



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Respected Shri. Amit Agarwal ji,
Secretary, Department of Telecommunications,
Government of India, Sanchar Bhavan,
Ashoka Road, New Delhi 110001.

No. SNEA/Corr/2025-28/DoT/RSTG

Dated 5th August 2026.

Sub: Submission on issues on proposed Restructuring of BSNL and request for kind intervention to review the decision of loss making proposal and direct BSNL to go for right options and methods for maintaining BBNL GPs and Network.

Ref: Letter No. BSNLCO -RSTG/15(14)/1/2026-RSTG Dated 04/07/2026.

Respected Sir,

With reference to above subject and matter, we submit the following for kind and sympathetic consideration in the interest of BSNL and for smooth functioning of Telecom services provided by BSNL to its esteemed customers all over India.

Sir, as per letter under reference 1 above, BSNL has issued guidelines for Restructuring of Uttarakhand Circle as a pilot project. After going through this proposal, we find that the proposal is decided without even minimum required study on such a decision impacting on the working of BSNL and its future. In the pilot project, BSNL has proposed shifting all Executives and Employees to Block level and it will have adverse impact on working of BSNL in urban areas. We have consolidated all such issues and attached reasons of opposition by SNEA to the pilot Restructuring Project for Uttarakhand Circle. **Annexure-A**

We have also listed issues in the Restructuring order issued by BSNL for Uttarakhand Circle and details are attached as **Annexure-B**. It will make it clear how this order is far away from the practical and actual requirement of BSNL for maintaining GPs and BBNL OFC Network spread in rural areas of BSNL.

We feel that this absurd proposal will destroy Rs 3.5 lakh Crores of Government of India which are invested in BSNL as per different revival packages approved by the Respected Cabinet, Government of India. We strongly believe that the said action of BSNL management on the name of Restructuring proposal will divert attention of BSNL from overall growth to just physical presence of person at few Gram Panchayats and all Blocks and not at all as desired by Honourable Minister of Communications.

On queries, we are being continuously informed that this absurd and loss making restructuring proposal is issued as per directions of your high office and whatever may be the impact of this proposal on BSNL, the proposal will be implemented. We are sure that DoT will not issue any such directions and if it is issued by DoT then it is a matter of serious concern.

We have brought it to the notice of BSNL Management, how the proposal is not in the interest of BSNL, how it is going to disturb overall working of BSNL and how BSNL will incur more losses as once again the Manpower of BSNL will be used in non-productive works. We established that this proposal is defunct, defective, loss making and adversely affecting the overall growth of BSNL. But unfortunately, even after knowing and understanding our concern, BSNL Management is forcefully going ahead with it as it is per directions by DoT/Ministry.

We are well aware that how much pains are being taken for revival of BSNL by yourself, by Honourable MoSC and by Honourable MoC and how the Government of India led by Honourable Prime Minister of India is working on revival of BSNL and we really appreciate and admire it as with such great support and guidance till now BSNL is performing doing best.

But if the restructuring Proposal is implemented as it is then all these sincere and devoted efforts by your honour, Respected MoSC, Respected MoC as well as Honourable Prime Minister of India will be in vain as BSNL Management has wrongly proposed to shift entire staff from Revenue earning areas with full workload to loss making Gram Panchayat areas where there is neither workload for the post which are being diverted nor the chances of earning revenue are there.

This decision of BSNL management is contradicting as till now, BSNL management has closed all the exchanges in rural area by issuing strict and binding orders and employees responsible for maintenance of External/Rural network were sent on VRS in 2019 and now it is projected that there is need of presence of BSNL employee in Rural area that to be at Gram Panchayat Level.

But practically when 70% of the workforce of BSNL which was working in rural areas is sent on VRS and right now minimum required employees are also not available with BSNL and just to hide this ground reality it is proposed to shift the entire manpower of BSNL in mass to rural areas.

We do not have any objection to such transfers and till now about each and every executive in BSNL has been transferred on different ideologies viz. Transfers under Intra/Inter Circle long stay, Transfers for filling vacancies created due to retirement, completion of tenure and meeting requirement of manpower for completion of different projects. All these mass transfers are issued after VRS and in just the last four-five years and that to be when 70% of the workforce has opted for VRS 2019.

We have requested for certain clarifications on some doubts and queries related to this proposal but the response/information for same are still awaited.

Annexure-C

Till now Management has come up with many such ideas on name of growth of BSNL like Online attendance from Mobile, IPMS for each Employees, BINCC for monitoring of network, BBM for FTTH Connections, Employee Owner of BTS, NOC at BA level, NOC at Circle level, Centralised tendering of all Items including tenders for maintenance Service, restructuring on basis of Circles with existing norms, stopping expenditure on Staff Quarter repairs, Stopping the Sports and Cultural activities and so on etc.

All these actions of the BSNL management were not fully acceptable to us but by understanding the need of BSNL, all these proposals were not opposed by us though there was no revenue generation and we found some chance of some improvement with no chances of direct losses but certain indirect losses.

One of such useless actions was appointing BCG as consultant with payment of Rs 132 Crores and with such high payments BCG is giving such useless ideas, if implemented it will ruin BSNL and it will be direct destruction of more than 3.5 lakh Crores of BSNL Money.

In the present proposal of Restructuring based on Gram Panchayat and Block without proper assessment of requirements of BSNL, there is no chance of profit and improvement in BharatNet services as desired by your high office. But with implementation of this absurd proposal, BSNL will have to face losses as BSNL is moving manpower from Profit Earning Areas to Loss making Areas and hence there is mass unrest.

