

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

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EDITORIAL

BSNL'S LOSSES — THE GOVERNMENT AND MANAGEMENT MUST ANSWER

Employees Have Been Questioned Enough. Now It Is Time to Account for Government Policies and Management Decisions.

Bharat Sanchar Nigam Limited is not merely a company. It is an important pillar of India's public telecommunications system. Since its formation in 2000, BSNL has played a vital role in providing telecom services across the country, particularly in rural, remote and geographically difficult areas.

But today, the same BSNL is facing serious financial challenges.

The fundamental question is:

HOW DID BSNL REACH THIS POINT?

In the financial year 2004-05, BSNL recorded a profit after tax of ₹10,183.29 crore. CAG records show that BSNL's profit after tax subsequently declined, reflecting a significant change in its financial performance. Comptroller and Auditor General of India+1. These are not merely numbers.

They represent the financial journey of one of India's largest public sector telecommunications organisations.

Therefore, the questions cannot be directed only at employees.

The Government must answer. The management must answer.

And the factors behind BSNL's financial decline must be examined in their entirety.

THE FIRST QUESTION TO THE GOVERNMENT — WHERE WAS THE LONG-TERM POLICY SUPPORT FOR BSNL?

BSNL was created by transforming the telecom operations of the Government into a public sector undertaking.

It was expected to function as a commercial organisation and compete with private telecom companies.

At the same time, BSNL continued to carry major public service responsibilities.

It had to provide services in rural and remote areas. It had to expand and modernise its network.

It had to adopt rapidly changing technologies. It had to compete in an increasingly aggressive telecom market.

It had to meet substantial spectrum-related financial obligations.

And it had to fulfil its statutory responsibilities towards its employees.

The question, therefore, is straightforward:

Was BSNL given the policy and financial environment necessary to perform all these responsibilities effectively?

A public sector telecom company cannot be expected to compete with private operators on purely commercial terms while simultaneously

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Make the AUAB agitational programmes a big success for settlement of third wage revision/PRC to BSNL employees

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carrying extensive public service obligations without examining how those obligations affect its financial position.

THE SPECTRUM BURDEN — BSNL MUST ANSWER, BUT THE POLICY FRAMEWORK MUST ALSO BE EXAMINED

Spectrum is the backbone of modern telecommunications.

BSNL has carried substantial financial obligations relating to spectrum. CAG and parliamentary records concerning BWA spectrum have also referred to significant financial amounts associated with these arrangements.

The important question is not merely how much BSNL paid.

The larger question is:

What was the long-term financial impact of these decisions on BSNL's ability to invest in network expansion, modernisation and new technology?

A public sector telecom company requires continuous capital investment to remain technologically relevant.

Therefore, spectrum-related decisions and their financial consequences deserve transparent and comprehensive examination.

THE SECOND QUESTION TO THE GOVERNMENT — WHO PAYS FOR PUBLIC SERVICE OBLIGATIONS?

BSNL is not an ordinary commercial company.

It has historically been required to provide services in areas where commercial returns may be limited but public connectivity is essential.

Rural connectivity, remote-area services and other public obligations have financial costs.

Therefore, if BSNL is expected to perform public service responsibilities, the financial implications of those responsibilities must also be transparently recognised and adequately addressed.

Public service cannot be treated as a responsibility without also considering the cost of delivering that service.

NOW, QUESTIONS MUST ALSO BE ASKED OF BSNL MANAGEMENT

Questioning government policy alone is not

enough.

BSNL management must also be accountable for decisions within its responsibility.

The role of management is fundamental to the performance of any organisation.

Therefore, the following questions deserve clear answers:

Why was network modernisation delayed at critical stages?

Why were decisions not taken quickly enough in response to technological changes?

Why could BSNL not fully utilise its enormous infrastructure for commercial growth?

Why did certain assets remain underutilised or idle?

Why were available opportunities for increasing revenue not fully exploited?

Why did weaknesses in billing, revenue recovery and internal control arise in certain areas?

These are not questions against employees.

They are questions of institutional and managerial accountability.

CAG audit observations in different BSNL-related matters have identified shortcomings in areas including revenue recovery, billing, asset utilisation and internal controls. Such observations underline the need for proper examination of systems, decision-making and accountability. Comptroller and Auditor General of India+1

WHEN THERE IS A MANAGEMENT FAILURE, ACCOUNTABILITY MUST ALSO FOLLOW

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If an employee commits a violation, action can be taken according to the applicable rules.

But when a major managerial or policy decision has a substantial financial impact, there must also be a mechanism to examine the decision, its consequences and the responsibility attached to it.

If a project is delayed, responsibility should be examined.

If an asset remains idle for years, responsibility should be examined.

If revenue remains unrecovered, responsibility should be examined.

If technological modernisation is delayed, responsibility should be examined.

If a major decision creates a significant financial burden, that decision should also be reviewed.

Accountability cannot be a one-way road.

It must apply at every appropriate level.

WHY ARE EMPLOYEES ALWAYS IN THE DOCK?

Whenever BSNL's losses are discussed, the debate frequently turns towards employee numbers, wages, pensions and productivity.

Employee expenditure can certainly be examined.

Employees are not asking to be exempted from accountability.

But the larger question remains:

Can the entire financial history of BSNL be explained simply by the number or cost of employees?

If employees were the sole or principal explanation, how do we explain BSNL's profit after tax of ₹10,183.29 crore in 2004-05? Comptroller and Auditor General of India+1

A serious examination of BSNL's financial position must consider multiple factors together:

Government policy. Investment. Technology. Market competition. Spectrum. Revenue. Public service obligations. Financial liabilities. Asset utilisation. And management decisions.

The complete picture must be examined.

The employee cannot be made the only

explanation for a complex institutional and financial history.

THE THIRD PRC AND BSNL EMPLOYEES — FAIRNESS CANNOT BE IGNORED

There is another issue that cannot be separated from the question of employees and BSNL's future.

The Third Pay Revision for BSNL employees has remained a major long-pending issue.

The wage revision agreement for non-executive employees was approved by the BSNL Board and sent for Government approval. The subsequent process has involved the issue of relaxation from the affordability condition associated with the Third Pay Revision framework. BSNL Employees Union

This raises an important question.

If employees are expected to continuously contribute to the revival of BSNL, should their legitimate wage revision remain unresolved indefinitely?

Employees have worked through difficult periods.

They have served in rural areas. They have maintained networks under challenging conditions.

They have continued to provide services while BSNL has faced intense competition and financial pressure.

Therefore, employee contribution must also be recognised as an important component of BSNL's revival.

The question of Third PRC is not merely a question of additional expenditure.

It is also a question of fairness, morale, industrial peace and institutional trust.

A sustainable revival strategy should not place the entire burden of financial adjustment on employees.

If BSNL needs a strong and motivated workforce for its revival, then a fair and timely resolution of the Third PRC issue is an important part of that process.

BSNL NEEDS REVIVAL, NOT COST CUTTING ALONE

BSNL cannot become financially strong simply by repeatedly reducing expenditure. Cost

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efficiency is important.

But cost reduction alone cannot create long-term growth.

BSNL also needs:

Investment.Modern technology.Faster decision-making.Strong marketing.Better customer service.

New sources of revenue.Efficient utilisation of assets.Professional management.Management accountability.

And a clear long-term policy framework from the Government.

The central question should therefore be:

How can BSNL generate more revenue, expand its capacity and become technologically stronger?

That question deserves as much attention as the question of reducing expenditure.

THE GOVERNMENT AND MANAGEMENT MUST BOTH ANSWER

BSNL employees have continued to serve the organisation through difficult circumstances.

They have carried out their responsibilities despite technological changes, market competition and organisational challenges. Employees cannot be treated merely as a cost item.

They are also the human resource through which BSNL operates its network and serves millions of customers.

Therefore:The Government must account for its policies. Management must account for its decisions.

Employees must account for their work. That is genuine accountability.Not one-sided accountability.

A WHITE PAPER ON BSNL'S FINANCIAL HISTORY IS NEEDED

It is time for a comprehensive White Paper covering BSNL's financial journey from 2000 to the present.

The country deserves a transparent account of:Government receipts from BSNL under various heads.Spectrum-related payments.Investment in network expansion and modernisation.

Expenditure connected with public service

and rural obligations.Government support and financial assistance.

Major policy decisions and their financial implications.Major management decisions and their financial outcomes.Utilisation of BSNL's assets.Revenue-generation opportunities.

Employee-related expenditure and its proportion in the overall financial structure.

And most importantly:

What was the actual contribution of government policies, market conditions, technological changes, financial obligations and management decisions to BSNL's financial decline?

This information should be placed before Parliament, employees and the public in a transparent manner.

NO MORE ONE-SIDED BLAME — ACCOUNTABILITY FOR ALL

We do not demand that employees be exempted from accountability.

We demand fairness.

If employees are accountable, management must also be accountable.

If management is accountable, the policy framework must also be examined.

If BSNL is expected to provide public services, the financial implications of those services must be recognised.

If BSNL is expected to compete with private telecom companies, it must have the resources and policy environment required for effective competition.

Weakening BSNL and then placing the entire burden of its losses on employees cannot by itself provide a sustainable solution.

THE FINAL QUESTION

Why did BSNL move from a position of substantial profitability to prolonged financial difficulty?

Are employees the only factor?

Or did policy decisions, investment patterns, market conditions, spectrum-related financial obligations, public service responsibilities, technological changes and management decisions also contribute?

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The answer should not come through allegations.

It should come through:

Official figures. Audited accounts.
Parliamentary records. CAG reports.

Transparent financial analysis.

And an objective examination of decisions and their consequences.

BSNL'S LOSSES MUST BE ACCOUNTED FOR. GOVERNMENT POLICIES MUST BE ACCOUNTED FOR.

MANAGEMENT DECISIONS MUST BE ACCOUNTED FOR. EMPLOYEES MUST RECEIVE FAIR TREATMENT.

