



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

No. SNEA CHQ/2025/DIR HR/Formal Meeting **Dated 27th August 2025.**

Sub: Agenda for formal quarterly meeting of next Quarter 2025-26.

Respected Sir,

With reference to the above subject, the next quarterly formal agenda meeting is overdue by now and as discussed in the last four-five Formal meetings discussed with your Honour and with CMD BSNL, we are expecting some positive outcome on certain HR issues.

During the last discussions in presence of all Vertical heads held in your chamber, we were assured of some outcome after a meeting with CMD BSNL scheduled on 12/08/2025. But we are still waiting for any outcome out of such high level discussions on the issues submitted by us. **Copy Attached.**

The same is the case with the issues discussed in earlier Formal Agenda Meetings and even after your firm directions on certain issues are not yet complied. As such, though your good self has expressed serious concern about the huge and lengthy agenda for formal meetings, we are again compelled for submission of this lengthy formal agenda meeting with all issues discussed in the last formal meetings but not decided till today.

The vertical wise agenda is attached as Annexures to this letter. As major issues are related to the Pers section, **we request your honour to have one separate Formal Agenda Meeting of Pers section** and meeting of other sections on another session/day. Otherwise issues may be decided and details of decisions taken or reasons for not considering the issues may be shared with us before formal meeting so that we will focus only on left out issues and issues not agreed and time being wasted in discussing all such issues in repeated Formal meetings will be saved.

We further bring to your kind notice that issues are discussed in different manner and minutes are being issued after a period of one month wherein formal replies and stand of officers in that section are reflecting in the minutes of the meeting

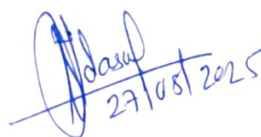
and the actual discussions and stand taken by Management and decisions thereof are not reflecting in the minutes. Further, these minutes are noted by officers in SR section and then wetted from concerned verticals and hence the decisions on each issue discussed needs to be decided in the Meeting itself and hence one or more PA/PS should be directed to note minutes of the Meeting who will note detailed discussions on the issues, stand of Association as well as stand Officers in concerned verticals and final decision by you as Chairman.

We request for issuing directions to concerned units/officers for proper resolution of these issues and if required we will give feedback on each point to the concerned vertical before formal agenda meeting and left out issues only can be discussed in your presence in formal agenda meeting.

We are hopeful for favorable action for resolution of all these pending HR Issue and discussing unresolved issues in the early formal agenda meeting,

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. PGM SR for kind information and n/a please.

Sub: Agenda Points of Pers Section

A. Review of Replies and assurances given in last agenda meeting

B. General Issues:

1. Upgradation of E5 to E7 Pay Scales as per DoPT Guidelines
2. First Time Bound Promotions equally in Four Years
3. Change of designation of Executives in BSNL with EPP 2007
4. Required clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy BEPPARR 2017
5. Transparent consideration of Request for Deputation of BSNL Officers to other Govt Organisations /Depts.
6. Action for complete Paperless working in HR/Pers works.
7. Review of different court cases on HR issues.
8. Repeated court cases at CAT Chandigarh corrective action.
9. Engagement of senior advocate to pursue the Promotion related court case not decided for more than one year

C. Issues Related to Promotions:

1. Publication and Adherence to Calendar for DPCs and Examinations
2. Conduction of LICEs during fixed months of April to June every year.
3. Publishing updated e-rosters for all wings and all cadres
4. Action for SDE Promotions in Telecom wing.
5. Action for AGM Promotions in Telecom wing.
6. Action for DGM Promotions in Telecom wing.
7. Issues related to Seniority of Executives in Telecom wing.
8. Review of order for limit on AGMs/DGMs in Looking After arrangements
9. Action for AO Promotions in Account wing.
10. Action for CAO Promotions in Account wing.
11. Action for DGM Promotions in Account wing.
12. Over delay in conduction of DPC for SDE Promotions in Civil wing
13. Over delay in deciding proposal of DPC for SDE Promotions in Electrical wing.
14. Action for SDE Promotions in A & TF wings.
15. Action for AGM Promotions in ACETF wings.
16. Action for DGM Promotions in ACETF wing.
17. Resolving Educational Qualifications dispute in Civil/Elect wing by granting Parity with Telecom wing
18. Promotion of executives in PA, PS, PPS, ADOL cadres.
19. Restoration of SDE LDCE vacancies from 2011 to 2021 abolished in restructuring review.

