

Subject: Issues with the Proposed Restructuring Plan by BSNL.

We have listed out the issues related to the Restructuring Proposal finalised by BSNL vide letter dated 04/07/2026. The details are as follows

A. Specific Issues: As per BSNL CO Dated 04/07/2026

1. **Clause 1 (ii):** This Order shall come into force with immediate effect and implementation shall be completed in the manner and within the timelines.
2. **Clause 4:** L3 DGM are posted at Zonal level, then what is wrong if AGM/DGM continued to be treated and DGMs are heading BA Units Zones and AGMs are heading OA Units and there is no need of any creation of new zone and wasting additional money on creation of zone.
3. **Clause 4:** The concept introduced on name of One Geography One Owner is fictitious. This has no base other than just making one tag line. BSNL services are not provided based on geography and are provided as per requirement of customers. Here no base is given for the BSNL customer basis either existing or future and only geography of Gram Panchayat and Block is given consideration.

B. General Issues:

1. Government has created BBNL, a separate PSU in 2012 for specific work of rural area Connectivity through USF as ample funds were available at that time. Now only maintenance activity is available and there is no availability of funds and this entire work is being handed over to BSNL and its employees are being harassed by mass transfers to rural area.
2. Proposal is prepared by BCG in one sided manner with any discussions to Stake holders. The committee constituted for the same also has not discussed it with stake holder.
3. BSNL management also did not bother to share this proposal and discuss it with Recognised Unions and Associations
4. The proposal with intention to bring such extreme high changes in working of BSNL is brought up without any preliminary study, without any assessment of loss and profit and just by keeping eye on dislocating the exiting workforce in mass.
5. Since last four years BSNL has transferred executives either under Inter Circle long Stay Transfers, Intra Circle Long stay Transfers, Transfers for meeting shortages at Tenure stations, transfers on promotions, transfers due to Centralisation of works, transfers due to closure of landlines, transfers to meet shortages, transfers on name of pending charge sheets, Transfers due to court cases filed by individuals and transfers on promotions and so on. Thus in last four years about 90% executives all over India are already dislocated and one more attempt that to be Transfers of all JTOs and all SDEs to Gram Panchayat and Block area respectively will ruin the executives as well as ruin BSNL. .

6. When JTO and SDE are declared equal and interchangeable, the posting of SDEs is decided selectively at Block level and posting of JTOs is decided exclusively at Gram panchayat Level. This is contradiction of earlier orders by BSNL and hence needs corrections.
7. OA/BA structure created after expenditure of Crores of Rupees all over India are being abolished and new Zones are created covering 4 to 5 Districts in each Zone, which will add more financial burden.
8. BSNL is already facing issues in monitoring network in many OAs/BAs due to non-availability of responsible higher Officers with certain delegated powers, and it is not clear how the monitoring will be effective by closing OAs and BAs having certain administrative and financial authorities, as with new concept all powers will be centralised at Zonal Offices and Circle Offices.
9. BSNL, needs line staff for maintaining the FTTH Connections in Gram Panchayat level, but BSNL Management is deploying available JTOs who are graduate engineers with GATE qualification and have experience of highly technical and managerial works. Provision and Maintaining of FTTH Lines are activities to be carried out by the staff executing these works and not by JTOs/SDEs as being proposed by BSNL Management.
10. Posting of Junior Engineers, Telecom Technicians, Assistant Telecom Technicians and Telecom Operating Assistants are shifted to Gram Panchayat level. This will be under utilisation of manpower. As such
11. The concept of One Geography One Owner it is not practical. In Uttarakhand Circle, even two nearby Gram Panchayats are not at one Geography, it will be difficult to One owner to own it as decided by the proposal.
12. Letter contents much works just to show workload at displaced location, but practically these work have no relevance of location and all these supervisory activities can be done from any location including present place of posting and there is no need of mass dislocation/ transfers, as being projected under this plan.