THE THIRD PRC ISSUE MUST BE RESOLVED THROUGH A FAIR AND

TRANSPARENT PROCESS.

And above all, BSNL's future must not be secured by treating its employees as the sole cause of its financial difficulties. BSNL is a national public telecommunications asset.

Its revival requires investment, technology, sound policy, accountable management and a motivated workforce.

SAVE BSNL.

STRENGTHEN PUBLIC TELECOMMUNICATIONS.

ENSURE JUSTICE FOR BSNL EMPLOYEES.

IF THERE IS JUSTICE, TRUST WILL SURVIVE.

IF TRUST SURVIVES, BSNL WILL SURVIVE.

ORGANISATIONAL NEWS

All Circle/District Secretaries are requested to make the lunch hour demonstration on 25-09-2026 a big success for settlement of 3rd wage revision/PRC to BSNL employees. As per the decision of AUAB CHQ, the proposed agitational

programme will start on 25-09-2026 with lunch hour demonstration, Twitter Campaign on 28-09-2026 and hunger strike on 01-10-2026. All Comrades are requested to take the initiative and make all-out efforts for maximum mobilisation and participation, thereby making the programmes a strong and united expression of our determination to achieve the 3rd wage revision/PRC. This is the first phased programme of AUAB. Next phased programme details will be intimated later.

AUAB meeting held on 16.09.2026. Decisions on the agitational programme in protest of undue delay in approval of third Pay Revision by Dept of Telecommunications. Letter No.- AUAB/CHQ/2026/Third Pay Revision/Circular, dt-17-09-2026.

Letter No. AUAB / CHQ / 2026 /Third Pay Revision /Circular Dated at Delhi, the 17th September, 2026.

CIRCULAR

AUAB meeting held on 16.09.2026

Decisions on the agitational programme in protest of undue delay in approval of third Pay Revision by Dept of Telecommunications

A serious and detailed meeting of the All Unions and Associations of BSNL (AUAB) was held on 16.09.2026 at the SNEA Office, Eastern Court, New Delhi, to review the prevailing situation and

the preparations for the agitational programme in protest of undue delay in approval of 3rd PRC Proposal by BSNL and implementation of the 3rd Pay Revision (3rd PRC) for BSNL employees. The proposal for Pay revision of Executives and Wage Negotiation for Non-Executives has been sent by BSNL respectively in Year 2017 and 12/02/2026. But since then no action has been taken by DoT for conveying approval asked by BSNL.

After detailed discussion, the AUAB decided to intensify the campaign and agitation through a series of programmes across the country. The following decisions were taken:

1. Countrywide Lunch Hour Demonstrations – 25.09.2026: Countrywide Lunch Hour Demonstrations will be organised at OA/BA, Circle and CHQ levels on 25.09.2026 in protest of undue delay in approval of third PRC by Department of Telecommunications. The week-long campaign programme being conducted up to 19.09.2026 will also continue to create awareness among the employees and officers regarding the 3rd PRC and the forthcoming agitational programmes.

2. Twitter Campaigns – 28.09.2026: A massive Twitter/Social Media Campaign will be organised on 28.09.2026 to highlight the Hunger Fast programme on 01.10.2026, the Foundation Day of BSNL highlighting the demand for relaxation of the Affordability Clause and approval and implementation of the 3rd PRC by the Government. All Circle and BA-level unions/associations should ensure maximum participation in these campaigns.

3. Countrywide Hunger fast – 01.10.2026: On the Foundation Day of BSNL, 01.10.2026, the AUAB leaders will participate in a countrywide Relay Hunger Fast at BSNL Corporate Office and Circle Headquarters, along with Lunch Hour Demonstrations at OA/BA Headquarters. The programme should be organised effectively with maximum participation of employees and officers during lunch hours.

4. Quitting of Official BSNL Groups – 14.10.2026: As part of intensifying the struggle and creating awareness among the employees and officers, it has been decided that BSNL employees and officers will quit the official BSNL

Group(s) on 14.10.2026. The Management should be informed well in advance about this decision and the reasons behind it. The programme is intended to convey the serious concern of the employees and officers over the continued non-settlement of the 3rd PRC and other pending issues.

5. Mass Filing of Grievances through CPGRAMS – 21–24.10.2026: AUAB will conduct a sustained campaign among the employees and officers for filing grievances regarding the non-implementation of the 3rd PRC through the Centralised Public Grievance Redress and Monitoring System (CPGRAMS). A nationwide programme will be observed on 21.10.2026 and 24.10.2026 to ensure that the maximum possible number of employees and officers file individual grievances before the Government of India, thereby drawing attention to the issue.

6. Second Twitter Campaigns – 27.10.2026.: A second massive Twitter/Social Media Campaign exposing real reasons of BSNL Losses and approval of third PRC to such profit making BSNL will be organized on 27.10.2026 demand of refund of excess recovery by Dept of Telecommunication creating more losses to BSNL and delaying the Third Pay Revision for about ten years on name of such losses

7. Three-Days Countrywide Dharna – 04–06.11.2026.: AUAB will organise a three-day countrywide Dharna from 04.11.2026 to 06.11.2026 at BSNL Corporate Office, Circle Headquarters and BA/OA Headquarters demanding early cabinet approval of Third Pay revision by waiver of Affordability clause or by recognizing special services rendered by BSNL in the larger interest of BSNL and as recommended by Parliamentary Committee. The programme will highlight the single demand of approval of Third Pay revision for the employees and officers in public domain highlighting undue delay by Department of Telecommunications before the BSNL Management and the Government.

8. Month-Long Campaign to Honourable MPs, Chief Ministers and Central Government Ministers – 07.10.2026 to 07.11.2026: A month-long campaign from 07.10.2026 to 07.11.2026 will be organised at BA level. During this campaign, AUAB memoranda on the 3rd PRC issue will be

Agitational programmes (1) Quitting of official BSNL groups on 14.10.2026

submitted to Hon'ble Central and State Ministers and Hon'ble Members of Parliament. A brief note explaining the justification for implementation of the 3rd PRC for BSNL employees will also be handed over to the concerned public representatives, requesting them to raise the issue at the appropriate forum.

9. Preparation and Circulation of Posters:

AUAB CHQ will prepare the posters for the agitational programmes, particularly highlighting the Hunger Fast on 01.10.2026 and the All India Strike on 20.11.2026. The respective Circle unions/associations shall download the posters from their CHQs and arrange for printing and wide circulation in the local language, so as to ensure maximum publicity and participation.

10. BA/OA-Level Conventions: To create greater awareness among the employees and officers and to ensure maximum participation in the month-long agitational programme, AUAB has decided to organise BA/OA-level conventions within the stipulated period. Circle unions/associations shall take the initiative for conducting these conventions. The dates should be decided by respective levels. Zonal Secretaries along with AUAB leaders working in different Circles are requested to coordinate with the respective Circle Secretaries and ensure that the conventions are organized effectively.

11. Press Conferences and Social Media Campaign: AUAB will organize Press Conferences at Circle and BA levels to highlight the genuineness of the demands and bring the issues to the attention of the general public and Government. Circle unions/associations should make effective use of Social media platforms, YouTube channels, Local media and news channels and other appropriate publicity platforms, to give wide publicity to the agitational programmes and convey the demands of BSNL employees and officers to the Government.

12. Nation Wide Strike – 20.11.2026: All the above programmes will culminate in an All India Strike on 20.11.2026, demanding the early settlement and implementation of the 3rd PRC for BSNL employees. AUAB has already sought meetings with the CMD BSNL and Secretary, DoT to discuss the continued stalemate on the issue.

Apart from the above agitational Programme the following is decided to make the agitational programme successful.

1. Nomination of AUAB Zonal Secretaries: AUAB CHQ has nominated AUAB CHQ Zonal Secretaries viz. **East Zone:** Shri. Suresh Kumar GS SNATTA, **North Zone:** Shri Abhishek Jain GS AIBSNLEA, **Central Zone:** Shri. Manoj Singh GS AITTEA, **West Zone:** Shri Ashok Patel GS SEWA, **South Zone:** Shri R K Gupta GS DEWAB and given responsibility to co-ordinate, organise Circle Level AUAB activities. These Zonal Coordinators in consultation with concerned Circle Secretaries will closely monitor AUAB Circle level activities starting from nomination of AUAB Circle Chairmen and Convenors under their jurisdiction and report every activity directly to AUAB CHQ in the next meeting. All Circle AUAB bodies must fully cooperate with their designated Zonal Coordinator.

2. Uttarakhand Pilot Project and Restructuring: **The AUAB meeting also reviewed the ongoing BA and Circle restructuring under the Uttarakhand Pilot Project. The AUAB Chairman, Convenor and General Secretaries/leaders of the constituent unions and associations will visit Dehradun, Uttarakhand Circle, to assess the situation and discuss the strategy regarding the restructuring proposal. Further course of action on this Pilot Project Restructuring and agitational programmes will be decided after the visit, and accordingly steps will be initiated.**

APPEAL

AUAB calls upon all the executives and employees in BSNL in general and members of all constituent unions and associations of AUAB to implement all the above programmes unitedly and effectively. The success of these programmes depends upon the active participation of every employee and officer. All Circle, BA and OA-level organisations are therefore requested to make extensive preparations, conduct awareness campaigns and ensure maximum participation in every programme. And make this agitational programme a grand success.