20. Implementation of PwBD Reservation in Promotions for all wings and cadres
21. Stopping LICEs introduced in MSRR 2023 at Level of AGM/DGM level.
22. Filling vacant post of AGMs/CAOs/DGMs as per Old MSRRs
23. Stopping recruitment of External SET/MTs
24. Filling backlog vacancies in all cadres and wings
25. Provision for AGM promotions in ADOL cadre
26. Arrangements for timely redressal of genuine grievances in Posting on Promotions.
27. Restoration of stand on posting of Promoted executives in the same Circle against existing vacancies.
28. Consideration of Request by AGMs promoted in last LICE DPC of Telecom wing to Circles having vacant post.
29. Review of refusals in AGM LICE Promotions in Telecom wing by posting to nearby Circles.

D. Issues related to Transfer Posting of Executives:

1. Review of stand of Annual Transfers.
2. Consideration of Pending OTP Transfers.
3. Settlement of Issues/grievances created due to Pick and choose Transfers of 2025.
4. Sympathetic consideration of genuine Requests against Transfers of Earlier Years
5. Action for Fixed Time Frame for relieving of Executives under OTP Request Transfers.
6. Action for Fixed Time Frame for relieving of executives on Completion of All India Hard/Semi Hard/Soft Tenure stations.
7. Action plan for Consideration of request to Circles having excess Executives.
8. Conclusion of OTP Requests process before opening next window with maintaining Waiting list for non-considered cases.
9. Timely handing over of OTP Request data to other Verticals by Pers Section
10. Quarterly consideration of Request from and to All India hard Tenure stations.
11. Consideration of OTP requests to ITPC/BBNW/NCNGN/INSP at least in Phase manner with certain fixed percentage
12. Posting orders of Executives selected for different Training Centers

E. Issues related to Transfer Policy:

1. Meeting of Transfer Policy Committee with Recognized Majority Association.
2. Excluding Female Executives from Inter Circle Transfers
3. Continuation with official OA concept of Transfer policy.
4. Review of Restoration of Circle Break facility for all India Soft Tenure stations
5. Restoration of Tenure period of All India Tenure Hard and Soft Tenure stations and reducing Tenure of Semi hard tenure stations to two years.

6. Redefining the clauses of Transfer Policy for Exclusion of medical ground cases of critical illness medical cases viz. Parkinson, Paralysis, Glaucoma etc
7. Review of financial dependent condition for retention on parent medical ground
8. Nomination of Nodal Officer at BSNL CO to deal with the Critical medical issues of the executives.
9. Excluding stay of non-executive cadre of JTOs/JAOs for Intra Circle Transfers

F. Changes Required in ESS/ERP Online Transfer Portal.

1. Implementation of suggestions for modification of OTP
2. Maintaining and updating waiting list of pending Request transfers
3. Visibility of Waiting list to particular OA/Circle while applying transfer in OTP.
4. Facility of opting particular OA in case of Non-tenure Circles
5. Restoration of Quarterly OTP Transfers or strict adherence to OTP Transfers schedule.

Sub: Issues related to SR/RSTG Cell

A. Review of Replies and assurances given in last agenda meeting

B. Facilities to SNEA as Recognized Representative Association:

1. Mobile Connection facility for OBs of Recognized Majority Association
2. Non-Marking important Circulars to Recognized Majority Association.
3. Involving SNEA Majority Association in framing/reviewing different policies/ guidelines before issuing policy /guidelines and making it public.
4. Separate email id and e file access for GS and CS of associations for official correspondence with management.
5. Disparity in Allotment residential accommodations to SNEA CHQ
6. Extension of facility of Residential accommodation at Circle/BA/OA Level.
7. Issuing clarifications on Facility of Immunity
8. Invitation to recognized association to special official functions arranged by BSNL at all levels.
9. Undue delay Allotment of office accommodation for SNEA Corporate Office Branch.
10. Early Completion of Wage Negotiations of Non-Executives in BSNL and sending its report to DoT

