



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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AUGUST, 2026

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Editor - Chandeswar Singh

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EDITORIAL

Restructuring in BSNL: Reform or a Test of Employees' Endurance

Bharat Sanchar Nigam Limited (BSNL) is not merely a Telecom company; a historic public sector institution that has connected cities, towns, villages, and remote corners of India for decades. At a time when the nation is moving rapidly towards Digital India, rural connectivity and technological self-reliance, the role of BSNL becomes more significant. Therefore, **the recent move by BSNL management to initiate a new restructuring policy without adequate consultation, transparency, or stakeholder participation has generated widespread concern and unrest among employees across the country**

The sudden introduction of this pilot restructuring project in the Uttarakhand Circle on 4th July 2026 created confusion and anxiety among both executive and non executive employees. Neither the recognised unions nor the associations were taken into confidence before implementation. As a result, a spontaneous of resentment emerged, compelling employees to protest publicly. What began in Uttarakhand quickly spread across the country, demonstrating that **the issue is not confined to one circle but has become a matter of collective concern for the entire BSNL workforce.**

The most fundamental question is this: How can the Government insist on affordability and profitability as preconditions for implementing the 3rd Wage Revision/3rd PRC, while simultaneously promoting a restructuring experiment whose financial viability and long-term revenue implications have not been transparently explained? If profitability is considered essential

for wage revision, then the same principle must logically apply to any major restructuring initiative that could significantly affect BSNL's operational and financial structure.

For nearly a decade, BSNL, employees have been working without any wage revision. During this period, inflation has increased, living expenses have multiplied, and financial pressures on employees families have grown substantially. Yet the workforce has continued to serve the organisation with dedication and professionalism. **On one hand, senior officers at circle, BA and higher administrative levels are already enjoying the benefits of the 7th Central Pay Commission and are likely to receive the benefits of the 8th CPC in due course. On the other hand, a large section of casual labourers, temporary status mazdoors, and lower-income employees continues to receive wages linked to the 6th CPC, with delayed implementation of even those benefits.** This represents not only an economic imbalance but also a serious issue of institutional equity and social justice.

It is important to remember that BSNL wholly Government-owned enterprise. The Government certainly the authority to frame business strategies and organisational policies. However, **the success of any public institution depends not merely on administrative decisions but on the commitment, morale, and confidence of its employees.** These are the same employees who maintained communication services during floods, natural disasters, pandemics,

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NFTE CHQ, Wishing you and your family a very happy 79th Independence Day filled with pride, joy and gratitude

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and other national emergencies, often working under extremely difficult conditions when communications networks most needed by the public.

Bharat Net project was conceptualized, BSNL unions and associations had suggested that the existing BSNL officers and staff were fully capable of executing and managing the project efficiently. Despite this, a separate corporation was established, and enormous public funds were invested. If the desired targets have still not been achieved, the reasons should be examined through a serious policy and administrative review rather than by placing additional burdens on BSNL employees through abrupt restructuring measures.

Reports suggest that the proposed restructuring may involve shifting a substantial portion of the workforce to rural areas. If this is indeed the intention, an obvious question arises: How will BSNL manage its urban business operations, enterprise services, leased circuits, FTTH networks, broadband customers, corporate clients, and other revenue-generating activities? **Urban business remains one of the principal sources of BSNL's revenue.** Weakening that structure without a clearly defined operational and financial roadmap could adversely affect the company's overall sustainability.

Any restructuring exercise should aim to make organisation more efficient, more competitive, technologically stronger, and financially sustainable. **Unfortunately, reforms introduced without dialogue, clarity, and employee participation often create uncertainty. Mistrust, and industrial unrest.** Employees are not opposed to reform; they are opposed to unilateral decisions that ignore their legitimate concerns and long-pending demands. Sustainable reform succeed only when it is built on consultation, transparency, accountability, and mutual trust.

What BSNL requires today is not another experimental exercise imposed from above, but a process of confidence-building and participative decision-making. **The Government and BSNL management should initiate comprehensive discussions with recognised unions and**

associations, place the full details of the restructuring proposal in the public domain, release a transparent assessment of its financial implications, and, most importantly, implement the long-pending 3rd PRC/3rd Wage Revision with effect from 01.01.2017 before introducing any policy that may impose additional hardships on employees.

A strong BSNL cannot be built solely through administrative restructuring, relocation of staff, repeated organisational experiments. It can be built only through fair wages, dignified service conditions, motivated human resources, technological investment, transparent governance, and participatory management practices. If employee morale is weakened, no restructuring model deliver lasting success. A demoralised workforce cannot become the foundation of a vibrant and competitive public sector telecom company.

BSNL is than a commercial telecom operator; it a strategic national asset and a vital instrument of India's digital inclusion mission. Strengthening BSNL therefore requires policies that protect the institution, respect its employees, and reinforce the public sector values that have played a crucial role in connecting rural and underserved India.

Delay in justice is not merely an injustice to employees; it is an injustice to the future Of the institution itself. If BSNL is to be strengthened, the confidence Of its employees must be protected; and that confidence can survive only When reform is accompanied by fairness, transparency, and justice

TELECOM

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NFTE CHQ Wishes a Happy Rakshabandhan which reminds us of the sweetness of brother sister relationship

Recognition and Extension of facilities of Recognised Unions and limited facility Union in BSNL.

No. BSNLCO- SR/14/11(1)/2025-SR Dated: 03.08.2026

I am directed to refer to the subject mentioned above and to convey the approval of competent authority that the Recognition and facilities extended to BSNLEU as Main Recognised Representative Union, NFTE (BSNL) as Second Recognised Representative Union and BTEU BSNL as Limited Facility Union vide this office letter nos. BSNL/5-1/2022/SR dated 17.10.2022, BSNLCO dated 16.10.2025 SR/14/11(1)/2025-SR and BSNLCO dated 16.01.2026 shall further continue upto 16.012027 or till nohfication of 10th Membership Verification whichever is earlier.

ORGANISATIONAL NEWS

Meeting with the Director (HR) on 03.07.2026:- The PGM(Estt & Recruitment) and the PGM (Pers & SR) were present in the meeting. From union side also. Com Uttam Kumar Duhan Deputy General Secretary, Com. A.Rajamouli Treasurer and General secretary were present to place the staff grievances. We discussed the following issues. **(1) Framing and introduction of new promotion policy for the non executive employees:-** We strongly submitted that the uniform promotion policy must be introduced at par with the Executive Promotion policy (EPP) **The PGM Estt reciprocated that the committee has all ready been completed to review and recommend in respect of the new NEPP. We added that the staff side should be called in the committee meeting to share their views. The management assured positively. (2) Restructuring of organisation and man power distribution:-** on this issue we submitted that the skills of non executive Cadres must be preferred with by upgrading the cadres and placed them one step above from their present status as, all the JEs should be sent induction training of JTOs and after training they must be promoted as JTO . Similar process may be adopted for all the TTs with basic qualification fixed for their promotion to JE cadre and ATT to TT cadre. Management replied positively for this suggestion will be sincerely considered at proper time. **(3) Transfer policy including Rule-8 & Rule-9 for non executive employees:-** We pointed out the difficulties faced by the employees specially by the JEs and requested to enhance the stay on Rule 9 upto 4/5 years. We also requested to extend some period for rule 9 upto finalisation of the transfer policy. **Management replied that the committee on transfer policy has reviewed all the points and it will be finalised at earliest. (4) Formal/informal meeting at circle / BA level:-** On this issue we draw worst situation prevailing in

Chennai telephones circle where CGM & GM (HR) are totally adamant to not granting any meeting with the recognised unions. Management said necessary instructions will be circulated to **all the concern to insure meeting with recognised unions.** Besides these important issues out of curiosity we asked the status of wage revision and got satisfactory information. Other HR issues were also discussed. Before end of the meeting the PGM (Pers & SR) shared a new plan in respect of re organising and restructuring the BSNL organisation with totally new hierarchy. On this issue we submitted that after getting all inputs regarding (HR) set up we will share our final views.

An emergent AUAB CHQ meeting held on 09-07-2026 in SNEA office, New Delhi and discussed on Restructuring of Pilot project in Uttarakhand, after a deep discussion on the issue for 2-1/2 hours, **AUAB CHQ decided to protest against the arbitrary decision of BSNL Management to implement Circle Restructuring through a Pilot Project in Uttarakhand Circle and demand for its immediate withdrawal.** It was also decided to organise nationwide agitational programme w.e.f. 15/07/2026 if proposal is not withdrawn by BSNL Management by 14/07/2026. The agitational programme will be intensified by wearing black badges, Lunch Hour Demonstrations, quitting all official What's app Groups, Day long dharana, Work according to Rule and Non -Co-operation moment till the proposal is withdrawn and detailed programmes of action will be announced next week.

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

Protest against the arbitrary decision of BSNL Management to implement Circle

Restructuring through a Pilot Project in Uttarakhand Circle and demand for its immediate withdrawal.

No. AUAB /CHQ/2026/RSTG Dated 9th July 2026. To, Shri. A. Robert J. Ravi, CMD BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi-110001.

Ref: 1. Letter No. BSNLCO -RSTG/15(14)/1/2026-RSTG Dated 04/07/2026.

2. Letters Dated 06.07.2026 and 07.07.2026 by AUAB Uttarakhand Circle. 3. Letter No. U-11062/23/Telecom/2024-DEMO Dated 29/01/2026.

An emergency meeting of the AUAB CHQ was convened on 09.07.2026 to deliberate upon the serious unrest prevailing among the employees and executives of BSNL following the unilateral decision of the Management to introduce the so-called Circle Restructuring Pilot Project in Uttarakhand Circle.

The meeting was necessitated by the spontaneous agitation launched by AUAB, Uttarakhand Circle, against this arbitrary and ill-conceived proposal. The agitation was temporarily deferred only after the assurance extended by the CGM, Uttarakhand, that the proposal would not be implemented immediately and that detailed discussions would be held with AUAB representatives. Consequently, the matter has been referred to AUAB CHQ for further intervention.