Mass filing of grievances through CPGRAMS from 21.10.2026 to 24.10.2026

Eighth circle conference of Kolkata Telephones NFTE BSNL was held at Auditorium hall of Telephone Bhavan on 11-09-2026, CTD with presence of our General Secretary Comrade Chandreshwar Singh. Comrade Mahabir Singh also present at this meeting. The program started with the hosting of national flag and our union flag by Com. Chandreshwar Singh and Com. Mahabir Singh respectively. Respected GM (HR) of CTD Mrs. Shampa Pal, DGM (HR) Mr. Goutam Chakraborty were also present. Circle secretary of BSNLEU of CTD Mr. Shankar Keswar Nepal, Circle secretary of SEWA of CTD Mr. Biswajit Biswas, Circle secretary of AIGETOA of CTD Mr. Sayantan Shikdar present in this meeting and addressed on present situation of BSNL and burning issues like PRC. The meeting was concluded by the speech of Circle Secretary Comrade Krishnendu Naskar followed by the formation of new Circle committee where Comrade **Ashoke Manna elected as president and Comrade Rabindranath Chatterjee elected as working president...** Comrade Krishnendu Naskar was elected as circle secretary, Com. Sridam Mondal elected has treasurer unanimously in the conference Newly constituted committee will work together for next three years.

On this occasion, a convention was organised by AUAB Kolkata Comrades where all the said leaders addressed on 3rd wage revision issue in

the convention. Com. C. Singh G.S. and Com. Animesh Mitra G.S. BSNLEU and other leaders addressed.



Circle Security presenting memento to G.S NFTE BSNL



View of dias



View of audience

Second twitter campaign on 27.10.2026



Guests addressing the conference



Circle secretary presenting memento Com. Mahabir Singh, secretary CHQ



Com. Juine Ghosh honouring GM (HR)

BSNL Staff Suppression Under the Guise of “Pilot Operational Restructuring”. The so-called Pilot Operational Restructuring in Uttarakhand has generated widespread resentment among BSNL employees. The scheme involves the large-scale displacement of both executives and non-executives, yet it has been introduced without any consultation with the recognised unions and associations. BSNL Management initiated discussions only after the AUAB launched sustained protests at the Circle and All India levels. During these meetings, the Circle Secretary and General Secretary of AUAB placed the genuine concerns of employees, and the management assured that the issues would be considered positively. However, the

recommendations submitted by the Uttarakhand CGM after these discussions were completely ignored. In a subsequent meeting with the BSNL management at Corporate office, the AUAB leaders were informed that no assurance could be given, as the implementation of the scheme had been ordered from the top most level of Govt. This clearly indicates the Government's intention to extend the restructuring model to all circles within the next six months. At a time when thousands of crores have been spent in the name of BSNL's revival, imposing such anti-employee restructuring will only weaken the organisation and jeopardise the livelihood and job security of its workforce. AUAB has decided to intensify the struggle.

Three days country wide dharna from 04.11.2026 to 06.11.2026

Circle working committee meeting of M.P. circle held on 2nd and 3rd September, 2026 at Narmada Puram (Hoshangabad) under the Presidentship of Com. Harnam Singh. Com. K.S. Thakur C.S. have given all details on organizational position of circle and issues taken up by the circle. All the District Secretaries and Circle office bearers attended the meeting. On this occasion an open session was organised under the Chairmanship of Com. Narendra Tagore. Com. Vaibhav Sahu CHQ Secretary attended and addressed the session. He explained the status of all India issues and proposed agitational programme of AUAB for settling 3rd PRC. All the officers of Hoshangabad attended the meeting. Com. Nitin Malaviya D.S. AIGETOA attended and addressed the open session. CWC ended with vote of thanks by Com. K.S. Thakur.



View of the meeting

Note of the Zonal meetings of the AUAB in different circles on the issue of future course of action on 3rd PRC and strengthening the functioning of AUAB:- (1) AUAB CHQ organised zonal meetings in different Circles from 26th August to 30th August, 2026, in the presence of the General Secretaries and All India leadership of the constituent unions and associations of AUAB. All the zonal meetings extended full support to the functioning of AUAB CHQ and reviewed the activities of AUAB for organising agitational programmes on the common single issue of the 3rd PRC for Executives and Non-Executives.

(2) The Circle Secretaries and Presidents who attended these meetings urged that proper action should be taken for similar functioning of AUAB at the Circle and BA levels. AUAB CHQ should take appropriate action to guide the Circle Secretaries of the constituent unions and associations in this regard.

(3) All the members who attended these

meetings expressed their deep anxiety over the issue of the 3rd PRC, which should be materialised before December 2026, as the Government can take a decision at any time to start the dialogue for the 4th PRC. It was also clarified in the meetings that the future course of the agitational programme will be only on the issue of the 3rd PRC and will not be involved with any other issues.

(4) While reviewing the AUAB programmes in the recent past, some circle secretaries have expressed that all unions and associations at the grassroots level are not taking the AUAB decisions seriously enough for proper implementation. In some places, this has resulted in poor participation in demonstrations, dharnas and strike programmes and CHQ should take note of it.

(5) All the zonal meetings have seriously highlighted the need for an aggressive agitational programme to start immediately to create pressure on the Government for relaxation of the Affordability Clause to enable the Wage Agreement and implementation of the 3rd PRC in real terms.

(6) Suggestions came up during the discussions to start an aggressive campaign programme, such as week-long lunch-hour demonstration programme, week-long Twitter campaign, indefinite hunger strike, human chain at Jantar Mantar and state capitals, etc. Dates should be announced for going on All India strike programme, which can compel the Government to accept the 3rd PRC in BSNL. Some members also suggested going on a 72-hour or indefinite-period strike programme until the achievement of our demands.

(7) The zonal meetings stressed the need to use social media in favour of BSNL staff, which can help create pressure on the Government to accept our demands. They suggested organising Twitter campaigns, YouTuber groups, WhatsApp groups, etc., to create pressure on the Government. We can involve our family members, customers and followers in these campaign programmes.

(8) During the discussions in the meetings, it was suggested that we can also discuss our future course of action with the leadership of pensioners' associations, who are also of the view

Meeting of MP's/Chief ministers and central govt ministers from 7.10.2026 to 07.11.2026 by explaining our 3rd PRC issue

that pension revision has a direct link with pay revision. Retired persons can help us in ensuring massive participation in gatherings and social media campaigns in support of our programme. It was also suggested to hold press conferences at the CHQ and Circle levels so that we can get media coverage in favour of our demands.

(9) AUAB CHQ, as well as Circle/District Secretaries, will try to contact local Members of Parliament and Governors, who can also pursue our demands to the Ministry, as the Cabinet is the appropriate authority that can relax the Affordability Clause, particularly for BSNL.

(10) During the campaign programme, AUAB CHQ should take appropriate initiative to meet the Secretary, DoT, and the Ministry of Communications for a final decision on the 3rd PRC issue, as today the PRC issue is directly linked to the future and better performance of BSNL.

(11) It has also suggested by the members to approach other unions and associations that are yet to be associated with AUAB. It was opined that AUAB should take active initiative to pursue the other union leaders in other forums so that their members and leaders can be involved in the future course of agitational programme on the 3rd PRC issue.

(12) All these meetings were inspiring for AUAB CHQ, **as more than 250 Circle-level leaders participated in these five meetings and shared their views.** Most of our General Secretaries and Presidents of the unions and associations were present to guide these zonal meetings.

As per the decision of AUAB massive lunch hour demonstration organised at Corporate office (Eastern Court) on 25.09.2026 demanding 3rd wage revision/PRC to BSNL employees. More than two hundred comrades were assembled in Eastern Court under the Chairmanship of Com. C. Singh, G.S. NFTE. The General Secretaries of NFTE, BSNLEU, SNEA, SEWA, DEWAB, BSNL MS and Circle Secretaries of CNTX, Corporate office, New Delhi and J&K were present in the demonstration alongwith Com. Abhimanyu, senior leader BSNLEU, Com. Sunil Kumar (MTNL Executive) also present in the demonstration. All General Secretaries spoken in one voice and requested all to

make the AUAB agitational programmes a big success at all levels for achieving 3rd wage revision/PRC to BSNL employees. The demonstration ended with vote of thanks by Com. Naresh Kumar, Circle Secretary, CNTX New Delhi.

View of photos at corporate office



Conduct BA/OA level conventions in the period from 07.10.2026 to 07.11.2026

LETTERS FROM BSNL MANAGEMENT / GOVT.

Adherence to guidelines/instructions of Corporate Office regarding Organizational Restructuring

D.O.No.: BSNLCO-RSTG/15(14)/1/2020-RSTG-Part(1) Date: 2.09.2026 To, Director (HR) BSNL Board

It has been observed that, from time to time, some Circles have undertaken restructuring/reorganization exercises at their own level, without following the framework, methodology and guidelines prescribed by the Corporate Office.

2. As you are aware, BSNL is presently undertaking a comprehensive exercise for **rationalization of manpower and organizational restructuring** with the objective of aligning the organizational structure with the present and emerging business requirements, operational priorities and available manpower.

3. In this regard, various **guidelines, methodology, organizational structures and manpower norms** are being issued by the Corporate Office from time to time. These are required to be uniformly followed by all Circles so as to ensure consistency, transparency and equity in the restructuring process across BSNL..

4. It is therefore, **directed that no Circle shall independently undertake or implement any restructuring/reorganization of its organizational structure, sanctioned posts, functional units, territorial jurisdiction or manpower deployment outside the framework prescribed/approved by the Corporate Office.** Any proposal for modification in the existing organizational structure if considered necessary due to specific operational requirements of the Circle, shall be referred to the Corporate Office with detailed justification and supporting data for examination and approval.

5. Circles are also advised **not to issue any Circle-level orders giving effect to a restructuring** exercise unless the same is specifically authorized/approved by the Competent Authority at Corporate Office. Any restructuring already undertaken at Circle level,

without reference to the Corporate Office, may also be reviewed and suitably aligned with the restructuring framework approved by Corporate Office.

6. The above instructions may be brought to the notice of all concerned officers and strictly complied with. **Uniformity in implementation of the restructuring framework is essential to avoid parallel structures, inconsistencies in manpower deployment and avoidable administrative complications.**

I would request your personal attention to ensure strict compliance with these instructions in the Circle.

