समर्पित यही कर्मचारी आज स्वयं आर्थिक, मानसिक और प्रशासनिक कठिनाइयों से जूझने को मजबूर हैं। आज बीएसएनएल कर्मचारियों पर समय की कठोर पाबंदी लागू है। समय पर कार्यालय पहुँचना, देर तक कार्य करना, बढ़ते लक्ष्य पूरे करना और कई प्रकार की जिम्मेदारियाँ निभाना कर्मचारियों की मजबूरी बन चुकी है। लेकिन दूसरी ओर उनकी जायज समस्याओं और अधिकारों की लगातार उपेक्षा की जा रही है। कर्मचारियों से अनुशासन और समर्पण की अपेक्षा तो की जाती है, किन्तु जब उनके वेतन, पदोन्नति और सुविधाओं

की बात आती है, तब सरकार और प्रशासन मौन दिखाई देते हैं। सबसे गंभीर विषय वर्षों से लंबित वेतन संशोधन का है। बीएसएनएल कर्मचारी आज भी वर्ष 2007 के वेतनमान पर कार्य करने को विवश हैं। लगभग 16 वर्ष बीत जाने के बाद भी 01 जनवरी 2017 से लागू होने वाले नए वेतनमान को अब तक दूरसंचार विभाग द्वारा स्वीकृति नहीं दी गई है। लगातार बढ़ती महँगाई, बच्चों की शिक्षा, चिकित्सा खर्च, घर-परिवार की जिम्मेदारियाँ और दैनिक जीवन की बढ़ती आवश्यकताओं के बीच कर्मचारियों का जीवन अत्यंत कठिन होता जा रहा है। एक ओर बाजार में हर वस्तु की कीमत बढ़ रही है, वहीं दूसरी ओर कर्मचारियों का वेतन पुराने ढाँचे में जकड़ा हुआ है। यह केवल आर्थिक समस्या नहीं, बल्कि कर्मचारियों के आत्मसम्मान और मनोबल से जुड़ा प्रश्न बन चुका है। वर्षों तक ईमानदारी और निष्ठा से सेवा देने वाले कर्मचारियों को आज असुरक्षा और भविष्य की चिंता सताने लगी है। कई कर्मचारी अपने परिवार की आवश्यक जरूरतों को पूरा करने के लिए संघर्ष कर रहे हैं। इसके बावजूद वे संस्था को मजबूत बनाए रखने के लिए लगातार मेहनत कर रहे हैं। अक्टूबर 2025 में मान्यता प्राप्त यूनियनों और बीएसएनएल प्रबंधन के बीच वेतन संशोधन को लेकर समझौता हुआ था। इसके बाद 12 फरवरी 2026 को बीएसएनएल बोर्ड ने प्रस्ताव को अनुमोदित कर दूरसंचार विभाग को भेज दिया। कर्मचारियों को उम्मीद थी कि अब वर्षों का संघर्ष समाप्त होगा और उन्हें न्याय मिलेगा।

शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ का शेष

लेकिन अत्यंत दुर्भाग्यपूर्ण स्थिति यह है कि महीनों बीत जाने के बाद भी यह महत्वपूर्ण प्रस्ताव विभागीय स्तर पर लंबित पड़ा हुआ है। सरकार और दूरसंचार विभाग की यह उदासीनता कर्मचारियों के मनोबल को तोड़ने का कार्य कर रही है। आज बीएसएनएल में कर्मचारियों की संख्या लगातार कम होती जा रही है। सेवानिवृत्ति के बाद नई भर्ती लगभग बंद है, जिसके कारण कम कर्मचारियों पर अत्यधिक कार्यभार डाल दिया गया है। तकनीकी कार्यों के साथ-साथ विपणन, ग्राहक सेवा, प्रशासनिक कार्य और फील्ड ड्यूटी जैसी अनेक जिम्मेदारियाँ एक ही कर्मचारी से कराई जा रही हैं। इससे कर्मचारियों पर मानसिक दबाव लगातार बढ़ता जा रहा है। स्थिति यह हो गई है कि एक कर्मचारी को कई कर्मचारियों का कार्य करना पड़ रहा है। दिन-रात की मेहनत के बावजूद कर्मचारियों को न तो पर्याप्त संसाधन मिल रहे हैं और न ही उनके भविष्य की कोई स्पष्ट सुरक्षा दिखाई दे रही है। इसके बावजूद बीएसएनएल कर्मचारी पूरी निष्ठा के साथ संस्था को बचाने और मजबूत करने में लगे हुए हैं। एनएफटीई बीएसएनएल स्पष्ट रूप से कहना चाहती है कि यदि बीएसएनएल को मजबूत बनाना है, तो सबसे पहले उसके कर्मचारियों को मजबूत करना होगा। किसी भी संस्था की सबसे बड़ी ताकत उसके कर्मचारी होते हैं। यदि कर्मचारियों का मनोबल टूट जाएगा, यदि वे आर्थिक और मानसिक तनाव में रहेंगे, तो संस्था का विकास संभव नहीं हो सकता। सरकार और बीएसएनएल प्रबंधन को चाहिए कि वे कर्मचारियों की समस्याओं को गंभीरता से समझें और लंबित

वेतन संशोधन को तत्काल स्वीकृति दें। कर्मचारियों को समय पर वेतन एवं भत्ते, नियमित पदोन्नति, पर्याप्त स्टाफ, सम्मानजनक कार्य वातावरण और सामाजिक सुरक्षा उपलब्ध कराई जानी चाहिए। कर्मचारियों के साथ न्याय करना केवल प्रशासनिक जिम्मेदारी नहीं, बल्कि नैतिक दायित्व भी है। बीएसएनएल केवल एक कंपनी नहीं, बल्कि देश की रणनीतिक और सामाजिक आवश्यकता है। सीमावर्ती क्षेत्रों, ग्रामीण भारत और संकट की परिस्थितियों में आज भी बीएसएनएल की भूमिका सबसे महत्वपूर्ण है। यदि बीएसएनएल को कमजोर किया गया और उसके कर्मचारियों की लगातार उपेक्षा होती रही, तो इसका दुष्प्रभाव देश की संचार व्यवस्था पर भी पड़ेगा। एनएफटीई बीएसएनएल सरकार और दूरसंचार विभाग से मांग करती है कि कर्मचारियों की जायज माँगों को तत्काल स्वीकार किया जाए। वर्षों से लंबित वेतन संशोधन को बिना किसी और देरी के लागू किया जाए तथा कर्मचारियों के साथ हो रहे अन्याय को समाप्त किया जाए। बीएसएनएल कर्मचारी किसी पर उपकार नहीं माँग रहे, वे केवल अपना अधिकार, सम्मान और न्याय चाहते हैं। यदि सरकार वास्तव में बीएसएनएल को मजबूत और आत्मनिर्भर बनाना चाहती है, तो उसे सबसे पहले बीएसएनएल कर्मचारियों के दर्द, संघर्ष और त्याग को समझना होगा। क्योंकि बीएसएनएल का भविष्य उसके कर्मचारियों के विश्वास, सम्मान और मनोबल से ही सुरक्षित रह सकता है। "बीएसएनएल बचेगा तो देश का संचार सुरक्षित रहेगा, और बीएसएनएल तभी मजबूत होगा जब उसके कर्मचारियों को न्याय, सम्मान और सुरक्षा मिलेगी।"

**एनएफटीई सीएचक्यू सभी को मई दिवस की क्रांतिकारी शुभकामनाएँ देता है।**