At the outset, AUAB reiterates that it has never opposed organisational restructuring, but present unrealistic proposal cannot be accepted as it is based on wrong assumptions and presumptions. AUAB has consistently demanded scientific restructuring of BSNL based on business requirements, technological changes and manpower needs, with due consideration of the feedback and practical inputs received from field units.

It was on our persistent demand that three committees were constituted to examine cadre restructuring, manpower optimisation and enhancement of sanctioned strength to meet expanding business requirements of BSNL and to address the long pending career progression issues of both Executives and Non-Executives.

Unfortunately, none of these committees has submitted its final recommendations, nor have the issues been discussed

with stakeholders. In such a situation, it is both surprising and unacceptable that the Management has suddenly chosen to implement a restructuring model based primarily on the number of Gram Panchayats and Blocks, proposing large scale transfers of Executives below SDE level and about all and Employees without any transparent study, business analysis or stakeholder consultation solely based on superficial and blind recommendations of BCG Consultant and it is real reason of unrest among BSNL workforce.

Surprisingly, BSNL has already issued orders for restructuring of Kerala, Karnataka, Maharashtra and Gujrat Circle which are based on number of lines, OFC Network and revenue generation and it has no reference of Gram Panchayat or Block concept and unfortunately the same is not aware to your high office or PGM Restructuring and also the committee members and this shows how casually this proposal has been designed by BCG and blindly recommended by Committee members who are already overloaded with their works.

This proposal completely ignores the existing staffing norms, business realities and operational requirements. Major revenue of BSNL continues to originate from urban and semiurban areas where customer concentration, enterprise business and service demands are significantly higher.

A restructuring model based solely on administrative units such as Gram Panchayats and Blocks neither reflects the business profile of BSNL nor addresses its operational challenges. Instead, it is likely to disrupt service delivery, demoralise the workforce and adversely affect customer satisfaction.

It is unfortunate that while the Management projects improving performance of BSNL and growth before the Government and the public, it simultaneously attempts to portray its own employees as underperforming and seeks to justify such an arbitrary restructuring proposals. The dedicated workforce of BSNL has continued to deliver results under extremely challenging circumstances, often without adequate infrastructure, manpower or logistical support and they deserve recognition, encouragement and not blame and punitive administrative measures for failure of the Management to provide minimum required support to the workforce.

AUAB is constrained to observe that the present proposal reflects a serious

disconnect between the Management and the operational realities of BSNL. Rather than addressing critical issues affecting the growth of BSNL, such as manpower shortages, delayed recruitment, inadequate infrastructure, strengthening of marketing and sales, customer service improvement, expansion of enterprise business and resolution of long pending HR issues, the Management appears to be diverting attention towards an impractical restructuring exercise that offers no demonstrable business benefit.

The decision to treat Uttarakhand Circle as a pilot project without any consultation with representative unions and associations is contrary to the principles of participative management and industrial harmony. Any restructuring exercise affecting thousands of employees must be preceded by comprehensive consultation, objective business justification and transparent evaluation of its likely impact on business performance and employee welfare.

AUAB also expresses its serious concern over the reported reference to the directions issued by the office Honourable Prime Minister of India, in support of this proposal. A careful reading of the relevant communication clearly indicates that the first priority envisaged is the repatriation of officers working on deputation in BSNL.

The subsequent observations relate to assessment of manpower suitability in the larger organisational context. Selective interpretation of these directions to justify large scale transfers of BSNL employees, while ignoring the issue of repatriation of officers on deputation, is neither fair nor consistent with the spirit of those directions. We smell something fishy as this committee was constituted of the Officers who are on deputation and does not include any stakeholder from the BSNL including the same level officer working in BSNL on absorption.

The prevailing unrest among the workforce is a direct consequence of this ill conceived proposal and one sided action by Management headed by you. Instead of strengthening confidence among employees at a crucial stage of revival wherein Government has invested Lakhs of Crores of Money, such decisions have created uncertainty, dissatisfaction and avoidable confrontation across the organisation. We feel this is nothing but attempt to fail the decisions of Government of India and projecting that BSNL cannot run without officers on deputation or it may be indirect way to express anguish against decision by PMO for

repatriation of officers working on deputation to BSNL for more than 25 years.

AUAB, therefore, strongly condemns the arbitrary and unilateral decision of the Management and demands:

A. Immediate withdrawal of the proposed Circle Restructuring Pilot Project in Uttarakhand Circle

B. Share the outcome of all the Committees Constituted for restructuring review since mass VRS 2019.

C. Detailed discussions with AUAB, the stake holders before initiating any restructuring exercise affecting the BSNL workforce.

D. Preparation of any future restructuring proposal in strictly on the basis of business requirements, operational workload, customer service obligations and scientific manpower planning rather than arbitrary administrative parameters designed from consultant firm without any filed survey.

We sincerely hope that the Management will appreciate the gravity of the situation and take immediate corrective action by withdrawing the proposal in the larger interest of BSNL, its employees and industrial harmony.

However, if the Management do not roll back and proceeds with this proposal without meaningful dialogue and without addressing the genuine concerns of the workforce, AUAB will be left with no alternative but to launch a nationwide agitational programme from next week. The detailed programme of action will be communicated separately. The entire responsibility for the resulting industrial unrest shall rest solely with the BSNL Management.



AUAB meeting in Snea office New Delhi

National convention of workers and farmers was held on 29-07-2026 in Talkatora Stadium. After the meeting the central trade unions, Sectoral Federations/Associations released a joint statement against the Anti-People policies of Govt. All the leaders have spoken openly the Anti-People policies of Govt. Com. Chandeshwar Singh, G.S. attended the convention from NFTE (BSNL).

The following joint statement issued to the media by the Central Trade Unions and Samyukt Kisan Morcha 29th July 2026

National Convention of Workers and Farmers Resolves to Intensify Coordinated and United Struggles Against Anti-People Policies

The National Convention of Workers and Farmers, jointly organised by the Central Trade Unions (CTUs), Sectoral Federations and Associations, along with the Samyukta Kisan Morcha (SKM) concluded today at the Talkatora Stadium, New Delhi packed with sea of working people and farmers. The convention gave out a resounding call to strengthen the unity of workers, farmers, students, youth and all democratic sections of society in defence of livelihoods, constitutional rights and national interests. Marking a new chapter in this struggle for dignity, democracy, equality and justice the massive gathering sent a strong message that when the workers and farmers unite, they make a massive force to reckon with.

Talkatora stadium was busting out of its seams with the participation of thousands of workers from every sector of the economy. Industrial workers, public sector employees, transport workers, bank and insurance employees, teachers, government employees, scheme workers, unorganised workers of all activities including piece rate workers, gig and platform workers, women workers, youth, pensioners etc., joining hands with farmers from across the country. Undeterred determination of the working people and farmers to resist anti-worker, anti-farmer and pro-corporate policies was determinedly demonstrated among the participants.

A joint presidium representing all the CTUs and SKM conducted the proceedings.

The Presidium members from CTUs included Amit Yadav-INTUC, Mohan Sharma AITUC, Raja Shridhar-HMS, Sudip Dutta-CITU, Samar Sinha-AIUTUC, Jyoti Ranjan Mahapatra-TUCC, Ashaben-SEWA, Sucheta De-AICCTU, J Vijayakumar-LPF, R.S. Dagar-UTUC and those from SKM were Satheesh Azad (KKU), Umesh Singh (AIKM), Ravula Venkaih (AIKS), Ashok Dhawle (AIKS), Shankar Ghosh (AIKMS), SSV Satyanarayan (AIKMS), Yudhvir Singh BKU (Tikait), Simran Singh BKU (Ugrahan), K. Rangga (AIUKS).

The speakers from CTUs included Ashok Singh-INTUC, Amarjeet Kaur-AITUC, Harbhajan Singh Sidhu-HMS, Elamaram Kareem-CITU, Hari Prakash- AIUTUC, K Induprakash Menon-TUCC, Lata Ben-SEWA, Rajeev Dimri-AICCTU, V. Veluswamy LPF, Shatrueet Singh-UTUC and those from SKM included Avatar Singh Mehma (KKU), Satyavan (AIKMS), Vijoo Krishanan (AIKS, Canning Lane), Purushottam Sharma (AIKM), Rajan Kshirsagar (AIKS, Ajoy Bhawan), Raminder Singh Patiala (AIKMS), Joginder Singh Ugrahan(BKU-U), Rakesh Tikait (BKU-Tikait), Dr. Sunilam (KSS), Joginder Singh, Govind Raj, Karnail Singh Ikolaha (AISKs), Ashok Baitha (AIKMS).

All speakers rose in unison against the anti-people policies of the government. They highlighted the deepening economic crisis, rising unemployment, unprecedented price rise, privatisation of public sector enterprises and public services, attacks on trade union rights through the Labour Codes, the neglect of farmers' demands, against the damaging foreign trade agreements, shrinking democratic space, and increasing attempts to divide the people on communal, caste and other sectarian lines. They emphasised that only apart from fighting from their respective organisations and fronts, a broad and united movement of workers, farmers and all democratic forces can effectively defend the Constitution, protect livelihoods and safeguard India's secular and democratic character.

The Convention unanimously adopted a comprehensive declaration reiterating the demands to repeal the four Labour Codes, guarantee trade union rights, restore labour protections, ensure a statutory minimum wage of

₹42,000 linked to dearness allowance, guaranteed MSP at C2+50% with assured procurement, No to anti farmer, anti-workers Foreign Trade Agreements (FTA), stop privatisation and the National Monetisation Pipeline 2.0, restore and strengthen MGNREGA, expand social security, create employment, strengthen public education and healthcare, defend the Public Distribution System, withdraw draconian laws, and protect constitutional and democratic rights etc.