Celebration of BSNL's 26th Foundation Day on 1st October 2026 — Conduct of Special Marketing, Customer Outreach and Social Media Activities - reg.

BSNLCO-COMN/17(11)/37/2022-CORM Date: 02/09/2026 To, The Chief General Manager, All Telecom Circle, BSNL.

BSNL will be celebrating its 26th Foundation Day on 1st October 2026 with the theme **"Hamara BSNL"**. The occasion provides an opportunity to showcase BSNL's commitment towards providing quality, safe, reliable and affordable telecom services, while highlighting its contribution towards Digital India and nation building.

In this regard, all Circles are requested to undertake a special **"Hamara BSNL" campaign from 15th September to 25th September 2026**, culminating in the Foundation Day celebrations on 1st October 2026.

The following activities may be organized by all Circles:

1. "Hamara BSNL" - Happy Customer Reels

Circles shall encourage new and existing BSNL customers to create short video/reels sharing their experience with BSNL. The reels may highlight the following key attributes:

BSNL Quality: Experience of quality services and connectivity.

Organise press conferences and social media campaign

BSNL Safe Internet: Safe and secure internet services.

BSNL Reliable: Reliability of BSNL mobile, FTTH and other services.

BSNL Affordable: Affordable and value-for-money telecom services.

The customer reels should be posted on the official social media handles of the respective Circles with suitable "**Hamara BSNL**" (vernacular versions can also be created) branding and hashtags. Sample reel is being shared by corporate office Creators.

"Three Best Reels" shall be duly felicitated.

2. Highlighting BSNL's BharatNet/4G Saturation Initiatives

BA heads should meet the local collectorate office and organize briefing on BharatNet/4G Saturation sites Initiatives. Circles shall prominently showcase through social media posts, reels, photographs and other suitable content on the initiatives undertaken by BSNL under **BharatNet** Project for strengthening digital connectivity to schools and other institutions, particularly:

i. Digital Schools: Highlighting the role of BSNL/BharatNet connectivity in enabling digital education and improving access to online learning in rural areas.

ii. Digital Health Centres: Highlighting the role of BSNL/BharatNet connectivity in facilitating digital healthcare and improving access to health services in rural and underserved areas.

Meeting with state govt heads can be organized on 1st October by CGMs, to brief on the connectivity initiatives through BharatNet and the future rollout plans.

3. Mega SIM & FTTH Melas

All Circles shall organize Mega SIM & FTTH Melas. **It has been decided that circles will organize a minimum of 3 Melas/Day/BA during the campaign period.**

The Melas should focus on:

New BSNL Mobile SIM activations.

FTTH customer acquisition. Promotion of

BSNL FTTH plans and services.

On-the-spot booking and activation, wherever feasible.

Customer interaction and awareness regarding BSNL services.

Circles may involve Channel Partners, Franchisees, CSCs, field marketing teams and other stakeholders to ensure maximum public participation and customer outreach.

4. Display of Promotional Banners

BSNL-branded promotional banners may be displayed prominently at BSNL Exchanges, Administrative Buildings, Customer Service Centres (CSCs), Points of Sale (PoS), major public locations and other suitable locations to create visibility for the "Hamara BSNL" campaign.

The creatives/designs shared by Corporate Office may be used to maintain uniformity in branding across all Circles.

5. 5 KM Run at State Headquarters by Admin Cell on 1st October 2026

Health is real wealth. A 5 KM Run may be organized by Admin Cell at the State/Circle Headquarters under the "Hamara BSNL" theme, with participation of BSNL employees, customers, stakeholders and other members of the public, wherever feasible. The event may be suitably branded and publicized through local media and BSNL's social media platforms.

6. The Contest

A special BSNL Foundation Day Contest will be conducted during the campaign period.

The performance of Circles will be assessed on the basis of:

1. The SIM & FTTH Melas organized (50 Marks).

2. Increase in Social Media Followers from 15th Sep to 25th Sep 2026 (50 Marks).

The performance of circles will be evaluated on the basis of percentage of Melas organized during the campaign period & no. of Followers increased on social media platforms (**Evaluation Matrix is attached in Annexure-1**).

The Circles securing the First three positions

Nation wide strike on 20.11.2026

based on the prescribed scoring parameters will be declared the winners, and a felicitation shall be organized for the winning Circles in recognition of their performance

Circles are therefore requested to make concerted efforts to maximize the reach, views and engagement of their "Hamara BSNL" social media content during the campaign period.

7. Publicity and Documentation

All activities should be adequately publicized through social media platforms and other suitable channels. Circles are also requested to maintain proper photographic/video documentation of the activities and ensure regular posting of the same on official social media handles.

The expenditure for the above activities may be met from the already allotted Business Promotion & Marketing Activities Budget for FY 2026-27.

All CGMs are requested to accord top priority to the above activities and ensure their effective implementation from 15th September to 25th September 2026, so as to build momentum for the 26th BSNL Foundation Day on 1st October 2026 and make the **"Hamara BSNL"** campaign a visible and successful nationwide celebration.

This issues with the approval of the Competent Authority.

SIM/FTTH Mela Target for BSNL Foundation Day

Circle	No. of	No. of	Mela Target
	BAs	/day/BA	SIM Melas
Andaman &	1	3	33

Nicobar

AP	10	3	330
Assam	6	3	198
Bihar	5	3	165
Chhattisgarh	4	3	132
Chennai	1	3	33
Gujarat	8	3	264
Haryana	9	3	297
HP	5	3	165
J&K	3	3	99
Jharkhand	3	3	99
Karnataka	9	3	297
Kerala	11	3	363
Kolkata	1	3	33
M. P	9	3	297
Maharashtra	16	3	528
NE-1	3	3	99
NE-2	3	3	99
Odisha	8	3	264
Punjab	7	3	231
Rajasthan	8	3	264
Sikkim	1	3	33
Tamilnadu	11	3	363
Telangana	5	3	165
UPE	9	3	297
UPW	5	3	165
Uttarakhand	3	3	99
West Bengal	4	3	132
TOTAL	168		5544

Performance Evaluation Matrix

	Target Achieved>=	Full Marks
SIM/FTTH Mela	100%	
(50 Marks)	76% – 100%	75% Marks
	51-75%	50% Marks
	<= 50%	NIL Marks
Social Media Follower(Follower Base as on 14.09.2026 on Facebook, X & Instagram)	Target Achieved >=5%	Full Marks
(50 Marks)	> 4– 5%	75% Marks
	2 – 4%	50% Marks
	< 2% NIL Marks	

Limited Internal Competitive Examination (LICE) for promotion to the post of Telecom Technician (1) under 50% internal quota for vacancy year 2023-Schedule for online registration process-Regarding.

E-File No:-BSNLCO-11/13(14)/2/2025-RECTT-CO Dated: 21/09/2026 To, The Chief General Managers, A&N/AP/CTD/CHG/CN (TX-N)/GUJ/HAR/KTK/KRL/MP/MH OD/PB/RAJ/TN/TLNG/UP(E)/UP(W) & UKD BSNL Telecom Circles.

Please refer to the Examination Notification no.: BSNLCO-11/13(14)/2/2025-RECTT-CO dated 28.11.2025 for conducting Computer Based Online Limited Internal Competitive Examination (LICE) for promotion to the post of Telecom Technician (1) under 50% internal quota for vacancy year 2023. In this regard, the schedule for online registration process is as tabulated below:

DATE & TIME OF START OF ON-LINE REGISTRATION

11.00 Hrs. of 28.09.2026 (Monday)

DATE & TIME OF END OF ON-LINE REGISTRATION

11.00 Hrs. of 28.10.2026 (Wednesday)

DATE & TIME OF START OF APPLICATION EDITING PERIOD

11.00 Hrs. of 29.10.2026 (Thursday)

DATE & TIME OF END OF APPLICATION EDITING PERIOD

11.00 Hrs. of 05.11.2026 (Thursday)

DATE & TIME OF EXAMINATION (CBT)

Will be communicated later

2 Candidates may ensure that registration along with payment of fee is completed in time as the registration link will be closed as per the schedule.

3. It is requested to give wide publicity in this regard and ensure to bring to the knowledge of all the eligible BSNL, working employees for the above mentioned LICE.

This issues with the approval of competent authority.

Limited Internal Competitive

Examination (LICE) for promotion to the grade of Junior Engineer (1) under 50% internal quota for vacancy year 2024 for vacancies up-to 31.12.2024 regarding schedule for online registration process.

E-File No:- BSNLCO-11/13(13)/2/2025-RECTT-CO Dated: 21/09/2026 To, The Chief General Managers A&N/AP/CTD/CHG/CHTD/CN(TX-N)/GUJ/J&K/KTK/KRL/MP/MH/OD/RAJ/SKM/TN/TLG & UKD BSNL Telecom Circle.

Reference:- 1. Examination Notification (available on BSNL, intranet portal).

Please refer to the Examination Notification no.:BSNLCO-11/13(13)/2/2025-RECTT-CO dated 09.12.2025 for conducting Computer Based Online Limited Internal Competitive Examination (LICE) for promotion to the post of Junior Engineer (1) under 50% internal quota for vacancy year 2024. In this regard, the schedule for online registration process is as tabulated below:-

DATE & TIME OF START OF ON-LINE REGISTRATION

11.00 Hrs. of 28.09.2026 (Monday)

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DATE & TIME OF EXAMINATION (CBT)

Will be communicated later

2 Candidates may ensure that registration along with payment of fee is completed in time as the registration link will be closed as per the schedule.

3 It is requested to give wide publicity in this regard and ensure to bring to the knowledge of all the eligible BSNL working employees for the above mentioned LICE.

This issues with the approval of competent authority.

Disbursement of salary/wages/pension the Central Government Employees and pensioners (including Defence, Posts & Telecommunications) for the month of September, 2026 on account of three days nationwide bank strike from 28.09.2026 to 30.09.2026-reg.

