

## **Burning HR issues with CMD BSNL as on 3<sup>rd</sup> November 2025.**

### **A. Urgent issues**

1. Vindictive actions by CGM TN/CHTD Circle.
2. GM HR/Admn working at same post for more than Four years
3. Posting of Executives selected for RTCC Jaipur.
4. Issues created by CGM CNTX North in posting of Tenure Completed SDEs/AGMs
5. Cancellation of Transfer Orders of Executives from All India Hard Tenure Stations.
6. SET Notification

### **B. HR Issues with No Financial Implication:**

1. **Pers Cell:** Parity in Education Qualification for all streams in MSRRs by Approval of the report submitted by the Committee thereby clearing disparity of educational qualification in Civil /Elect wing.
2. **Estt Cell:** Approval of Sabbatical leave for Executives.
3. **Estt Cell:** Creation of Benevolent fund for willing executives.
4. **SR Cell:** Consideration of Proposal of One PSU One Association
5. **Pers Cell:** Review of pending Requests of Transfer Orders.
6. **Pers Cell:** Review of the Promotions of Executives in all Wings and all cadres.
  - a. CAO to DGM Promotions
  - b. AGM to DGM Telecom Promotions
  - c. JTO to SDE Telecom Promotions
  - d. Retrospective date PwBD promotions of left out wings and Cadres
  - e. JE to JTO Promotion case of Punjab Circle

### **C. Issues with Small Financial Implication:**

1. **Estt Cell:** Enhancement of SAB contribution.
2. **Estt Cell:** Enhancement of TA/DA Rates
3. **Estt Cell:** Enhancement of Transport Allowances
4. **Estt Cell:** Review of Children educational and other allowances
5. **Estt Cell:** Replacement of SG JAG scale from E6 to E7 and clearing disparity.
6. **Estt Cell:** Approval of All India hard tenure Allowance for Kashmir Region
7. **Admn Cell:** Orders for restoration of days limit for O/D Medical claims.
8. **Estt Cell:** Recommendation of OPS for BSNL Executives.

### **D. Issues with Financial Implication:**

1. **Estt Cell:** Corrections required in Std Pay Scale Order Dated 28/03/2017.
2. **Estt/SR Cell:** Proposal by BSNL for removal of Affordability Clause for Implementation of 3rd PRC in BSNL with finalization of Wage Negotiations with Unions.

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