The declaration also resolved to intensify coordinated struggles of workers and farmers across the country. As part of the immediate programme of action, the Convention called for nationwide protests on 10 August 2026, commemorating the Quit India Movement, through district and state-level demonstrations, rail roko, rasta roko, workplace protests, human chains and other forms of peaceful mass mobilisation. It also resolved to organise joint state-level conventions, decentralised Mahapadavs and prepare for larger nationwide direct-action programmes if the demands remain unaddressed.

The convention sent a powerful, united message to strengthen workers'-farmers' unity and intensify the struggle to confront the government that is increasingly becoming authoritarian in its character. The historic event concluded with a powerful pledge to further strengthen the unity of workers and farmers, expand solidarity with democratic movements, and carry forward the struggle for a society based on equality, justice, secularism and social progress.

The Convention concluded on a triumphant note, reaffirming the unwavering determination of India's working people to strengthen their unity and intensify the struggle. With renewed resolve, the participants pledged to carry the movement forward until their demands are achieved. The message was loud and clear- "Unite, Organise and fight – Unity will be ours"

Jointly issued by

The Central Trade Unions, Sectoral Federations/Associations

and

Samyukt Kisan Morcha



View of Dias Com. Amarjeet Kaur addressing



View of Audience in Tal Katora Stadium

Online meeting of unions and associations held on 30-07-2026 to discuss the "Pilot Project issue of Uttarakhand". In this meeting the agitated leaders of Uttarakhand and circle Secretaries have participated in the meeting. After a lengthy discussion on the issue the leaders decided to request the management to roll back the Pilot Project in Uttarakhand immediately and also requested the Management to call the all leaders of unions and associations to discuss the issue. All unions and associations unanimously decided to make the lunch hour demonstration at all levels on 31-07-2026 by opposing the Pilot project in Uttarakhand. And also requested the Circle/ District Secretaries and active leaders to make the twitter campaign a big success on 03-08-2026.

A well attended lunch hour demonstration held today at Eastern Court, New Delhi. Leaders of AUAB were well present in the demonstration, notably more than 100 Comrades including women employees attended from NTR & Corporate office Circles. All leaders spoken openly on restructuring. All have opposed the Pilot Project of Uttarakhand. All the leaders have given a message to Uttarakhand employees that "all unions are with you". All leaders conveyed revolutionary greetings to them for their braveness in opposing Pilot Project in the circle. From NFTE BSNL Com. Uttam Singh Duhan, Dy. G.S, Com. Rajamouli, Com. Dharmendra Malik C.S. C.O, Com. Naresh Kumar, C.S. NTR, Com. Jabbar Khan from UP(West) and other Comrades were present in the demonstration.



View of Lunch hour demonstrations Eastern Court New Delhi



Bhopal (M.P)



View of participants in the demonstration



DGM office Adilabad



View of women employees in the demonstration



Circle Office Hyderabad



NFTE delegation to demonstration place



Lunch hour demonstration organised at different places in the country on 31-07-2026 – View of photos



Raipur (Chatisgarh)



Hyderabad BSNL Bhawan



Alipore (kolkata)



Guwahati (Assam)

LETTERS FROM BSNL MANAGEMENT / GOVT.

Collection of Vacancy Position of JAOs for Vacancy Years 2025 and 2026-reg.

No. BSNLCO-SEA/23/11/2026-SEA Dated: 01.07.2026 To, All Heads of Territorial Circles & Administrative Units BSNL

Ref: Letter No. BSNLCO-SEA/23/11/2026-SEA dated: 17.06.2026 & 24.06.2026

Kindly refer to the aforesaid letters vide which the Territorial Circles were requested to furnish the information in respect of the JAO cadre to ascertain the exact vacancy position in the cadre for the Vacancy Years 2025 and 2026.

Since no information has been received from the Circle's till date(except Jharkhand & Tamil Nadu), it is requested that the above information may please be furnished today itself without fail through e-mail at bsniseaco@gmail.com and hard copy thereafter.

The matter may be accorded TOP PRIORITY.

Grant of notional increment in Family Pension - reg.

eFile No. BSNLCO-A/12(17)/3/2021-ESTAB Date: 01.07.2026 To, All Heads of Circles/Units Bharat Sanchar Nigam Limited.

I am directed to forward herewith a copy of DoT O.M. No. 40-05/2026-Pen(T) dated 17.06.2026 (copy enclosed) regarding grant of notional increment for Family Pension.

2. DoT, in consultation with DoP&T, has clarified that the instructions issued vide DoPT O.Ms. dated 14.10.2024 and 20.05.2025 and DoT O.M. dated 26.05.2025 were issued for grant of one notional increment for the purpose of calculation/revision of pension. It has been further clarified that no separate instructions/clarification have been issued regarding extension of the benefit of notional increment for calculation of Family Pension.

3. DoT has further clarified that the benefit of notional increment granted in terms of DOPT O.Ms. dated 14.10.2024 and 20.05.2025 and DoT O.M. dated 26.05.2025 is admissible only for calculation/revision of pension and

shall not be extended for fixation/revision of Family Pension.

4. All Circles/Units are requested to regulate such cases in accordance with the aforesaid instructions/clarification issued by DoT.

This issues with the approval of the Competent Authority.

Grant of Notional Increment in Family Pension — reg.

No. 40-05/2026-Pen(T) Date: 17-06-2026 Room No. 514, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110001 To, The Controller General of Communication Accounts, NICF campus, Ghitori New Delhi- 110047.

Kindly refer to your Office letter No.13-118/2025-26/P&IT/855 dated 20.01.2026 regarding applicability of notional increment for calculation of family pension in cases covered under DoPT O.Ms. dated 14.10.2024 and 20.05.2025.

2. The matter has been examined in consultation with Department of Personnel & Training (DoP&T). DoP&T has informed that the instructions issued vide O.Ms. dated 14.10.2024 and 20.05.2025 were issued in compliance with the Orders of the Hon'ble Supreme Court relating to grant of one notional increment to Central Government employees retiring on 30th June/31st December for the purpose of calculation of pension.

3. DoPT has further clarified that while issuing these instructions due care was taken not to include any provisions therein which did not find place in the Orders of the Hon'ble Supreme Court keeping in view the that inclusion of such provisions could have serious legal ramifications and undue financial implications. Moreover, no separate instructions/clarification have been issued regarding extension of the benefit of notional increment for calculation of Family Pension.

4. Attention is also invited to Para-6 of DoPT O.M. dated 20.05.2025 and Para-8 of DOT O.M. No. 38-66/2024-Pen (T) (1) dated 26.05.2025,

wherein it has been stipulated that the grant of notional increment on 1st January/1st July shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits.

5. Family Pension is a distinct statutory benefit governed under Rule 50 of the CCS (Pension) Rules, 2021. Neither the Hon'ble Supreme Court's Orders nor the DoPT O.Ms. dated 14.10.2024 and 20.05.2025 contain any provision extending the benefit of notional increment for fixation or revision of Family Pension.

6. In view of the provisions contained in the aforesaid O.Ms. and the clarification furnished by DOP T, it is clarified that the benefit of notional increment granted in terms of DoPT O.Ms. dated 14.10.2024 and 20.05.2025 and DOT OM dated 26.05.2025 **is admissible only for calculation/revision of pension and shall not extended for fixation/revision of Family Pension.**

7. Accordingly, all CCAs/Pr. CCAs may be advised to regulate such cases in accordance with the above

8. This issues with the approval of Competent Authority.

Filing the Immovable Property Return (IPR) and appropriate action for not filing the IPR-reg.

F.No. BSNLCO-PERS/12(28)/1/2021-CSS Dated: 02-07-2026 I. All CGMTs, BSNL Territorial Circles of BSNL. 2. PPS to CVO, BSNLCO. 3. Intranet Bundle,

Kind attention is drawn to this office OM of even no. dated 05-01-2026 and subsequent reminder dated 23-01-2026 whereby all the Executives/non-Executives of BSNL were requested to submit their Immovable Property Returns (IPRs) for the year 2025 (as on 31-12-2025) latest by 31-01-2026.

2 It is however observed by the office of CVO, BSNL that a considerable number of employees have not submitted their Immovable Property Return (IPR) for the year ending 31-12-2025 and a significant number of employees are defaulting in submission of IPR in the past years also.

3. The office of CVO, BSNL has taken it

seriously and vide their letter no. No. 22-05/2026/VA/Audit(viii) dated 26-05-2026 directed that a list may be prepared for the employees who have not filed the IPR and it may also be intimated what action has been initiated or to be initiated against those not filing the IPR, further, the cases of ghost employees may also be checked.

4 The above referred letter dated 26-05-2026 of the office of CVO, BSNL is enclosed alongwith for immediate compliance and report to this office and also to the office of CVO, BSNL.

This issues with the approval of the Competent Authority.

Filing the Immovable Property Return(IPR) and appropriate action for not filing the IPR.

File No.22-05/2026/VA/Audit(viii) Dated: 26.05.2026 To, PGM(Pers.) 4th Floor, BSNL Corporate Office, New Delhi.

With reference to the above mentioned subject, it is stated that during Management Audit of Vigilance Unit(MAVU), conducted on 25th and 26th February, 2026 by CVC, it is observed that a considerable number of employees have not submitted their immovable Property Return(IPR) for the year ending 31.12.2025 and a significant number of employees are defaulting in submission of IPR in the past years also.

Accordingly, it may be ensured that every official is filing the Immovable Property Return(IPR) on or before due date.

It is requested that a list may be prepared for the employees who have not filed the IPR. It may also be intimated, what action has been initiated or to be initiated against those not filing the IPR. Further, it is requested that cases of ghost employees may also be checked.

This is issued with the approval of CVO, BSNL.