F. No. 03002(2)/1/2020/TA-II (e-3001)/ 416 Date: 23-09-2026

This is with reference to the Ministry of Finance, Department of Financial Services (DFS) OM. No. 6/8/2014-18 dated 21.09.2026, wherein it has been stated that a three-day nationwide bank strike has been proposed from 28.09.2026 to 30.09.2026 and there is likelihood of disruption in banking transactions during the said period. Hence, the Government has decided that the salary/wages/pensions of all Central Government Employees for the month of September 2026 may be drawn and disbursed by the Central Government offices (including Defence, Posts & Telecommunications) on 25th September 2026 (Friday).

2. The wages for September, 2026 of the industrial employees of Central Government may also be disbursed in advance on 25 September 2026.

3. The pension for September, 2026 of all Central Government Pensioners may also be disbursed by Bank/PAOs on 25 September 2026.

4 The salary/wages/pension so disbursed is to be treated as advance payments and will be subject to adjustment after the full month's salary/wages/pension of each employee/pensioner is determined. The adjustment, if any, will be made without exception from the salary/wages for October 2026.

5. As the strike period coincides with the closing days of the current quarter, payments and other banking transactions scheduled towards the end of September 2026 may also be processed in advance, wherever feasible, to avoid delays and disruptions.

6. The concerned Ministries/Departments their offices for necessary action immediately. requested to bring these instructions to the notice.

7. Reserve Bank of India is requested to

bring these instructions to the notice of all paying branches of all Banks for necessary action immediately.

This issues with approval of Controller General Accounts of India.

Data on rotation of officers holding sensitive posts -reg.

No. BSNLCO-PERB/13/5/2020-PERS1-Part (1) Dated: 23.09.2026 To, All Heads of telecom Circles, Bharat Sanchar Nigam Limited.

As per standing instructions and previous communications made by BSNL Corporate Office New Delhi, Circles are required to rotate officers holding sensitive posts after prescribed tenure on quarterly basis. The Circles were requested to earmark sensitive posts as per the latest sanction strength and the CVC guidelines.

It is also observed that many circles are not complying with the CVC guideline of 100% rotation of sensitive posts citing reasons like shortage of staff, financial year ending etc., It is reiterated that management has taken strong view in this regard and the heads of the circle are expected to foresee such requirements and strictly adhere to the guidelines.

In continuation to this, the Circles are now requested to identify and submit the consolidated list of positions to be marked as sensitive in the desired format as given below. Such identified consolidated list of sensitive positions in excel may be submitted to ERP HCM-HR Core Team/ L3 at BSNLCO New Delhi in template format (as given below) by all the circles through ERP-Helpdesk as dockets to mark these positions as sensitive.

Further, a report "**ZHR_SENSITIVE_POS**" has been developed in ERP system to extract & monitor the data of sensitive positions by the circles HR admins & Pers. Cell BSNL CO NEW DELHI as and when required.

It is desired by the management to complete this exercise by 29.09.2026 and submit the rotation of sensitive posts report for quarter ending Sept 2026 to CVO through ERP.

This issues with the approval of competent authority.

Position	Position Name	Pernr	Position Holder name	Position Holder Designation
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Manning of Circle Network Operations (CNOCs) and BA level Field Response Teams (FRT) for monitoring of BSNL Networks - Regarding.

No. 25-1/2026/Trg/BINCC/NOC-HR/16 Date: 08.09.2026 To, All CGMs, BSNL.

Reference: Restructuring Cell, BSNL CO letter no. BSNLCO-RSTG/12(11)/2/2026-RSTG dated 02.04.2026 (copy enclosed)

Please refer to Restructuring Cell, BSNL CO letter dated 02.04.2026, as mentioned under reference. It is submitted that BSNL Integrated Network Command Centre (BINCC) at BSNL Corporate Office, along with corresponding structures at Circle level (CNOCs) and Business Area level (FRT) has been formulated. The function of BINCC is to strengthen the real-time monitoring of network performance, improve service quality, enhance customer responsiveness, and establish an integrated operational accountability framework across all technology domains and service segments of BSNL.

2 In order to man the BINCC and corresponding field structures at Circle and BA levels round the clock without any interruption, it is necessary to post suitable officers/officials at CNOCs i.e. at Circle level and FRT Le. at BA level. If suitable officers are not available then Circle/s may deployed Group 'C' officials for manning round the clock (24X7) for uninterrupted and smooth functioning of BINCC.

This issues with the approval of the Competent Authority

Action plan for implementation of 3rd PRC in BSNL

No. BSNLCO-SR/14(13)/7/2025-SR Date: 21.09.2026 To, (1) Sh. Animesh Mitra. GS. BSNLEU. (2) Sh. Chandeshwar Singh GS, NFTE (BSNL) (3) Sh. M.S. Adasul GS, SNEA

Reference: AUAB/CHQ/2026/Third Pay Revision/Circular dated 08/09/2026

I am directed to refer your letter under reference and intimated that, the proposal for implementation of revision of pay under **3rd PRC w.e.f. 01.01.2017 in respect of Board level & below Board level executives has been sent**

to DoT for approval and issue of Presidential Directives, vide letter 1-08/2017-PAT(BSNL) dated 14.11 2017. Further, with regard to the wage revision in respect of non-executives, the recommendations of the Joint wage revision Committee comprising BSNL Management and recognized Unions for revision of pay scales w.e.f. 01.01.2017 have been approved by the BSNL Board, and it has been sent to DoT for approval vide letter No. BSNLCO-SR/15(11)/1/2025-SR dated 24.02.2026. The approval on implementation of 3rd PRC/wage revision is awaited from DoT.

The matter regarding waiver of affordability condition in respect of BSNL falls within the purview of DoT.

This is issued with approval of competent authority.

Preparation of Draft Written Statement in OAs relating to GPF / Pension Coverage in respects of CGA employees appointed in BSNL on or after 01.10.2000 as nominees of the employees of DOT/DTS/DTO died in harness up to 30.09.2000-regarding.

No: BSNLCO-SR/13(12)/1/2021-SR Dated 24.09.2026 To, All CGMs, Bharat Sanchar Nigam Ltd,

With reference to the subject cited above, this office is issuing instructions time to time w.r.t cases of CGA employees appointed in BSNL on or after 01.10.2000 as nominees of the employees of DOT/DTS/DTO died in harness up to 30.09.2000. It is observed that this office is receiving numerous similar Original Applications (OA's)/ Legal notices/Representations from circles seeking identical reliefs i.e Claiming GPF/ Pension /Restoration of Presidential Order etc. in respect of compassionate appointees (CGA) appointed in BSNL i.e after 30.09.2000.

2. In order to ensure effective and timely handling of such cases and to maintain uniformity in the pleadings/replies filed in similar matters, draft comments for preparing the reply of OAs prepared in consultation with DOT, Legal Cell, BSNLCO, is enclosed for a reference (Annexure-I), which may enable to expeditiously dispose of pending OA's/Legal notices etc. in a consistent manner and may also facilitate the adoption of a uniform stand by BSNL.

3. While preparing the Draft reply of OA's (dealing with above type cases), the following points to be considered:

i) All the officers dealing with court cases at Circle and BA levels shall ensure that draft counter affidavits prepared by the empanelled counsel are complete in all respects, factually verified from official records, duly supported by relevant documents and prepared strictly in accordance with the approved legal position, before the same are submitted for vetting/approval. The concerned Circle administrative wing shall also ensure that the draft pleadings have been duly scrutinised for factual accuracy and conformity with the approved comments of BSNL.

ii) While preparing the draft reply, the Circle shall ensure that the factual position regarding the following aspects, is correctly incorporated and supported by the available official records/ documents:

a) Date of joining / Appointment in BSNL as CGA appointee; b) Details and status of the deceased DoT employee; c) Issuance and status of Presidential order / Option form; d) Cancellation/withdrawal of PO, wherever applicable; e) Conversion from GPF scheme to EPF scheme (Date) f) Representations submitted by the applicant and g) Any other relevant facts and documents pertaining to the individual case.

iii) The draft reply should also contain a proper para-wise response to the Original Application, suitably incorporating the relevant facts, applicable rules/instructions and judicial pronouncements.

4) Thereafter, the same may be forwarded to WS&I Cell, BSNL Corporate Office for vetting, along with a complete copy of the Original Application (OA) with all relevant records/ documents certifying that it has been prepared and verified by Empanelled Advocate / Legal cell of Circle.

5) The complete set of documents/draft pleading is to be forwarded sufficiently in advance of the date fixed by the Hon'ble Court/Tribunal so as to provide adequate time for examination, vetting and necessary action.

It has been observed that, despite repeated discussions, communications and clear

instructions issued from time to time regarding preparation of the draft reply, the Circles are not taking it seriously. The matter requires close and careful examination, and any casual approach at this stage may adversely affect.

All Circles are advised to treat the matter as MOST URGENT and ensure strict compliance with the instructions issued, so as to facilitate timely disposal of pending and future cases and to maintain uniformity in the legal position adopted by BSNL in matters relating to GPF/ Pension coverage of compassionate appointees.

This is issued with the approval of the competent authority.

Notice for the agitational porogramme leading to one day Nation wise strike protesting undue delay by DoT in approval of BSNL proposal for Third PRC for BSNL Executives Non- Executives

Letter No. AUABCHQ/2006/Third Pay Revision/ Notice Dated 18 September 2026 To, The Secretary, Department of Telecommunications, Sanchar Bhavan, 20, Ashoka Road, New Delhi-110001.