C. Review of REA Rules:

1. Applicability of Change of periodicity of MV from Current Tenure
2. Review of grant of facility for deduction of association subscription from Salary and limiting it to applicant association securing certain percentage of Votes in MV process
3. Changes in eligibility criteria for participating in Membership Verification process
4. Condition of Existence of association at least in a certain minimum number of Circles/BAs.
5. Adopting Concept of One PSU , One Association in BSNL.
6. Violation of REA Rules by granting official meetings to applicants associations clear and firm stand in defining the Names of Recognized Majority Association and Support Association
7. Facility for collections of one time deduction of certain fixed amount from members as per the resolutions of CWC/AIC of Recognized Association
8. Decision on issues of contradiction of REA Rules and Constitution of Associations
9. Guidelines on dealing with conflicts till changes made in REA Rules or Association Constitution
10. Changing periodicity of Membership changeover window.

D. Issues related to Membership and subscription:

1. Monthly Online Options for Membership subscription for non-Members.
2. Clarification on Dual Membership of associations
3. Restoration of membership change over window twice a year with span of six months by reduced period of 15 days at a time
4. Centralized sharing of Membership data and amount for association subscription
5. Data of Changes in Association membership between Membership of July 2024 and July 2025 window.
6. Check on changes made in membership after official closure of the window.
7. Action against officers who are stopping deduction or not allowing deduction of SNEA membership or deducting multi association membership
8. Report on withdrawal or addition or change of membership every month & action thereof.
9. ESS/SAP Password and login ID for checking association membership
10. Review of acceptance of Membership subscription to multi association.
11. Sharing Data of all Executives in BSNL and their association membership
12. Withdrawing locking of options limited to present two changes only and keeping it open till the last date of option window.
13. Clarifications as requested by SNEA on certain issues raised by field units
14. Printing Name of Association in Salary Slip against which deduction is done.

E. General Issues:

1. Clearance of disparity in Salary cut during agitations held in the past.
2. Representatives from BSNL CO for Circle Conferences of Recognised Majority Association.
3. Representation to SNEA in Committee to take care of issues related to HR issues due to Merger of MTNL/BBNL with BSNL.

F. Restructuring Review:

1. Enhancement of existing Post by Restricting review for Promotions of eligible Executives
2. Redressal of JE to JTO Promotions issues of Punjab Circle by restoration of JTO post
3. Review of Restructuring Norms as per infrastructure added in BSNL network.
4. Review of norms for Justification of posts as per practical requirement
5. Justification of posts of BBNL/Bharat Net/4G Saturation/Bharat Udyami
6. Consideration to the Directions issued by BSNL CO for posting of specific number or percentage of officers to special units like CM, EB, FTTH, Nodal centers,
7. Justification of Posts of Protocol officers

8. Restoration of posts of AGM L&B at each Circle for land monetization works.
9. Data of Justified, sanctioned and vacant posts in all wings/ cadres.
10. One time action to review post of Executives in Telecom wing
11. One time action for Justification of post of SDEs in ACE wing for promotion of JTOs with more than 23 years of Service
12. Issues due to untimely publication of Restructuring norms for ESS/ERP Mapping and distribution on BA/Circle basis

Sub: Issues related to Admn/Estt/Trg/Rectt Cell

A. Review of Replies and assurances given in last agenda meeting

B. Admn:

1. Old Pension Scheme implementation for BSNL Executives.
2. Restoration of Medical Reimbursement Ceiling Amount
3. Enhancement of TA DA Rates for AGM & Below level Officers
4. Review of transport allowance
5. Restoration of Sports and Cultural activities.
6. Restoration of Sanchar Award Process or redefining separate procedure for rewarding/awarding recognition of performer Executives in BSNL
7. Review of guidelines for hired vehicles for field units as per practical requirement
8. Constitution of Benevolent Fund at all India level
9. Approval of Sabbatical Leave.
10. Review of GTI/GHI/BSNL MRS Policies.
11. GTI/GHI to all BSNL employees on company cost instead of employee cost
12. Restoration of LTC facility
13. Reimbursement of Lodging charges at Market rate if BSNL IQ is not available
14. Reimbursement for use of personal car/vehicle for office works or some fixed monthly amount to executives having outdoor duties requiring frequent visits for office works
15. Online booking of IQs through ESS and transparent allotment of IQs
16. Proper maintenance of IQs all over India.
17. Revision of rates of all types of Reimbursements such as Newspaper, Tuition Fee, Book Award, scholarships, Briefcase etc.
18. Modification Required in Policy for FRSTC and Concessional FTTH connections at Residence of all executives including that in MTNL area