RECRUITMENT BRANCH Corporate Office, Janpath New Delhi-110001

eFile No. BSNLCO-11/12(11)/4/2026-RECTT-CO Dated: 06.07.2026

ADVERTISEMENT

Bharat Sanchar Nigam Limited (BSNL)

invites applications for appointment for the post of **Company Secretary** in BSNL under the Direct Recruitment scheme. Details are as under:-

* Number of Post to be filled = 01 (One)

* Scale of Pay: - Rs. 32,900/- 58,000/- (E5 IDA scale)

* Educational and Other Qualification required:

(i) The candidate should be the member of Institute of Company Secretaries of India with ICSI membership

(ii) Post Qualification experience of 15 years in relevant field out of which atleast two years shall be as full-fledged Company Secretary at executive level. The experience should include statutory and corporate secretarial functions such as conducting Board meetings and Annual General Meetings (AGMs), maintaining statutory registers & records, preparation of Agendas and minutes and ensuring compliance under the Companies Act 2013. The candidate should have experience of working in Central Govt. /State Govt. /Autonomous organization/ PSUs/reputed listed Companies having turnover of atleast 200 crores or more and must possess the ability to interact effectively with senior management and Board members.

(iii) Candidates with Bachelor's degree in Law or higher qualification will be given preference.

*Age: - Upper age limit shall be 40 years as on crucial date (will be notified later) *Note: - Reservation for candidates belonging to SC/ST/OBC/PwBD categories etc. shall be applicable as per the instructions issued by the Government of India for direct recruitment.

The detailed notification will be published on the BSNL website: - www.bsnl.co.in. Eligible candidates are advised to regularly check the BSNL website for updates and other relevant information.

**AGM (Recruitment)
BSNL CO.**

Processing of e-APARs for "executive & non-executive" employees of BSNL, online through ESS-Portal for 'FY' 2025-26- regarding.

No. BSNLCO-PERB/19(12).2.2022-PERSI-Part (4) Dated: 07.07.2026 To, All Heads of Telecom Circles/Metro Districts & Other Administrative Units All PGMs/Sr. GMs/GMs of BSNL CO New Delhi Bharat Sanchar Nigam Limited.

Reference: 1. BSNLCO-PERB /19 (12) /2/ 2022 -PERS1-Part (4) dated 08.04.2026.

2. BSNLCO-PERB/19(12)/2/2022-PERS1-Part (4) dated 18.05.2026

Kind reference is invited to this office letter dated 08.04.2026 vide which the timelines for processing of e-APARS for year 2025-26 was issued. Further this office vide letter dated 18.05.2026 extended the timeline for "Initiation & submission of self-appraisal" till 30.05.2026.

In continuation to this, the Revised Timeline Schedule for Completion of e-APAR of executive employees (for Reporting of Financial year 2025-26) is as under-

S.N. eAPAR steps	Date
1 Initiation & submission of self-appraisal to the reporting officer.	Upto 11.07.2026
2 Reporting of APARS	Upto 15.07.2026
3 Reviewing of APARS	Upto 31.07.2026

All executives and non-executives of BSNL are hereby advised to comply with the timelines for processing of e- APARS.

Further it is reiterated that there would be no further extension in this regard.

This issues with the approval of Competent Authority.

Reminder I MOST URGENT

Data on rotation of officers holding sensitive posts —reg.

No. BSNLCO-PERB/13/5/2020-PERS1 Dated 08.07.2026 To, All Heads of telecom Circles. Metro Districts/maintenance Regions Projects/Stores/BRBRAITT/ALTTC All other Administrative Units Bharat Sanchar Nigam Limited.

Ref: This office letter dated 24.06.2026

The undersigned is directed to refer this

office letter cited on the subject mentioned above available in BSNL Intranet and request you to ensure that the required information should reach this office in the prescribed format as under positively by 4 PM ,08.07.2026 for April to June

2026 quarter for further submission to CVC. This is to be sent to agmpersonnell@gmail.com/ agmperslsts@bsnl.co.in and followed by its hard copy.

Sensitive posts and Job rotation

No. of sensitive Posts identified	No. of Posts due for rotation during the Quarter	No. of Posts rotated during the Quarter	No. of Posts due for rotation and not rotated during the Quarter	Reason for not effecting rotating the sensitive post
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Rule-55A

No. of officials covered	No. of reviews undertaken	No. of cases taken up under FR56J	Action Take
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This issues with the approval of competent authority.

Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Telecom-officer (Telecom) [JTO (T)] under 50% internal quota for vacancy year 2024 upto 31.12.2024 – regarding re-exam in Andhra Pradesh circle.

efile no:- BSNLCO-11/13(12)/1/2025-RECTT-CO Dated:- 10/07/2026 To, The Chief General Manager, Andhra Pradesh Telecom Circle BSNL.

References: - i. O/o PGM (HR & Admin), BSNL AP telecom circle letter dated 18/05/2026

ii. Examination Notification dated 09/09/2025

Please refer to the letter dated 18/5/2026 mentioned under reference above. Vide this letter, the Exam Coordinator of Andhra Pradesh Circle reported multiple server disruption issues faced by the candidates during the examination held on 17/05/2026 in 'Helapuri Institute of Technology and Science', Eluru, Andhra Pradesh; and recommended to cancel the said Examination for Andhra Pradesh Circle.

2. The matter has been examined. Accordingly, the approval of the Competent Authority is hereby conveyed for cancellation of the said examination held on 17/05/2026 at 'Helapuri Institute of Technology and Science', Eluru, Andhra Pradesh for candidates of Andhra Pradesh Telecom Circle. It has been further decided to conduct the re-examination for the aforesaid LICE JTO (T) VY 2024 on 26/07/2026. The re-examination shall be conducted exclusively for the candidates

of Andhra Pradesh circle who were e-verified as eligible earlier.

3. The examination shall be conducted as per provisions laid in Examination Notification dated 09/09/2025. The details regarding test centre & admit cards of candidates shall be communicated in due course.

4. It is requested to constitute an Examination Conducting Team comprising of Examination Coordinator (not below the rank of GM [preferably from HR/Admin Section]), Examination Superintendent (ES) (not below the rank of DGM or equivalent) and Examination Observer (EO) (not below the rank of AGM/DE/EE or equivalent) along with supporting staff, for smooth conduct of the examination. The details in respect of the Examination Coordinator (EC), Examination Superintendent (ES) and Examination Observer (EO) may be furnished to this office through the E-mail Id:- bsnlrectt@bsnl.co.in latest by 14/07/2026. The duties and responsibilities of EC, ES & EO shall be as prescribed in the enclosed Annexures I, II and III.

5. The Andhra Pradesh Circle shall inform all eligible employees/candidates, who were earlier e-verified as eligible, about the date of the re-examination well in advance.

This is issued with the approval of the Competent Authority

**No.: BSNLCO-COMN/14(12)/4/2023-RSTG
Dated: 17.07.26**

**Minutes of Meeting (MoM) of Strategic Review and Planning Meet (SRPM)
held on 13th July 2026**

1. Introduction

The Strategic Review & Planning Meeting (SRPM) was held on 13th July 2026 at Vigyan Bhawan, New Delhi, under the chairmanship of Hon'ble Minister of Communications Shri Jyotiraditya M. Scindia to review the performance of Bharat Sanchar Nigam Limited (BSNL) during the First Quarter (Q1) of FY 2026–27. The meeting focused on assessing business performance across all major verticals, reviewing operational efficiency, identifying areas requiring improvement, and formulating the strategy for achieving the Company's business objectives during the remaining quarters of the financial year.

2. Attendance:

The meeting was attended by Hon'ble Minister of State for Communications Dr. Chandra Sekhar Pemmasani, Secretary (Telecommunications) Shri Amit Agarwal, CMD BSNL Shri A. Robert J. Ravi, Members of the BSNL Board, senior officers of the Department of Telecommunications (DoT), senior officers of BSNL Corporate Office, and Chief General Managers (CGMs) of all Telecom Circles and Administrative Units.

3. Review of Overall Business Performance

Hon'ble MoC noted with satisfaction that BSNL has made a strong beginning to the financial year with encouraging growth across its major business verticals. Further, it was pointed out by him that BSNL recorded a provisional operating revenue of approximately ₹4,418 crore during Q1 FY 2026–27 as compared to ₹4,017 crore during the corresponding quarter of the previous financial year, registering an overall 10% year on-year growth. The operating revenue represents income generated from core business operations excluding other income.

The Hon'ble Minister appreciated the efforts of the BSNL management and employees in achieving sustained business growth and emphasized the need to maintain the positive momentum throughout the financial year.

4. Review of Enterprise Business (EB)

The performance of the Enterprise Business vertical was reviewed in detail. It was observed that Enterprise Business continued to be the

strongest contributor to BSNL's growth during the quarter. Revenue increased from ₹1,463 crore in Q1 FY 2025–26 to ₹1,745 crore during Q1 FY 2026–27, registering an impressive 19.2% year-on-year growth along with 5.3% quarter-on-quarter growth. The meeting appreciated the excellent performance of Chhattisgarh, Rajasthan, Maharashtra and Assam Circles and advised all Circles to adopt innovative marketing initiatives and replicate successful business models to further strengthen enterprise revenue.

5. Review of Consumer Mobility (CM)

The Consumer Mobility business also demonstrated encouraging performance during the quarter. Revenue increased from ₹1,594 crore to ₹1,724 crore, reflecting an 8% year-on-year growth. The meeting also noted that BSNL's Average Revenue Per User (ARPU) improved to ₹102.7, indicating better customer value realization. Jharkhand, Chhattisgarh and Uttarakhand Circles were appreciated for exceeding their quarterly business targets. The Hon'ble Minister stressed the importance of subscriber acquisition, customer retention and improvement in network quality for sustaining the growth achieved in the mobility segment.

6. Review of Consumer Fixed Access (CFA)

The Consumer Fixed Access business maintained stable revenue during the quarter while registering marginal growth in subscriber base.

The meeting noted the commendable performance of Jammu & Kashmir, Jharkhand, Uttar Pradesh (West) and Karnataka Circles in improving service delivery and customer acquisition.