Notice is hereby given, in accordance with the provisions of **Sub-Para (1) of Section 22 of the Industrial Disputes Act, 1947**, that the **Executives and Non-Executives of BSNL**, under the banner of **All Unions and Associations of BSNL (AUAB)**, will observe the agitational porogramme protesting undue delay by Dot in approval of BSNL. Proposal for Third PRC for BSNL. Executives and Non-Executives

Demand: Immediate approval of 3rd Pay/ Wage Revision w.e.f. 01.01.2017

The detailed programme is as follows

Date: 25-Sep-26 **Programme:** Countrywide Lunch Hour Demonstrations

Date: 28-Sep-26 **Programme:** Mass Twitter / Social Media Campaign

Date: 1-Oct-26 **Programme:** Countrywide Relay Hunger Fast & Lunch Hour Demonstrations on the BSNL Foundation day

Date: 7-Oct 26 to 7-Nov-6 **Programme:**

Submission of AUAB memoranda and briefing notes seeking intervention for 3rd PRC to Honourable MPs, Chief Ministers, Governors and Ministers of Government of India through a Month-long Campaign

Date: 14-Oct-26 **Programme:** Quitting of Official BSNL Groups Demonstrating the serious concern of employees and officers over continued non-settlement of 3rdPRC.

Date: 21 to 24 Oct-26 **Programme:** Nation-wide campaign by all Executives and Employees of BSNL by Filing Grievances about undue delay in approval of third PRC by Dept. Of Telecom through Mass complaints on CPGRAMS Portal

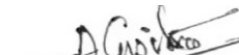
Date: 28-Oct-26 **Programme:** Second Massive

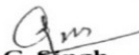
and intensive Twitter / Social Media Campaign Highlighting the actual issues concerning BSNL losses, excess financial burden imposed on BSNL and the prolonged delay in 3rd PRC

Date: 7-Oct to 7 Nov 26 **Date:** BA/OA/Circle Level Conventions/meetings for Awareness and mobilisation of employees and officers

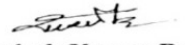
Date: 4 to 6-Nov-26 **Programme:** Demand for early approval of 3rd PRC through waiver/relaxation of Affordability Clause or appropriate recognition of BSNL's special services in the larger national interest

Date: 20-Nov-26 **Programme:** Nation-wide Strike as Final culmination of the agitational programme demanding approval of 3rd PRC for BSNL Executives and Employees.

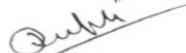

Animesh Mitra
GS BSNLEU
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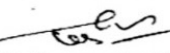

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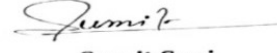

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Ashok Kumar Patel
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Mob: 9431000525

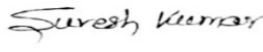

Abhishek Jain
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R No. S-44028/2002
Mob: 9413394934

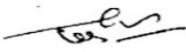

R.K. Gupta
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R. HR/008/2022/10720
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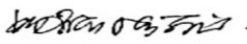

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Suresh Kumar
GS BSNL MS
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Anil Kumar
GS BSNL ATM
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M. Ramasundaram
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Vikas Mohan
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Regn No 4909/01
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LETTERS TO BSNL MANAGEMENT / GOVT.

Request for granting Meeting to AUAB to discuss on one sided action by BSNL management on forceful implementation of Uttarakhand Restructuring pilot project and continued negligence towards HR issues and mainly issue of third Pay/ Wage Revision.

No. AUAB/CHQ/HR issues/2026/Meeting Dated: 08/09/2026 To, Shri A. Robert J. Ravi, CMD

BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi-110001.

Ref: Letter No. BSNLCO-RSTG/ 15(14)/1/ 2020-RSTG-Part (1) Dated 28/08/2026.

With reference to above subject and letter, AGM Restructuring has issued directions to CGM Uttarkhand to go ahead with Pilot Restructuring Proposal without any consideration to suggestions/feedback from Unions and Associations and this one sided action has caused mass disappointment and industrial

Wish You All A Happy Dussehra

unrest among Executives and Non-Executives of BSNL.

This mass unrest among BSNL Executives/ Non Executives against BSNL management is continued for many months as Management has not resolved any of HR issues but has initiated some Anti-Executives/Non Executives steps like Restructuring Proposal and trying to implement it forcefully by neglecting genuine views and concerned expressed by AUAB.

This happens against the firm assurance given by you in special meeting called in BSNL Board Room with assurances that views and suggestions of Unions and Associations will be given consideration, but unfortunately none of issues suggested by CGM Uttarkhand or by Unions and Associations is given consideration and these directions are issued to go ahead with forceful implementation of this pilot proposal.

After going through this letter, it is clear that instead of resolving issues created due to this absurd restructuring proposal, now more issues are created. Classic example of it is earlier it was proposed that one JTO will look after 57 GPs and we have represented how it is difficult for look over the activities of such large geographical area in absence of any transport facilities and availability of support system. But instead of addressing these grievances, now it is proposed that one JTO will be in charge of 84 GPs. This is classic example of how Restructuring Cell is in Betrayal with words give by you.

It seems that your words are not respected by PGM Restructuring BSNL CO and Director HR or your words were just an attempt of killing time by giving misleading information to leaders of Unions and Associations. Apart from this following HR issues are not given consideration stating that BSNL is facing losses and other side such loss making proposals are being prepared and efforts are being made for its forceful implementation and it is nothing but deliberate attempt to create mass unrest and fear in minds of executives and Non-Executives in BSNL. The list of such pending HR issues is as follows.

1. Implementation of Third Pay/Wage Revision for BSNL Executives and Non-Executives.

2. Keeping on hold the Pilot Restructuring Proposal for Uttarkhand Circle and request for its review as per the practical requirement and needs of BSNL as per suggestions/feedback

given by BSNL Unions and Associations

3. Enhancement of SAB Contribution for BSNL Recruited Executives and Non-Executives to meet DPE directions of 30%.

4. Approval of TA/DA for AGM and below level Executives/Non-Executives at par with DGM and above level officers.

5. Enhancement of Transport Allowance as per the current market rates and requirements of working conditions.

6. New Promotion Policy for Non-Executives and Revision of Perks and Allowance.

All these issues are discussed in the AUAB meeting held on 31/08/2026 and 04/09/2026 and it has decided to go ahead with protest against this one sided and forceful action by BSNL management and before going ahead with agitational call it is decided to discuss these issues with you as Head of BSNL family.

We request your good self to spare some time from your busy schedule and grant meeting to Leaders of AUAB to discuss the mass unrest and industrial unrest being created by certain officers in BSNL and get possible way forward before going for proposed nationwide agitational programme by AUAB.

Request for granting Meeting to AUAB to discuss important HR issues of BSNL Executives and Non-Executives and submit feedback and suggestions on different actions by DoT for review of BSNL working.

No. AUAB/CHQ/PRC-Rstg/2026 Dated: 08/06/2026 To, Respected Shri Amit Agrawal ji, Secretary, Department of Telecommunications, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110001.

With reference to above subject and letters, we submit following for kind and sympathetic consideration and to grant a short meeting to All Unions and Associations of BSNL (AUAB) for submit our views/feedback and to know action being taken by DoT on important long pending HR issues of BSNL Executives/Non Executives as per submission by BSNL.

AUAB is an umbrella Association consisting about all existing Unions and Associations in BSNL and has been coordinating for resolution of HR issues and also working for overall growth

and development of BSNL.

It is to bring it to kind notice of your high office, that there is mass unrest among BSNL Executives/ Non Executives as BSNL management has not resolved many of HR issues but has initiated some Anti-Executives/Anti-Non Executives steps and trying to implement it forcefully by neglecting genuine views and concerned expressed by AUAB.

We are being repeatedly informed that though Management is willing to resolve certain issues, DoT is not allowing BSNL Management to do so.

We also find that DoT has taken total control over the HR activities of BSNL against the principle of formation of BSNL as PSU separating Telecom Operations from DoT, the administrative Ministry. Present CMD BSNL and Director HR are referring to every HR issue either to be decided by DoT or to be decided after consultation/approval by DoT and no issues are being decided at the level of BSNL Management which was practice followed in BSNL for years together.

The list of such issues is enclosed as follows.

1. Implementation of Third Pay/Wage Revision for BSNL Executives and NonExecutives.

2. Keeping on hold the Pilot Restructuring Proposal for Uttarkhand Circle and request for

its review as per the practical requirement and needs of BSNL as per suggestions/feedback given by BSNL Unions and Associations

3. Enhancement of SAB Contribution for BSNL Recruited Executives and NonExecutives to meet DPE directions of 30%.

4. Approval of TA/DA for AGM and below level Executives/Non Executives at par with DGM and above level officers.

5. Enhancement of Transport Allowance as per the current market rates and requirements.

6. Refund of leave encashment of BSNL absorbed Executives/Non Executives of BSNL which is to be paid by DoT.

7. Refund of excess Pension contribution deduced on higher slab by DoT

We have discussed these issues with BSNL management, but BSNL management has either raised its hands or indirectly pointed fingers towards DoT for settlement of these issues.

We request your honour to spare some time from your busy schedule and grant meeting to Leaders of AUAB to submit our views, feedback on HR issues and Growth & Development issues of BSNL and to know action being taken by DoT on these important HR issues of BSNL Executives/Non Executives and oblige.

संपादकीय

बीएसएनएल का घाटा सरकार और प्रबंधन जवाब दें

कर्मचारियों से सवाल बहुत हुए, अब नीतियों और प्रबंधन के निर्णयों का भी हिसाब होना चाहिए

भारत संचार निगम लिमिटेड केवल एक कंपनी नहीं है। यह देश की सार्वजनिक दूरसंचार व्यवस्था का महत्वपूर्ण आधार है। वर्ष 2000 में गठन के बाद बीएसएनएल ने देश के दूरदराज, ग्रामीण और कठिन भौगोलिक क्षेत्रों तक दूरसंचार सेवाएँ पहुँचाने में महत्वपूर्ण भूमिका निभाई है।

लेकिन आज वही बीएसएनएल गंभीर आर्थिक चुनौतियों से जूझ रहा है।

सबसे बड़ा प्रश्न यह है

आखिर बीएसएनएल यहाँ तक पहुँचा कैसे?