C. Establishment:

1. Details of expenditure on implementation of 3rd PRC as per fitment formula
2. Details of expenditure on implementation of Upgraded Standard Pay scales E1A to E2 and E2A to E3 or granting E1A Scales for left out all JTOs/JAOs
3. Details of financial expenditure on BSNL on implementation of Functional Grant of Holiday/C-Off on Second Saturday to officers in field units.
4. Enhancement in SAB Contribution
5. Settlement of Issues created due to fake caste complaints
6. Time Bound Promotions policy for Executives in BSNL.
7. Reasons for non-implementation of Time Bound Promotion Policy in BSNL.
8. Change in Policy for requests Rule 8 to Circles having excess JTOs/JAOs

9. Review of deficit and excess Circle wise strength of JTOs by actual requirement.
10. Substitute arrangements to consider Rule 8 and Rule 9 Transfers
11. Regularization of rule 9 transfer by Rule 8 transfer of JTOs/JAOs.
12. Review of Rule 9 Policy for JTOs recruited under SPL LICE
13. Restoration of Mutual transfers including JTOs recruited under SPL LICE
14. Restoration of CG Appointments
15. Creation of Trust/Fund for Post-Retirement Medical Benefits
16. Issues related to online attendance.
17. Extra weightage/incentive to Executives working beyond duty hours /holidays.
18. Re-Constitution of Committee to study 22820 and other pay loss issues.
19. Consideration of Pay loss /22820 issues /One increment Pay loss.
20. Implementation of E1 plus Five increments for left out JTOs.
21. Issues related to Pay Fixation of JTOs Offg.
22. Issues related to merger of MTNL with BSNL.

D. Training and Recruitment:

1. Restoration of Training Centre allowance
2. Timely conduction of LICEs.
3. Hostel and other necessary arrangements for smooth functioning of ALTTC
4. Restoration of Finance & CFA Training at ALTTC Ghaziabad
5. Clearance of Disputes between ALTTC and NCA
6. Online Training to all LICEs and allowing all eligible Executives
7. Flexibility to Executives to choose/opt for any training centers for their EPP/Karmayogi and other training.
8. Action plan for utilization of Training Centers all over India.
9. Action for Filling vacant Post of Executives at all Training Centre

Annexure-D

Sub: Issues related to Finance Section:

1. Implementation of granting & submission of Temp Advances in digital mode
2. Preventive action on deduction of dual membership by certain Salary Disbursing officers.
3. Update information about SAB contribution
4. Timely payment of SAB, updating on LIC Website or its entry in salary slip.
5. Restoration of certain financial powers to OA Heads for Mtce works.
6. Review of guidelines for hired vehicles for field units as per practical requirement

Annexure-E

Sub: Issues related to BW/EW Section:

1. Pay anomaly of Executives in Civil/Electrical etc wings at par with Telecom /account wing.
2. Early action for filling JTO vacancies in Civil/Elect wing by early LICE
3. Posting in same Circle on SDE Promotions
4. Proper justification of Vacancies for promotions of all eligible executives of Civil/ Electrical wings.
5. Excluding Occupied Staff quarters from Land Monetisation list
6. Allotting BSNL land /Quarters to BSNL employees or BSNL Co-Op Housing Societies or BSNL Credit Societies of BSNL employees under Land Monetisation process.
7. Proper Maintenance of Staff Quarters.
8. Exploring opportunities of revenue generation from IQs.
9. Issues related to the new business vertical of Land Monetisation and renting out in wake of shortage of manpower in Civil Wing.