All Circles were advised to accelerate FTTH expansion, improve service quality and increase broadband penetration through focused marketing initiatives.

7. Review of Quality of Service (QoS) and Operational Efficiency

The meeting extensively reviewed the main six operational parameters affecting customer experience.

Particular emphasis was laid on improving:

- OLT uptime
- BTS uptime;
- Mean Time to Repair (MTTR)-BTS(in hrs)
- Mean Time to Repair (MTTR)-BTS > 4 hrs (no. of instances when BTS took more than 4 hrs to restore)
- Mean Time to Repair (MTTR) cable cuts in Hrs.
- Mean Time to Repair (MTTR)>4 Hrs (no. of instances where cables more than 4 hrs to repair)

It was emphasized that improvement in Quality of Service should remain a key organisational priority and all Circles must closely monitor operational KPIs to ensure continuous improvement.

8. Recognition of High Performing Circles

The outstanding performance of Punjab, Haryana, Kerala, Jharkhand, Rajasthan and Odisha Circles during the quarter was acknowledged and appreciated.

The Heads of these Circles shared the initiatives, innovative practices and management interventions adopted for achieving superior performance. The meeting emphasized that these best practices should be studied and suitably replicated by other Circles to improve overall organisational performance.

9. Review of Circles on Watch

The performance of the Circles identified as "Circles on Watch" was reviewed in detail. The meeting noted that Bihar, Chennai Metro District, Gujarat, Maharashtra, Uttar Pradesh (East) and West Bengal require focused attention to improve business performance and operational parameters. The Hon'ble Minister directed the Heads of these Circles to undertake a comprehensive review of the factors affecting their performance and implement time-bound corrective measures to improve revenue growth, customer acquisition, Quality of Service (QoS), and operational efficiency.

10. Directions of the Hon'ble Minister of Communications

While reviewing the performance, the Hon'ble Minister issued the following directions:

* Every Circle Head should function as the Chief Executive Officer (CEO) of the respective Circle with complete ownership, accountability and business orientation.

* Business decisions should be customer-centric and aimed at sustainable revenue growth.

* Field-level operational issues should be identified and resolved promptly.

The Hon'ble Minister emphasized that leadership is demonstrated not merely by achieving business targets but by motivating teams, resolving operational challenges and ensuring excellent customer experience.

11. Actions to be Taken

After detailed deliberations, the following decisions were taken:

1. Best practices presented by the high-performing Circles shall be documented and disseminated across all Circles for adoption wherever feasible.

2. Monthly monitoring of Quality of Service indicators including BTS uptime, MTTR, OFC cut restoration, OLT uptime, network availability and customer satisfaction shall be undertaken at both Circle and Corporate Office levels.

3. Special monitoring and hand holding shall be provided to Circles where performance has remained below expectations.

12. Conclusion

The Hon'ble Minister expressed satisfaction over the encouraging performance achieved during the first quarter and congratulated the entire BSNL team for the positive growth recorded across major business segments. He called upon all Circle Heads to maintain the growth momentum, strengthen operational excellence, improve service quality and work with greater ownership and accountability towards transforming BSNL into a stronger, customer-focused and future-ready telecom service provider.

This is issued with the approval of the Competent Authority.

(Reminder-I)

Annual Transfer and posting of BSNL Employees Guidelines for considering cases of Persons with Disabilities - regarding.

No: BSNLCO-PETS/11(11)/1/2026-PERS1 Dated: 28.07.2026 To, The All Chief General Managers BSNL Telecom Circles

Ref.: This Office letter No. BSNLCO-PETS/11(11)/1/2026-PERS1 dated 08.07.2026

Kind attention is invited to this office letter cited above, wherein detailed guidelines and procedure were prescribed for processing representations from Persons with Benchmark Disabilities (PwBD) and employees who are primary caregivers of dependents with benchmark disabilities seeking exemption from routine/rotational transfer or other related reliefs.

Before forwarding any representation to the Corporate Office, it may be ensured that:

1. The employee has submitted the prescribed representation in the prescribed proforma along with all required supporting documents.

2. The UDID credentials have been independently verified through the UDID portal and the verification printout has been placed on record.

3. The Circle's recommendations, Summary Sheet and all relevant documents are forwarded to the Personnel Branch, Corporate Office within the stipulated time.

4. Incomplete cases or cases where UDID authentication has not been completed shall not be forwarded to this Office.

All Circle Heads are requested for strict compliance of the above said guidelines and to ensure that the representations complete in all respect reaches this office within a week of issue of this letter for further consideration.

Incentive Scheme for high performing Territorial Circles-reg.

No. BSNLCO-CBB/15(15)/3/2026-CBB Dated: 06.07.2026 To, The Chief General Manager/IFA, All Territorial Circles.

In order to incentive high-performing Territorial Circles in terms of growth in Revenue

from Services (RFS) for the FY 2025-26, the Competent Authority has approved an Incentive Scheme by providing additional budgetary budge allocation to eligible Circles for utilization towards Network Maintenance, Critical Spares, Vehicles, Field Operations, and Customer Services. The broad details of the proposed Incentive Scheme are as under-

1. SCHEME OBJECTIVES

This incentive scheme rewards high-performing circles:

* Circles with positive growth in all three verticals including positive Revenue From Services (RFS) growth will be allotted an additional OPEX budget of 1.00% of FY26 RFS.

2. INCENTIVE ALLOCATION

* TN & UP East are eligible circles based on criteria at Para 1.

* TN: Rs 13.54 Cr

* UPE: Rs 7.62 Cr

3. GOVERNANCE SAFEGUARDS

Pre-Approved Utilization Categories:

Incentive funds may ONLY be utilized for the following categories:

Network maintenance: BTS repairs, OFC fault restoration. equipment servicing/repair

Critical spares: Emergency procurement of network spares (modems, batteries, cables)

Vehicles: Maintenance and for field operations vehicles

Field operations: Tools, safety equipment, testing instruments for maintenance teams

Customer service: Upgrading customer centres, complaint handling systems service

3.2 Expenditure Approval Authority and Limits

All incentive fund expenditures require THREE-TIER approval:

* Proposing officer (GM/DGM/AGM level): Submits proposal with technical justification

* Circle/BA IFA: Verifies budget availability and category compliance

* CGM: Final approval (cannot be delegated)

* Upto 50% of the approved incentive amount can be distributed to BA Heads on Criteria as in para 1.

Single transatransaction limits:

* **Up to Rs 5 lakhs:** CGM/ BA Head approval with Finance concurrence

* **Rs 5-15 lakhs:** CGM/BA approval +BA to post-facto intimation to Circle IFA within 7 days

* **Above Rs 15 lakhs:** CGM approval+ post-facto intimation to Director Finance within 7 days

3.3 Quarterly Utilization Certificate (Mandatory)

CGM shall submit Quarterly Utilization Certificate to Director Finance (and submitted to CMD) by 15th of month following quarter-end. BA Head shall submit Quarterly Utilization Certificate to Circle IFA (and submitted to CGM) by 15th of month following quarter-end.:

Certificate must include:

* Category-wise expenditure breakup (network maintenance, spares, vehicles, etc.)

* Item-wise details for all expenditures > Rs 2 lakh (vendor name, purpose)

* Balance unspent funds and commitment status

* Certificate signed by IFA of BA/Circle and countersigned by CGM/BA Head

3.4 Internal Audit and Random Verification

Circle Internal Audit Wing will conduct random verification of 20% of all incentive expenditures

• Verification includes:

* Physical verification of assets/work done.

* Cross-checking vendor invoices with market rates.

* Validating that expenditure genuinely improved network/customer service metrics.

The Incentive Scheme mentioned above is expected to motivate Circles to further improve service quality and enhance Revenue from Services (RFS), thereby contributing to the Overall profitability and operational efficiency Of BSNL.

This issues with the approval of CMD, BSNL.

Release of pensionary benefits to BSNL retired employees (ST category) in regarding Maharashtra Circle, who retired on VRS or on superannuation-reg.

No. BSNLCO-A/15(19)/73/2024-ESTAB Dated: 09.07.2026 To, The Chief General Manager, Maharashtra Telecom Circle BSNL, Mumbai

Ref: DoT (Pension Section) Letter No. 40-09/2022-Pen(T) dated 06.07.2026.

I am directed to forward herewith the letter No. 40-09/2022-Pen(1) dated 06.07.2026 from the Department of Telecommunications (Pension Section) whereby the DOT has withdrawn its earlier instructions issued by their letters No. 40-09/2022-Pen(T) dated 30.01.2025 and 09.06.2026 (copies enclosed) on the subject, for further action and compliance.

This issues with the approval of the Competent Authority.

Release of pensionary benefits to BSNL retired employees (ST category) in Maharashtra Circle, who retired on VRS or on superannuation regarding

No. 40-09/2022-Pen(T) Sanchar Bhawan 20, Ashoka Road, New Delhi-110001 Dtd July 2026

1. Chairman and Managing Director Bharat Sanchar Nigam Limited Corporate Office H. C. Mathur Lane, Janpath New Delhi-110001

2. Controller of Communication Accounts Maharashtra and Goa Circle Bharat Sanchar Nigam Limited Administrative Building 3rd floor, C Wing, Santacruz (West) Mumbai-400054

Please refer to this Department's letters of even number, dated 30.1.2025 and 9.6.2026 on the above subject.

2. In this connection, the undersigned is directed to state that on revisiting of the matter it has been observed that BSNL employees who retired under the Voluntary Retirement Scheme (VRS) or on superannuation and whose terminal benefits are withheld due to pendency of verification of their caste certificate or pending departmental/judicial proceedings, the competent

authority to decide on the claims of such retired employees/pensioners is BSNL. As such, it is for competent authority to take appropriate decision in the matter in accordance with applicable extant instructions/guidelines/rules of BSNL or the Department of Pension and Pensioners' Welfare or Department of Personnel and Training of the Government of India keeping in view the facts and circumstances of each case. Accordingly, the instructions issued by this Department vide the aforesaid letters dated 30.1.2025 and 9.6.2026 are hereby withdrawn.