वित्तीय वर्ष 2004-05 में बीएसएनएल ने 10,183.29 करोड़ का शुद्ध लाभ अर्जित किया था। इसके बाद उसकी वित्तीय स्थिति में लगातार गिरावट दिखाई दी और कुछ वर्षों के भीतर कंपनी

लाभ से घाटे की स्थिति में पहुँच गई।

यह केवल आंकड़ों का बदलाव नहीं है।

यह उस पूरे दौर की कहानी है, जिसमें देश के एक मजबूत सार्वजनिक उपक्रम की आर्थिक स्थिति तेजी से बदली।

इसलिए अब सवाल केवल कर्मचारियों से नहीं। सरकार से भी है और प्रबंधन से भी है।

सरकार से पहला सवाल बीएसएनएल की दीर्घकालिक नीतिगत सुरक्षा कहाँ थी?

बीएसएनएल का गठन सरकारी दूरसंचार व्यवस्था को सार्वजनिक उपक्रम में बदलकर किया गया था। उससे एक ओर व्यावसायिक रूप से प्रतिस्पर्धा करने की अपेक्षा की गई, वहीं दूसरी ओर उस पर महत्वपूर्ण सामाजिक और सार्वजनिक सेवा की जिम्मेदारियाँ भी बनी रहीं।

अगले पृष्ठ पर जारी.....

पिछले पृष्ठ पर शेष.....

बीएसएनएल को ग्रामीण और दूरदराज क्षेत्रों में सेवाएँ देनी थीं। उसे नेटवर्क का विस्तार करना था। उसे नई तकनीक अपनानी थी।

उसे निजी कंपनियों से प्रतिस्पर्धा करनी थी। उसे स्पेक्ट्रम के लिए भारी वित्तीय दायित्व उठाने थे।

और साथ ही उसे अपने कर्मचारियों से जुड़े वैधानिक वित्तीय दायित्व भी पूरे करने थे।

तो सरकार से यह सवाल पूछना स्वाभाविक है

क्या बीएसएनएल को इन सभी जिम्मेदारियों को निभाने के लिए पर्याप्त वित्तीय और नीतिगत समर्थन मिला?

क्या बीएसएनएल को मजबूत करने के लिए दीर्घकालिक नीति बनाई गई, या उससे केवल परिणाम देने की अपेक्षा की जाती रही?

स्पेक्ट्रम का बोझ बीएसएनएल से हिसाब, सरकार से भी हिसाब दूरसंचार क्षेत्र में स्पेक्ट्रम किसी भी कंपनी की रीढ़ है।

बीएसएनएल ने स्पेक्ट्रम से जुड़े बड़े वित्तीय दायित्वों का सामना किया। बीडब्ल्यूए स्पेक्ट्रम से संबंधित मामलों में नियंत्रक एवं महालेखा परीक्षक तथा संसदीय अभिलेखों में बड़ी वित्तीय राशियों का उल्लेख मिलता है।

सवाल केवल यह नहीं है कि बीएसएनएल ने कितना भुगतान किया।

बड़ा सवाल यह है कि इन निर्णयों का बीएसएनएल की दीर्घकालिक वित्तीय स्थिति, नेटवर्क विस्तार, आधुनिकीकरण और नई तकनीक में निवेश की क्षमता पर क्या प्रभाव पड़ा?

जब किसी दूरसंचार कंपनी को लगातार नई तकनीक और नेटवर्क में भारी निवेश करना हो, तब बड़े वित्तीय दायित्वों का प्रभाव गंभीरता से देखा जाना चाहिए।

इसलिए स्पेक्ट्रम से जुड़े निर्णयों और उनके दीर्घकालिक वित्तीय प्रभाव की पारदर्शी समीक्षा आवश्यक है।

सरकार से दूसरा सवाल सार्वजनिक सेवा की कीमत कौन चुकाएगा?

बीएसएनएल एक सामान्य व्यावसायिक कंपनी नहीं है।

उससे लंबे समय से ग्रामीण, दूरदराज और कम लाभ वाले क्षेत्रों में भी दूरसंचार सेवाएँ उपलब्ध कराने की अपेक्षा की जाती रही है।

जहाँ निजी कंपनियाँ मुख्य रूप से व्यावसायिक लाभ को ध्यान में रखकर निवेश का निर्णय ले सकती हैं, वहीं बीएसएनएल पर सार्वजनिक सेवा का दायित्व भी रहा है।

इसलिए यदि बीएसएनएल से सार्वजनिक सेवा की अपेक्षा की जाती है, तो उस सेवा की वास्तविक आर्थिक लागत को भी पारदर्शी रूप से स्वीकार किया जाना चाहिए और उसके अनुरूप वित्तीय व्यवस्था होनी चाहिए।

सार्वजनिक सेवा केवल जिम्मेदारी नहीं हो सकती उसके लिए आवश्यक संसाधन भी उपलब्ध कराने होंगे।

अब बीएसएनएल प्रबंधन से भी सवाल

केवल सरकार को सवालों के घेरे में रखना पर्याप्त नहीं है।

बीएसएनएल प्रबंधन भी अपनी जिम्मेदारी से मुक्त नहीं हो सकता।

किसी भी संस्था की सफलता या असफलता में प्रबंधन की भूमिका महत्वपूर्ण होती है।

इसलिए प्रबंधन से भी स्पष्ट सवाल होने चाहिए।

समय पर नेटवर्क का आधुनिकीकरण क्यों नहीं हुआ?

तकनीकी परिवर्तन के अनुरूप निर्णयों में देरी क्यों हुई?

जहाँ बीएसएनएल के पास विशाल बुनियादी ढाँचा था, वहाँ उसका अधिकतम व्यावसायिक उपयोग क्यों नहीं हो सका?

निष्क्रिय परिसंपत्तियों का समय पर उपयोग या पुनर्विनियोजन क्यों नहीं हुआ?

राजस्व बढ़ाने के उपलब्ध अवसरों का पूरा उपयोग क्यों नहीं किया गया?

बिलिंग, राजस्व वसूली और आंतरिक नियंत्रण की व्यवस्था हर स्तर पर प्रभावी क्यों नहीं रही?

ये केवल कर्मचारियों से जुड़े सवाल नहीं हैं।

ये प्रबंधन की जवाबदेही के सवाल भी हैं।

नियंत्रक एवं महालेखा परीक्षक की विभिन्न टिप्पणियों में बीएसएनएल से संबंधित मामलों में राजस्व वसूली, बिलिंग, परिसंपत्तियों के उपयोग और आंतरिक नियंत्रण से जुड़ी कमियों की ओर ध्यान दिलाया गया है। इसलिए वित्तीय पुनरुद्धार के साथ-साथ प्रबंधन की कार्यप्रणाली और निर्णयों की भी गंभीर समीक्षा आवश्यक है।

जब प्रबंधन की गलती हो तो उसका हिसाब भी होना चाहिए

यदि किसी कर्मचारी से गलती होती है, तो उसके विरुद्ध नियमों के अनुसार कार्रवाई होती है।

लेकिन यदि किसी बड़े प्रबंधकीय या नीतिगत निर्णय से करोड़ों रुपये का वित्तीय प्रभाव पड़ता है, तो उस निर्णय की जवाबदेही कहाँ तय होती है?

क्या जवाबदेही केवल नीचे के स्तर तक सीमित रहनी चाहिए?

यदि किसी योजना में देरी होती है। जिम्मेदारी तय होनी चाहिए।

यदि कोई परिसंपत्ति वर्षों तक निष्क्रिय रहती है। जिम्मेदारी तय होनी चाहिए।

यदि राजस्व की वसूली नहीं होती। जिम्मेदारी तय होनी चाहिए।

यदि तकनीकी आधुनिकीकरण में अनावश्यक देरी होती है।

अगले पृष्ठ पर जारी.....

पिछले पृष्ठ पर शेष.....

जिम्मेदारी तय होनी चाहिए। यदि कोई बड़ा नीतिगत निर्णय बीएसएनएल पर भारी वित्तीय बोझ डालता है।

उसकी भी समीक्षा होनी चाहिए। जवाबदेही का सिद्धांत ऊपर से नीचे तक समान होना चाहिए।

कर्मचारी ही हर बार कटघरे में क्यों?

बीएसएनएल के घाटे की चर्चा होते ही कर्मचारी संख्या, वेतन, पेंशन और उत्पादकता पर बहस शुरू हो जाती है।

कर्मचारी व्यय का विश्लेषण होना चाहिए। इसमें किसी को आपत्ति नहीं हो सकती।

लेकिन सवाल यह है।

क्या बीएसएनएल की पूरी वित्तीय स्थिति को केवल कर्मचारियों के कारण समझा जा सकता है?

यदि कर्मचारी ही मुख्य कारण थे, तो फिर वित्तीय वर्ष 2004-05 में बीएसएनएल ने 10,183.29 करोड़ का शुद्ध लाभ कैसे अर्जित किया?

लाभ से घाटे तक की पूरी यात्रा को समझने के लिए अनेक पहलुओं को एक साथ देखना होगा।

नीति, निवेश, तकनीक प्रतिस्पर्धा, स्पेक्ट्रम, राजस्व, सार्वजनिक सेवा दायित्व, वित्तीय दायित्व, परिसंपत्तियों का उपयोग।

और प्रबंधन के निर्णय। पूरी तस्वीर देखनी होगी।

सिर्फ कर्मचारी को देखकर बीएसएनएल के वित्तीय संकट का पूरा सच नहीं समझा जा सकता।

तीसरी वेतन पुनरीक्षण और बीएसएनएल कर्मचारी

बीएसएनएल के भविष्य और कर्मचारियों की स्थिति की चर्चा तीसरे वेतन पुनरीक्षण के मुद्दे के बिना अधूरी है।

बीएसएनएल कर्मचारियों का तीसरा वेतन पुनरीक्षण लंबे समय से लंबित है। गैर-कार्यकारी कर्मचारियों के वेतन पुनरीक्षण से संबंधित समझौता हुआ, जिसे बीएसएनएल बोर्ड द्वारा अनुमोदित किए जाने के बाद सरकार की मंजूरी के लिए भेजा गया। इसके साथ वहन क्षमता से जुड़ी शर्तों में आवश्यक राहत का मुद्दा भी महत्वपूर्ण बना हुआ है।

यहाँ एक महत्वपूर्ण प्रश्न है।

यदि कर्मचारियों से लगातार बीएसएनएल के पुनरुद्धार में योगदान और त्याग की अपेक्षा की जाती है, तो उनके लंबे समय से लंबित वेतन पुनरीक्षण का समाधान कब होगा?

