

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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No.: AUAB / CHQ / 2026 / RSTG

Date: 14th August, 2026

To,

Shri Jyotiraditya M. Scindia Ji
Hon'ble Minister of Communications
Government of India, Sanchar Bhavan
Ashoka Road, New Delhi – 110001

Subject: Appeal for review of the proposed restructuring of BSNL, particularly the Uttarakhand Pilot Proposal, in the interest of BSNL's revival and operational efficiency, and for approval of Third PRC

Ref: Letter No. BSNLCO-RSTG/15(14)/1/2026-RSTG dated 04.07.2026

Respected Sir,

The All Unions and Associations of BSNL (AUAB) respectfully submit this Memorandum seeking your kind and urgent intervention for a comprehensive review of the restructuring proposal presently being considered by BSNL Management, with Uttarakhand as the pilot Circle. AUAB is not opposed to restructuring and fully appreciates the need for an efficient and modern organisational structure based on technological changes, business requirements, network expansion and manpower needs. However, the present proposal appears to be based predominantly on Gram Panchayat/Block-level administrative considerations and does not adequately reflect the actual business profile, network infrastructure, geographical challenges, operational workload and manpower requirements of BSNL. We therefore earnestly appeal for reconsideration of the proposal before its implementation, so that the restructuring exercise genuinely strengthens BSNL and supports its long-term revival.

Following the merger of BBNL with BSNL, the responsibility for maintenance and operation of the extensive BharatNet OFC network and services at the Gram Panchayat level has become a major additional responsibility of BSNL. This requires adequate manpower for OFC maintenance, fault restoration, power and transmission systems, new connections and service assurance, particularly in remote and difficult areas. At the same time, BSNL has already lost a substantial number of experienced line staff due to VRS-2019. Therefore, the additional manpower requirement arising from BharatNet/BBNL responsibilities should be properly assessed before implementing any restructuring. Various available options, including outsourcing, TIP-based maintenance, utilisation of experienced retired or contract staff, recruitment of line staff, consideration of pending CGA cases, promotional avenues and fresh recruitment of JTOs/JEs, may also be objectively examined.

We are concerned that the present restructuring proposal does not adequately take into account the established BSNL staffing requirements based on lines, BTS, OFC, transmission, revenue, network workload and geographical conditions, and appears to give greater importance to administrative units rather than actual business and technical requirements. The proposal may also result in large-scale transfers and dislocation of employees, with consequential financial and operational implications. At a crucial stage of BSNL's revival, when the Government has made substantial financial investment in the organisation, such dislocation may adversely affect operational efficiency, service quality and employee confidence. Therefore, a comprehensive business and manpower study, transparent assessment of financial implications, evaluation of alternative manpower models and meaningful consultation with representative unions and associations are essential before finalising the restructuring plan.

It is also necessary to examine the restructuring models already implemented or approved in other Circles, where network and business parameters have been taken into consideration, and to evolve a uniform, rational and transparent restructuring framework for BSNL. The practical experience of employees and their representative unions regarding network maintenance, field operations and manpower requirements should also be taken into account through meaningful

consultation. AUAB is further concerned about references to directions from the Hon'ble Prime Minister's Office in support of the restructuring exercise. We respectfully submit that directions relating primarily to the repatriation of officers on deputation should not be selectively interpreted to justify mass transfers of BSNL's own employees while the deputation issue remains unresolved.

In view of the above, AUAB earnestly appeals to your good self to kindly intervene and direct BSNL Management to review the present restructuring proposal in its entirety, keep the Uttarakhand pilot proposal in abeyance and undertake a fresh, comprehensive and objective assessment based on business, network, technological, geographical and actual manpower requirements. We further request that the additional manpower requirement arising from the BharatNet/BSNL network be specifically assessed, all available manpower options be examined before resorting to large-scale transfers and dislocation, and the restructuring models of other Circles be reviewed to evolve a practical and uniform framework. We also request that meaningful consultation with representative unions and associations be ensured before finalising any restructuring plan, so that the exercise strengthens BSNL rather than causing operational disruption, additional financial burden or employee discontent.

At the same time, we respectfully request your kind intervention for the early approval of the **Third PRC/Wage Revision for BSNL employees**, which has been pending for a considerable period. The affordability condition may kindly be waived as recommended/directed by DPE, enabling BSNL employees, who have made significant sacrifices for the revival of the organisation, to receive their legitimate wage revision.

Sir, BSNL is a strategic Public Sector Undertaking and an important national telecom asset. Its restructuring should therefore be undertaken with utmost care, keeping in view not only administrative rationalisation but also service requirements, network expansion, business potential, geographical realities and the confidence of its workforce. We sincerely hope that your kind and timely intervention will ensure a **practical, transparent and business-oriented review of the restructuring proposal**, particularly the Uttarakhand pilot, and help strengthen BSNL, improve its operational efficiency and support its long-term revival in the larger national interest.



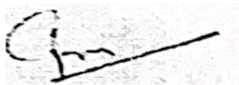
Animesh Mitra
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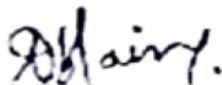
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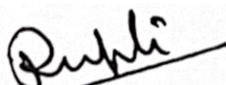
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C. Singh
GS NFTE
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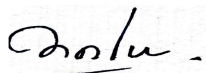
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Copy to:

1. Respected Shri. Chandra Sekhar Pemmasani ji, Honorable Minister of State Communications & RD, Sanchar Bhawan, and New Delhi for kind information please.
2. Respected Shri. Amit Agarwal, Secretary, Telecom, Sanchar Bhavan New Delhi for kind information and necessary consideration in please.
3. Shri A Robert J Ravi, CMD BSNL for information and required corrective action Pl.
4. Shri Kalyan Sagar Nippani, Director HR for information please.
5. Shri. Rajeev Kumar Kaushik, PGM SR/RSTG for kind information and n/a please.