3. This issues with the approval of competent authority.

Clarifications required on Proposal for Restructuring UTKD Circle

Ref: Letter No. BSNLCO-RSTG/15(14)/1/2026-RSTG Dated 04/07/2026.

1. Who has drafted and finalized this pilot proposal
2. Any consideration given to geographical constraints, hilly area?
3. Any consultation done with CGM UTKD before issuing order. If yes, what was response
4. Has this proposal any relation with restructuring Norms defined earlier or it is on basis of just available number of employees and its distribution?
5. Copy of directions by PMO office for posting JTOs at Gram Panchayat Level and SDE at Block level.
6. BSNL has already reduced layer to three tier JTO/SDE Equal. AGM/DGM Equal and GM/PGM Equal. Then why need come of six layer Hierarchy aroused?
7. JTOs are compared with JEs/ATTs or they will be reporting to JTOs??
8. The posts are to be counted as per the approved Sanction by BSNL. Any consideration given to it?
9. What is required at Grass root Presence?
10. What about loss profit of BSNL as we are keeping total manpower to Rural Area and neglecting the Profit making areas
11. Uttarkhand is not compact, manageable

as being projected. It has most difficult terrain. In many blocks the density of population is also as good as negligible

12. Full ownership is projected. Now who is owning??

13. What does accountability means? Now executives are not accountable

14. What is base for creation of Zones?

15. Cost it is written Zero, but practically Crores of rupees will be required on re organization on of OA/BA level and Transfers involved in it.

16. JTO and SDE are equivalent, then why this discrimination and separate posting.

17. JTO post justification is based on working lines and length of OFC, will it be considered here or posting will be done on basis of Gram Panchayat.

18. What will HQ of these officers?

19. What about Transfers and its basic structure of OA and Circle In view of zonal concept?

20. What about online attendance, which station it will be marked.

21. How the boundary of transmission works will be defined. At present many blocks and GPs maintained by one transmission team.

22. No workflow definition in Municipal areas, Please share if any.

23. O&M in Core network sections are not defined.

24. What is the revenue/profit earning model with this restructuring?

25. Any activity/experiment for improvement of working and outcomes must be backed with some facts and figure, that should be shared and also the vision of at least next 5 years for improving profits earning for the company resulting in 3rd PRC implementation pl.

26. Enterprise sales being done at SSA HQs, in this GP and block setup, there is no mention for exclusive sales setup

27. BSNL has issued many instructions for exclusive posting of JTOs/SDEs in IT/EB etc and what will be its status?

28. Designations of JTO will be changed or it will continue as JTO

29. What about financial powers and support to these officers.

30. MH Circle has issued Restructuring Orders in last week

31. KTK Circle has issued Restructuring Orders in last month

32. What is idea of Separate Pilot Project of Restructuring of UTKD Circle?

33. Will there be any addition of posts

34. Which posts will be abolished?

35. What are the works defined at Gram Panchayat level?

36. What are the works defined at Block level?

37. How it is concluded that no individual officer is currently accountable at District/block/GP level?

38. What are responsibilities available for accountable at District/block/GP level?

39. Who will run services at City area where more number of connections are working?

40. How it proposed to balance the workload in Block level as different blocks may have different workload.

41. When Private operators are stressing on out sourcing, how it is projected that BSNL has to maintain services at its own without outsourcing.

42. What will be position of Functioning of OAs/BAs? Will it continue or will be closed.

43. What will be difference between OA and BA functioning.

44. What will lowest level officer posted in Circle, BA, OA and BA level.

45. The posting of SDEs at Block level will be done depending on number of connections working

46. This posting will be exclusively for rural works or other works like BTS, FTTH will also be responsibility.

47. Arrangement of vehicles for covering scattered area

48. What about tender /vendor and TIPs. Will they continue and will be discontinued.

49. JTOs are shown exclusively at Gram Panchayat, it means no JTOs will be posted at OA/BA and Circle level. Is it correct?

50. SDEs are shown exclusively at Block/SDCA, it means no SDE will be posted at OA/BA and Circle level. Is it correct?

51. The same is case with JTOs. All JTOs are shown to posted under Gram Panchayat, it means no JTO will be posted at OA/BA and Circle level. Is it correct?

52. How it is thought that monitoring at levels will be possible from Circle level.

53. Action for ensuring Availability of reliable OFC Network with adequate bandwidth

54. Action for ensuring Availability of reliable 24 Hours Power supply and Battery Backup

55. Action for Stopping conduction of VCs on daily basis and make it totally.

56. Action for ensuring for Stopping calling daily reports, Stop sharing Google sheets being called by Corporate, Circle, and BAs which is actually wasting time of officers working in filed units.

57. What about Online Attendance for all executives in filed units, will continue or it will be stopped?

58. Implement the proposal for Five days rotation basis as pilot project as that of Restructuring

59. Approve Upgraded Standard pay scales for affected JTOs/JAOs pending for last 17 years.

60. Approve 3rd PRC Pending for last Ten Years

61. Approve the enhancement of SAB at least one percent every year.

Closure Of Telecom Factory Alipore regarding BSNL

No. BSNLCO-RSTG/12(11)/5/2025-RSTG Dated 12.05.2026 To, Chief General Manager West Bengal Circle

Ref-(1) WBTC e-file no. WBCO-14/14(13)/1/2025-Civil (Comp No. 630708)

**(2) WBTC letter No. 37/2022-CEWB/
Monetization L&B/86 datet. 07.04.2025**

As part of Revival Plan of BSNL, Telecom Factory, Alipore has been identified for monetization. In reference to above cited e-files & letters of WBTC, I am directed to convey the approval of competent authority for the closure of TF Alipore for the monetization purpose with immediate effect.

On closure of Telecom Factory Alipore, the following action are to be taken by the West Bengal Telecom Circle.

(1) All the usable raw materials, plant and machinery, test equipments, tools, jig and fixtures as well as office equipments etc. which can be gainfully utilized shall be transferred to Telecom Factory Kharagpur of WBTC for proper utilization.

(ii) All un-usable/unserviceable raw materials, components, plant and machinery and office equipments etc. shall be disposed off immediately from Telecom Factory, Alipore Kolkata as per BSNL guidelines.

(iii) All agreements/contracts (procurement, rental of Telecom Factory Alipore shall be reviewed and immediate action shall be taken to determine the same to ensure that no liability to BSNL arises in future

(iv) All important legal, tax, procurement related files of Telecom Factory Alipore shall be transferred to Telecom Factory Kharagpur

(A) All service books of existing and retired staff, medical, pension and family pension cases shall be transferred to the appropriate BSNL unit of WBTC.

(vi) The electrical power load (contract load) shall be reduced to minimum.

(vii) All the surplus staff (non-executives including industrial staff) other than required for activities related to disposal, essential maintenance of infrastructure and security of Telecom Factory Alipore shall be redeployed to Telecom Factory Kharagpur or other BSNL units.

(viii) All executives of TF Cadre working at Telecom Factory Alipore (below DGM level) except those required for closure related activities

shall be posted in Telecom Factory Kharagpur.

(ix) Following the above listed activities, the factory licenses and pollution control certificate etc shall surrendered and all statutory obligations shall ensured.

Further, action for shifting/scraping of material may be started immediately. Action for shifting of office shall be started after floating of RFP by NLMC tentatively scheduled for the third quarter (October to December 2026). This is issued in consultation with PGM (TF) BSNL CO.

**Delay in forwarding the judgments
Instructions regarding timely
examination of judicial orders reg.**

***No. BSNLCO-PERS/14(15)/2/2025-PERS
LEGAL Dated 23.07.2026 To, The Chief General
Manager Telecom, Gujarat Circle, BSNL
Ahmedabad***

The undersigned is directed to refer to your office letter No. GJCO 11/14(111/12/2024-GJ-LEGAL-RTI dated 03.07.2026 regarding the delay in forwarding the Hon'ble CAT, Ahmedabad Order dated 30.01.2026 in OA No. 99/2024 (Smt. Sarla N. Karamchandani Vs. Uol & Ors.).

2. The matter has been examined. It is observed that although the certified copy of the Hon'ble CAT, Ahmedabad Order dated 30.01.2026 was received from the learned Counsel only on 30.06.2026, judicial orders are ordinarily uploaded on the official websites of the respective Courts/Tribunals shortly after pronouncement. Therefore, **non-receipt of the certified copy cannot ordinarily be accepted as valid ground for delaying examination of the judgment Initiation of consequential action.**

3. It is reiterated that immediately upon pronouncement of any judgment/order by a Court or Tribunal, the concerned Circle/Unit shall download the uploaded copy from the official website of the concerned Court/Tribunal and initiate examination of the matter without waiting for receipt of the certified copy. The legal and administrative examination shall commence immediately upon availability of the uploaded order so that all consequential actions,

including obtaining legal opinion, consultation with the Corporate Office wherever required, implementation of the judgment, or processing of proposals for filing appeal/review, completed well within the prescribed period of limitation.

4 The certified copy shall be obtained simultaneously and placed on record. immediately upon receipt. However, **pendency of the certified copy shall not be treated as a ground for deferring examination of the judgment or for postponing any action required to safeguard the interests of BSNL.**

5. The Circle Head shall personally ensure that an effective internal mechanism is established for monitoring all pending judicial matters and limitation periods. The officer handling the litigation shall keep track of pronouncement of judgments through the official websites of the concerned Courts/Tribunals and ensure that the matter is processed without avoidable delay.

It is further reiterated that delay in initiating examination of judicial orders may result in expiry of limitation for filing appeals/review petitions or delay in implementation of judicial directions, thereby exposing BSNL to avoidable legal, financial and administrative consequences, Responsibility for any such avoidable delay shall be examined and fixed on the officer(s) concerned, wherever warranted, in accordance with the applicable Conduct, Discipline and Appeal Rules and other extant instructions.