कर्मचारियों ने कठिन परिस्थितियों में काम किया है। उन्होंने ग्रामीण और दूरदराज क्षेत्रों में सेवाएँ बनाए रखीं।

उन्होंने कठिन प्रतिस्पर्धा के दौर में नेटवर्क और सेवाओं को चलाया।

उन्होंने तकनीकी बदलावों के बीच अपनी जिम्मेदारियाँ निभाईं।

उन्होंने संगठन की कठिन वित्तीय परिस्थितियों के बावजूद अपनी सेवाएँ जारी रखीं।

इसलिए बीएसएनएल के पुनरुद्धार में कर्मचारियों के योगदान को भी उचित सम्मान मिलना चाहिए।

तीसरा वेतन पुनरीक्षण केवल अतिरिक्त खर्च का विषय नहीं है।

यह कर्मचारियों के न्याय, मनोबल, औद्योगिक शांति और संगठन में विश्वास से भी जुड़ा हुआ प्रश्न है।

यदि बीएसएनएल को मजबूत और समर्पित कार्यबल की आवश्यकता है, तो कर्मचारियों के लंबित वेतन पुनरीक्षण के प्रश्न का न्यायपूर्ण और समयबद्ध समाधान भी पुनरुद्धार की प्रक्रिया का महत्वपूर्ण हिस्सा होना चाहिए।

बीएसएनएल को केवल खर्च घटाने वाली नीति नहीं, पुनर्जीवन की नीति चाहिए

बीएसएनएल को बार-बार पुनर्गठन, लागत नियंत्रण और खर्च घटाने के दृष्टिकोण से देखने मात्र से वह स्थायी रूप से मजबूत नहीं बन सकता।

खर्च में दक्षता आवश्यक है। लेकिन केवल खर्च घटाने से दीर्घकालिक विकास संभव नहीं है।

बीएसएनएल को चाहिए निवेश।

आधुनिक तकनीक, तेज निर्णय, मजबूत विपणन, बेहतर ग्राहक सेवा, राजस्व के नए स्रोत, परिसंपत्तियों का बेहतर उपयोग।

व्यावसायिक दृष्टिकोण।

प्रबंधन में जवाबदेही और सरकार की स्पष्ट दीर्घकालिक नीति।

मुख्य सवाल यह होना चाहिए। बीएसएनएल अधिक राजस्व कैसे अर्जित करे?

अपनी क्षमता कैसे बढ़ाए? अपनी तकनीकी स्थिति कैसे मजबूत करे?

अपने विशाल बुनियादी ढाँचे का अधिकतम उपयोग कैसे करे?

इन सवालों पर उतना ही ध्यान दिया जाना चाहिए जितना खर्च घटाने पर दिया जाता है।

सरकार और प्रबंधन दोनों को जवाब देना होगा

बीएसएनएल के कर्मचारियों ने वर्षों तक कठिन परिस्थितियों में संस्था की सेवा की है।

उन्होंने तकनीकी बदलाव, बाजार की प्रतिस्पर्धा और संगठनात्मक चुनौतियों के बीच अपनी जिम्मेदारियाँ निभाई हैं।

कर्मचारियों को केवल खर्च का आंकड़ा मानकर नहीं देखा जा सकता।

वे वही मानव संसाधन हैं जिनके माध्यम से बीएसएनएल अपना नेटवर्क संचालित करता है और करोड़ों लोगों तक सेवाएँ पहुँचाता है।

अगले पृष्ठ पर जारी.....

पिछले पृष्ठ पर शेष.....

इसलिए सरकार को अपनी नीतियों का हिसाब देना होगा। प्रबंधन को अपने निर्णयों का हिसाब देना होगा।

कर्मचारियों को अपने कार्य का हिसाब देना होगा। यही वास्तविक जवाबदेही है।

एकतरफा जवाबदेही नहीं। बीएसएनएल के वित्तीय इतिहास पर श्वेतपत्र जारी हो

अब समय आ गया है कि वर्ष 2000 से वर्तमान तक बीएसएनएल के पूरे वित्तीय इतिहास पर एक विस्तृत श्वेतपत्र देश के सामने रखा जाए।

इसमें स्पष्ट रूप से बताया जाना चाहिए। सरकार को बीएसएनएल से विभिन्न मदों में कितनी राशि प्राप्त हुई?

पेंशन से संबंधित दायित्वों पर कितना भुगतान किया गया?

स्पेक्ट्रम के लिए कितना भुगतान किया गया?

नेटवर्क विस्तार और आधुनिकीकरण पर कितना निवेश हुआ? सार्वजनिक सेवा और ग्रामीण दायित्वों पर कितना खर्च हुआ?

उस खर्च की कितनी प्रतिपूर्ति हुई?

विभिन्न सरकारी योजनाओं के अंतर्गत बीएसएनएल को कितनी वित्तीय सहायता मिली?

प्रमुख नीतिगत निर्णयों का वित्तीय प्रभाव क्या रहा? प्रमुख प्रबंधकीय निर्णयों का वित्तीय परिणाम क्या रहा?

कितनी परिसंपत्तियाँ निष्क्रिय रहीं और उनका उपयोग क्यों नहीं हुआ?

राजस्व बढ़ाने के उपलब्ध अवसरों का कितना उपयोग किया गया?

कर्मचारी व्यय का कुल वित्तीय स्थिति में वास्तविक अनुपात कितना रहा?

और सबसे महत्वपूर्ण बीएसएनएल के घाटे में सरकारी नीतियों, बाजार की परिस्थितियों, तकनीकी बदलावों, वित्तीय दायित्वों, सार्वजनिक सेवा दायित्वों और प्रबंधन के निर्णयों का वास्तविक योगदान कितना रहा?

देश को इसका उत्तर चाहिए।

कर्मचारियों को इसका उत्तर चाहिए।

बीएसएनएल को इसका उत्तर चाहिए। अब एकतरफा दोषारोपण नहीं समान जवाबदेही चाहिए

हम कर्मचारियों को जवाबदेही से मुक्त करने की मांग नहीं करते।

हम केवल समान और न्यायपूर्ण जवाबदेही की मांग करते हैं।

यदि कर्मचारी जवाबदेह हैं तो प्रबंधन भी जवाबदेह हो।

यदि प्रबंधन जवाबदेह है तो नीतिगत निर्णय लेने वाली व्यवस्था

की भी समीक्षा हो।

यदि बीएसएनएल से सार्वजनिक सेवा की अपेक्षा है तो उसके लिए उचित वित्तीय व्यवस्था भी हो।

यदि बीएसएनएल से निजी कंपनियों के साथ प्रतिस्पर्धा की अपेक्षा है तो उसे प्रतिस्पर्धा के लिए आवश्यक संसाधन भी उपलब्ध हों।

बीएसएनएल को कमजोर करके फिर उसके घाटे का पूरा दोष कर्मचारियों पर डालना समस्या का समाधान नहीं है।

अंतिम सवाल

बीएसएनएल घाटे में क्यों गया?

क्या केवल कर्मचारी इसके लिए जिम्मेदार हैं? या फिर।

क्या नीतिगत निर्णयों, निवेश की कमी, बाजार की परिस्थितियों, स्पेक्ट्रम से जुड़े वित्तीय बोझ, सार्वजनिक सेवा दायित्वों, तकनीकी बदलावों और प्रबंधन के निर्णयों ने भी बीएसएनएल की वित्तीय स्थिति को प्रभावित किया?

इसका उत्तर आरोपों से नहीं मिलेगा।

इसका उत्तर मिलेगा, आधिकारिक आंकड़ों से, लेखापरीक्षित खातों से, संसदीय अभिलेखों से।

नियंत्रक एवं महालेखा परीक्षक की रिपोर्टों से।

और सबसे बढ़कर पूरी पारदर्शिता से बीएसएनएल के घाटे का हिसाब होना चाहिए।

सरकारी नीतियों का हिसाब होना चाहिए। प्रबंधन के निर्णयों का हिसाब होना चाहिए।

कर्मचारियों के साथ न्याय होना चाहिए।

तीसरे वेतन पुनरीक्षण के लंबित प्रश्न का न्यायपूर्ण और पारदर्शी समाधान होना चाहिए।

लेकिन बीएसएनएल का भविष्य उसके कर्मचारियों को बलि का बकरा बनाकर सुरक्षित नहीं किया जा सकता।

बीएसएनएल देश की सार्वजनिक दूरसंचार व्यवस्था की महत्वपूर्ण संपत्ति है।

इसके पुनर्जीवन के लिए निवेश चाहिए। आधुनिक तकनीक चाहिए स्पष्ट नीति चाहिए।

जवाबदेह प्रबंधन चाहिए और सबसे महत्वपूर्ण एक मजबूत, सम्मानित और प्रेरित कार्यबल चाहिए।

बीएसएनएल बचाओ। सार्वजनिक दूरसंचार बचाओ।

बीएसएनएल कर्मचारियों के साथ न्याय करो।

न्याय मिलेगा तो विश्वास बचेगा।

विश्वास बचेगा तो बीएसएनएल बचेगा।