7. All Circle Heads and Heads of Administrative Units shall ensure strict compliance with the above instructions. These instructions shall apply uniformly to judgments/orders passed by the Hon'ble Supreme Court, High Courts, CAT, Consumer Commissions, Arbitral Tribunals and all other judicial and quasi-judicial forums.

8 The present case may be treated as a learning instance. All Circles/Units are advised to institutionalize a system of daily monitoring of cause lists, orders and judgments through the official portals of the respective Courts/Tribunals so that consequential action is initiated immediately after pronouncement and the interests of BSNL are adequately safeguarded. These instructions shall be treated as standing instructions governing handling of judicial orders

in all Circles/Administrative Units until modified or superseded by further orders. Any earlier practice inconsistent with these instructions shall stand modified to the above extent.

9. Receipt of this communication shall be acknowledged immediately. The concerned GM in-charge of Legal matters shall be the Nodal Officer for implementation of these instructions within the Circle and shall personally ensure strict compliance therewith. The GM shall also be responsible for establishing and supervising an effective mechanism for monitoring judicial pronouncements, limitation periods and consequential legal action within the Circle. A compliance report indicating the action taken in this regard shall be furnished to this office within 15 days from the date of issue of this communication.

This issues with the approval of Competent Authority.

Revision of Industrial Dearness Allowance (IDA) Rates for Executives holding Board level & below Board level posts & non-unionized supervisors and Non-Executives in Central Public Sector Enterprises (CPSEs) - Effective from 01.07.2026-reg.

F.No. BSNLCO-A/11(18)/1/2024-ESTAB Dated the 27th July, 2026 To, All Heads of Telecom Circles & All Heads of Other Administrative Units.

The undersigned is directed to forward herewith Ministry of Finance, Department of Public Enterprises (DPE) OM No. W-02/0037/2025-DPE(WC)/FTS-14505 dated 17.07.2026 on the **above subject with regard to revision in IDA rates from existing 238.3% to 241.7% w.e.f. 01.07.2026.** The same may be implemented in respect of Board level and below Board level Executives and Non-Executive employees in BSNL drawing pay in IDA pay scales revised w.e.f. 01.01.2007.

**Correction of Job Roles in IPMS for Q1 Performance Assessment - Reg.
Ref: This office letters dated 9.04.26,
22.05.26 and 27.05.26**

File No.: BSNLCO-COMN/11(15)/5/2025-RSTG

Dated: 03.07.2026 To, All CGMs BSNL

It has been observed during the review of QI IPMS target setting that the Key Performance Indicators (KPIs) prescribed for Circle Head, BA Head and OA Head have inadvertently been assigned to executives holding other positions. Such incorrect mapping of job roles and KPIs will adversely impact the automation of achievement calculation in the IPMS system and may result in inaccurate performance assessment.

In this regard, all Circle Heads are requested to ensure that the job role of every executive in the IPMS system is verified and corrected wherever required. The KPIs assigned to each executive must strictly correspond to the actual job role being performed.

A supplementary window with edit option has been enabled in the IPMS system for making necessary corrections. The window shall remain open up to 10.07.2026.

Accordingly, all Circles/BAs/OAs are

requested to:

1. Review the job role assigned to all executives in the IPMS system.

2. Correct any incorrect job role mapping, particularly where CGM Head, BA Head or OA Head KPIs have been assigned to executives not holding these positions.

3. Ensure that the correct KPI template is mapped to each executive before the closure of the edit window.

4. Complete the exercise by 10.07.2026 without fail.

It may be noted that automation of KPI achievement in IPMS is dependent upon the correct mapping of job roles and KPI templates. Therefore, no further opportunity for correction may be available after closure of the edit window, and any incorrect mapping may lead to erroneous performance assessment.

All Circle Heads are requested to treat this matter as Most Urgent and ensure strict compliance within the stipulated timeline.

LETTERS TO BSNL MANAGEMENT / GOVT.

Urgent Filling up of Vacant Posts of Chief General Managers (CGMs) in BSNL Circles.

TF-015 Dated: 29 June 2026 To, The Chairman & Managing Director Bharat Sanchar Nigam Limited (BSNL) Corporate Office, New Delhi

On behalf of the Recognised Union, we wish to draw your kind attention towards the large number of vacant Chief General Manager (CGM) posts in various Telecom Circles of BSNL, which have remained unfilled for a considerable period.

It is understood that more than ten CGM-level posts are presently lying vacant across different Telecom Circles. The continued non-filling of these key positions is adversely affecting administrative efficiency, timely decision-making, and the overall functioning of the respective Circles. Likewise, several important Business Area (BA) level posts are also lying vacant, resulting in operational constraints and hampering organizational effectiveness.

It is a matter of record that the Government of

India has extended substantial financial support amounting to thousands of crores of rupees to BSNL through various revival packages for its modernization, expansion, and long-term sustainability. The effective and time-bound implementation of these revival initiatives requires regular, competent, and accountable leadership in every Telecom Circle.

It is also pertinent to mention that BSNL presently has a sufficient number of eligible absorbed as well as non-absorbed Principal General Managers (PGMs) who possess the requisite experience, competence, and administrative expertise for regular posting as Chief General Managers (CGM). Despite the availability of such eligible officers, the continued delay in filling these vacant CGM posts on a regular basis does not appear to be in the larger organizational interest. Timely regular postings would provide stable leadership, strengthen administrative accountability, and ensure effective implementation of BSNL's strategic and operational objectives.

At present, BSNL is passing through a crucial phase of 4G/5G network expansion, digital transformation, and organizational revival. During such a critical period, the appointment of regular Chief General Managers in all Telecom Circles is not merely an administrative necessity but also an essential prerequisite for ensuring effective governance, expeditious decision-making, and the successful implementation of the Government of India's revival policy, thereby securing the long-term growth and bright future of BSNL.

The Recognised Union therefore, most earnestly requests your goodserf to kindly take urgent action for filling up all vacant posts of Chief General Managers (CGMs) in various BSNL Circles by posting eligible officers at the earliest, in the larger interest of the organization, so as to strengthen administrative efficiency, improve operational effectiveness, and ensure the successful implementation of BSNLs strategic initiatives.

We sincerely hope that this important issue will receive your kind and immediate consideration and that an early and positive decision will be taken to further strengthen the administrative framework of BSNL.

Framing of a Comprehensive and Equitable Promotion Policy for Non-Executive Employees.

TF-26/6 Dated:-01 -07-2026 To, The Director (HR) BSNL Board New Delhi.

The Non-Executive Promotion Policy (NEPP), introduced in 20'10, has outlived its relevance and no longer serves the legitimate career aspirations of Non-Executive employees. Over the years, NFTE has repeatedly pointed out its inherent anomalies, ambiguities and discriminatory provisions. The large number of clarifications issued by the Corporate Office itself reflects the deficiencies of the existing policy.

The present NEPP has resulted in prolonged stagnation and serious discrimination, particularly against employees recruited after the formation of BSNL. It has failed to ensure fair, transparent and time bound career progression, leading to widespread dissatisfaction among Non-Executive employees.

NFTE has consistently demanded a comprehensive review of the existing NEPP and the introduction of a new Promotion Policy on the lines of the Executive Promotion Policy (EPP), providing financial upgradation after every five years of qualifying service. Such upgradation is purely financial in nature and does not involve any change in designation, duties or responsibilities.

We also draw your kind attention to the decisions taken in the National Council meeting held on 13 January 2024 and the formal meetings with the Recognised Unions on 04 October 2024 and 18 February 2026, wherein the Management agreed to review the existing NEPP and frame a new policy. Unfortunately, despite these commitments, no concrete action has been taken. Sir, continuation of two unequal promotion policies within the same organisation is neither fair nor justifiable. Equal workforces deserve equitable career progression. The existing disparity adversely affects employee morale and is inconsistent with the principles of fairness and natural justice.

We, therefore, earnestly request your good self to accord top priority to this long-pending issue and initiate immediate action for framing and implementing a transparent, equitable and time-bound Promotion Policy for Non-Executive employees. An early decision will remove long-standing discrimination, restore employees' confidence and significantly strengthen organisational harmony and productivity.

We look forward to your positive and expeditious intervention.

Request for extending the option of posting in West Bengal Telecom Circle (WBTC) or Calcutta Telephones District (CTD) to the employees of Telecom Factory, Alipore, Kolkata during redeployment.

TF -30 Dated; 10.07.2026 To, The Chairman & Managing Director BSNL Corporate Office New Delhi-110001

The approval accorded by BSNL Corporate Office for the monetization of Telecom Factory, Alipore, Kolkata has necessitated the redeployment of its employees. The process of

vacating the factory premises and redeployment is presently under implementation.

It is learnt that the existing proposal envisages the redeployment of the employees only in West Bengal Telecom Circle (WBTC). While appreciating the efforts of the Management in ensuring a smooth redeployment process, NFTE (BSNL) is of the considered view that the affected employees may also be provided an option for posting in Calcutta Telephones District (CTD).

Since both WBTC and CTD are located within Kolkata, extending such an option would neither involve any additional financial implication nor create any administrative complication for BSNL. On the contrary, it would significantly reduce the genuine hardships of the employees, improve their morale and facilitate the redeployment process in a more harmonious and employee-friendly manner.

The proposed measure represents a balanced approach that safeguards the interests of both the Organization and its employees. It reflects the principles of fairness, transparency and humane administration, which have always been the hallmark of BSNL's personnel policies.

NFTE (BSNL), therefore, earnestly requests your kind intervention to permit the employees of Telecom Factory, Alipore, Kolkata to exercise their option for posting either in West Bengal Telecom Circle (WBTC) or Calcutta Telephones District (CTD) and to issue suitable instructions accordingly. We sincerely believe that such compassionate and pragmatic decision will further strengthen employees' confidence in the Management and reinforce BSNL's commitment towards a fair, progressive and employee-centric work culture. An early and favorable consideration of the above request is earnestly solicited.

संपादकीय

बीएसएनएल में पुनर्गठन या कर्मचारियों की सहनशक्ति की परीक्षा?

भारत संचार निगम लिमिटेड (बीएसएनएल) देश की उस ऐतिहासिक सार्वजनिक दूरसंचार संस्था का नाम है, जिसने दशकों तक शहरों से लेकर दूर-दराज के ग्रामीण अंचलों तक संचार सेवाओं का विस्तार किया। आज जब देश डिजिटल इंडिया, ग्रामीण कनेक्टिविटी और आत्मनिर्भर भारत की दिशा में आगे बढ़ रहा है, तब बीएसएनएल की भूमिका और भी महत्वपूर्ण हो जाती है। ऐसे समय में बीएसएनएल प्रबंधन द्वारा नई पुनर्गठन (Restructuring) नीति को बिना पर्याप्त चर्चा, संवाद और पारदर्शिता के लागू करने की प्रक्रिया ने कर्मचारियों के बीच गंभीर चिंता और असंतोष उत्पन्न कर दिया है।

4 जुलाई 2026 को उत्तराखंड सर्किल में इस नई पायलट परियोजना को अचानक लागू किया गया। इससे पहले न तो मान्यता प्राप्त यूनियनों और एसोसिएशनों को विश्वास में लिया गया और न ही कर्मचारियों को इसके संभावित प्रभावों से अवगत कराया गया। परिणामस्वरूप कार्यपालक और गैर-कार्यपालक दोनों वर्गों के कर्मचारियों में स्वतःस्फूर्त आक्रोश उत्पन्न हुआ और वे सड़कों पर उतरने को विवश हुए। यह विरोध केवल उत्तराखंड तक सीमित

नहीं रहा, बल्कि शीघ्र ही पूरे देश में फैल गया। यह स्थिति स्पष्ट संकेत देती है कि समस्या किसी एक सर्किल की नहीं, बल्कि पूरे बीएसएनएल परिवार की सामूहिक चिंता बन चुकी है।

सबसे बड़ा प्रश्न यह है कि जब सरकार 3rd PRC / 3rd Wage Revision लागू करने के लिए लगातार वहनीयता (Affordability) और लाभप्रदता (Profitability) की शर्तें रखती है, तब पुनर्गठन के नाम पर ऐसी नीति क्यों लाई जा रही है जिसकी वित्तीय व्यवहार्यता और राजस्व प्रभाव का कोई स्पष्ट विवरण कर्मचारियों और हितधारकों के सामने प्रस्तुत नहीं किया गया है? यदि वेतन पुनरीक्षण के लिए लाभप्रदता अनिवार्य है, तो किसी भी नई संरचनात्मक नीति के लिए भी वही कसौटी समान रूप से लागू होनी चाहिए।

कर्मचारियों और हितधारकों के सामने प्रस्तुत नहीं किया गया है? यदि वेतन पुनरीक्षण के लिए लाभप्रदता अनिवार्य है, तो किसी भी नई संरचनात्मक नीति के लिए भी वही कसौटी समान रूप से लागू होनी चाहिए।

शेष अगले पृष्ठ पर जारी

एनएफटीई सीएचक्यू, आपको और आपके परिवार को गर्व, खुशी और कृतज्ञता से भरे 79वें स्वतंत्रता दिवस की हार्दिक शुभकामनाएं।

पिछले पृष्ठ का शेष

दुर्भाग्यपूर्ण तथ्य यह है कि बीएसएनएल कर्मचारियों को पिछले कई वर्षों से बिना वेतन पुनरीक्षण के कार्य करना पड़ रहा है। एक ओर उच्च प्रबंधन स्तर के अधिकारी 7वें वेतन आयोग का लाभ प्राप्त कर रहे हैं और भविष्य में 8वें वेतन आयोग के लाभ की संभावना भी उनके सामने है, वहीं दूसरी ओर बड़ी संख्या में कैजुअल लेबर, टेम्पररी स्टेटस मजदूर और निम्न आय वर्ग के कर्मचारी आज भी सीमित वेतन और असमान सेवा शर्तों के साथ कार्य कर रहे हैं। यह केवल आर्थिक असमानता नहीं, बल्कि संस्थागत संवेदनहीनता का भी प्रश्न है।

बीएसएनएल पूरी तरह भारत सरकार के स्वामित्व वाली कंपनी है। सरकार को नीतिगत निर्णय लेने का पूर्ण अधिकार है, किंतु किसी भी सार्वजनिक संस्था की सफलता केवल प्रशासनिक आदेशों से सुनिश्चित नहीं होती। उसकी वास्तविक शक्ति उसके अनुभवी, प्रशिक्षित और समर्पित कर्मचारी होते हैं। ये वही कर्मचारी हैं जिन्होंने बाढ़, महामारी, प्राकृतिक आपदाओं और राष्ट्रीय आपात परिस्थितियों में भी संचार सेवाओं को बाधित नहीं होने दिया। जब निजी नेटवर्क विफल हो जाते हैं, तब अक्सर बीएसएनएल की सेवाएँ ही अंतिम आशा बनकर खड़ी रहती हैं।

विश्वसनीय सूत्रों से यह बात लंबे समय से सामने आती रही है कि बीएसएनएल का मूल उद्देश्य देश के प्रत्येक पंचायत स्तर तक डिजिटल संचार सुविधाओं का विस्तार करना था। भारतनेट परियोजना के गठन के समय बीएसएनएल की यूनियनों और एसोसिएशनों ने सुझाव दिया था कि मौजूदा अधिकारी और कर्मचारी ही इस विशाल परियोजना का सफल संचालन कर सकते हैं। इसके बावजूद अलग कॉर्पोरेशन का गठन किया गया और भारी सार्वजनिक धन व्यय किया गया। यदि आज भी लक्ष्य अपेक्षित स्तर तक नहीं पहुँच पाए हैं, तो उसके कारणों का गंभीर विश्लेषण होना चाहिए केवल बीएसएनएल कर्मचारियों पर अतिरिक्त बोझ डाल देना किसी समस्या का स्थायी समाधान नहीं हो सकता।

नई पुनर्गठन नीति के अंतर्गत लगभग पूरी कार्यशक्ति को ग्रामीण क्षेत्रों में स्थानांतरित करने की चर्चा हो रही है। यदि ऐसा है, तो यह स्पष्ट किया जाना आवश्यक है कि शहरी क्षेत्रों का व्यवसाय, एंटरप्राइज सेवाएँ, लीज्ड सर्किट, एफटीटीएच नेटवर्क, ब्रॉडबैंड ग्राहक, कॉर्पोरेट सेवाएँ और अन्य राजस्व अर्जित करने वाली गतिविधियों कैसे संचालित होंगी। बीएसएनएल का शहरी

राजस्व उसकी वित्तीय रीढ़ है। यदि उसी संरचना को कमजोर कर दिया गया, तो कंपनी की समग्र आर्थिक स्थिति पर प्रतिकूल प्रभाव पड़ सकता है।

किसी भी पुनर्गठन का उद्देश्य संगठन को अधिक सक्षम, अधिक प्रतिस्पर्धी और अधिक लाभकारी बनाना होना चाहिए। किंतु जब नीति संवादहीनता, अस्पष्टता और कर्मचारियों की आशंकाओं के बीच लागू की जाती है, तब वह सुधार कम और अविश्वास का कारण अधिक बन जाती है। कर्मचारियों का विरोध सुधारों के विरुद्ध नहीं है। उनका विरोध उन एकतरफा निर्णयों के विरुद्ध है जिनमें उनकी वैध चिंताओं और वर्षों से लंबित मांगों की उपेक्षा की जाती है।

आज आवश्यकता किसी नए प्रयोग से पहले विश्वास बहाली की है। सरकार और बीएसएनएल प्रबंधन को चाहिए कि वे मान्यता प्राप्त यूनियनों और एसोसिएशनों के साथ व्यापक संवाद स्थापित करें, पुनर्गठन नीति के सभी पक्ष सार्वजनिक करें, वित्तीय प्रभाव का श्वेतपत्र जारी करें और सबसे महत्वपूर्ण 01.01.2017 से लंबित 3rd PRC / 3rd Wage Revision को तत्काल लागू करें।

एक मजबूत बीएसएनएल केवल भवनों, टावरों और तकनीकी उपकरणों से नहीं बनता। वह बनता है न्यायपूर्ण वेतन व्यवस्था, सम्मानजनक सेवा शर्तों, प्रेरित मानवबल, पारदर्शी प्रशासन और सहभागी निर्णय प्रक्रिया से। यदि कर्मचारियों का मनोबल टूटता है, तो कोई भी पुनर्गठन कंपनी को दीर्घकालिक सफलता नहीं दिला सकता।

बीएसएनएल केवल एक दूरसंचार कंपनी नहीं, बल्कि देश की सामाजिक और डिजिटल समावेशन यात्रा का महत्वपूर्ण स्तंभ है। इसलिए सुधारों की दिशा ऐसी होनी चाहिए जो संस्था को मजबूत करे, कर्मचारियों को सम्मान दे और सार्वजनिक क्षेत्र की उस परंपरा को जीवित रखे जिसने भारत को संचार के क्षेत्र में आत्मनिर्भर बनाने में महत्वपूर्ण भूमिका निभाई है।

न्याय में देरी केवल कर्मचारियों के साथ अन्याय नहीं, बल्कि संस्था के भविष्य के साथ भी अन्याय है। बीएसएनएल को बचाना है तो कर्मचारियों का विश्वास बचाना होगा और कर्मचारियों का विश्वास तभी बचेगा जब सुधारों के साथ न्याय भी सुनिश्चित होगा।

एनएफटीई सीएचक्यू रक्षाबंधन की शुभकामनाएं देता है, जो हमें भाई-बहन के रिश्ते की मिठास की याद दिलाता है।