We are surprised to see that BSNL has submitted a presentation to your high office and DoT that there is no expenditure incurred but here huge expenditure of hundreds of Crores of Rupees is involved in implementation of this proposal. **Annexure-D**

BSNL management is wrongly projecting that there are no BSNL Employees/ Executives at Block level, but about all Blocks level BSNL Executives or Employees are available. If there is shortage at any block level it can be rearranged, but this mass dislocation from Revenue earning to non-revenue real is futile exercise and hence needs corrective action.

Further only physical availability of persons at Gram Panchayat or Block level will not solve the problem and there are many issues which need back end support, availability of stores & skilled manpower for particular work, vehicle/s for ease of moving etc and unfortunately BSNL is lagging on all these fronts and hence efficiency matters.

We have already submitted details to BSNL Management and unfortunately valid and strong points are also yet to be given consideration and by using the name of your high office, BSNL Management is going ahead with this proposal on false and non-practical grounds. This attempt by BSNL management for forceful implementation of this Restructuring plan will waste the huge amount of Rs 3.5 lakhs funded by Government of India under different revival packages will become non-recoverable and it will surely be a wastage of exchequer Money.

We are still of the opinion that no such guidelines are issued by your high office for such loss making, anti BSNL and absurd restructuring Proposal and BSNL Management is doing this exercise on its own. If it is a proposal and plan issued /approved by your high office then the time of introducing such a proposal making total changes in the working of BSNL is not correct.

In this regard, we bring the following important points for your kind notice and kind intervention please. .

- Out of five Directors of BSNL Board, Director CM is vacant with additional charge to Director EB, Director CFA and Director HR are due for superannuation retirement respectively on 30/09/2026 and on 28/02/2027 and posting of regular CMD BSNL is under consideration and there is no full functional Board as on today to decide such mass changes in working of BSNL.
- DoT/BSNL has already moved a proposal for addition of one more Director in the BSNL Board as Director Technology and its approval is awaited from DPE.
- There is no regular CMD posted in BSNL, the charge of CMD BSNL is also looked after for the last two years under continued looking stop

gap after arrangement and process of posting regular CMD has been initiated.

- At present, the full Board of BSNL is not available and will not be available till next few months.
- In absence of full Board and when BSNL Board is being revived, at this stage this major restructuring works should not be decided with deep involvement of Board and as per the actual requirement of BSNL.
- Further, about all GM and PGM level officers are working on deputation to BSNL and the PMO office has decided to repatriate all these officers back to DoT by October 2026 and it is understood that DoT is working on this target date.
- As such, all these officers who are working on Restructuring Proposal will not be in implementation of this Restructuring Proposal and hence this volatile, loss making, absurd Restructuring Plan without any ground work, without any study of practical Requirement will surely be failed.
- Hence this is not the right time for major restructuring of BSNL, the huge PSU spread all over India as being proposed now.

We further submit that at present the workforce of BSNL is totally demotivated due to different anti employee actions by the BSNL management and has lost any capacity to bear any such attack on employees and executives and before discussing any such issue, please take decision on the financial demands of BSNL workforce which are pending at DoT for years together viz. Approval for implementation of Third PRC pending for the last **nine Years** and Upgraded Standard pay scales pending for the **last 17 years**.

We further bring to your kind notice, BSNL management is working on many such projects which have never added profit to BSNL but have incurred losses of thousands of Crores and by quoting losses, BSNL employees are denied the Pay revisions and are working on Salary decided before 17 years. i.e. in 2007.

Annexure E.

We fear that present Restructuring will cause more losses to BSNL and hence we feel that before going for one more loss making proposal/project, we request your honour to approve the third PRC for all BSNL Executives. The proposal for implementation of third PRC is awaiting approval of DoT since 2019 and the same is not approved though DPE has given concurrence for the same.

If Government of India has decided to go ahead with this and many other loss making proposals for providing the Telecom services only in Rural areas, then we are ready for it, but the losses incurred by BSNL on such projects should not be related to pay Revision of Employees & Executives of BSNL and the same maybe please approved by your high office without further delay and before go ahead with any Restructuring Plan including that of pilot project of Uttarakhand Circles. We have also consolidated suggestions **Annexure-F** for corrective action in modifications in Present Restructuring Proposal **with/after approval of Third PRC and Upgraded Standard pay scales**.

Thus, it is crystal clear that as desired by the BSNL management to meet the needs of maintenance of partially installed and partially working GPs of BBNL, the present Restructuring will not work and there is need to look into these issues as a special case.

Main issues and present challenge before BSNL is maintaining GPs in absence of the non-availability of line staff and BSNL has to find a solution to meet these shortage of line staff. But BSNL management is beating the bushes in the name of restructuring proposal which will not meet practical requirements for maintaining GPs. We have listed all such issues in maintaining GPs provided under BharatNet in Gram Panchayat area. **Annexure-G.**

The few line staff may be in few hundreds is available with BSNL, but the average age of this available manpower in category of line staff is fifty-Five plus and the work of maintaining GPs needs the young and energetic persons with required physical fitness to take care of GPs installed by BBNL at rural and remote areas and hence issues needs in this particular aspect and not by targeting all Executives and Non-Executives with mass dislocation.

There are about 2.65 lakhs GPs and for maintaining these many GPs as proposed by BSNL, there is a need for a special action plan and this proposal by BSNL will not meet the desired requirement of newly added BBNL services.

Instead of projecting the availability of manpower for GPs, BSNL has to think on the actual requirements for maintaining these GPs. We bring to your kind notice that BSNL has multiple **options available for maintenance of GPs** and this BharatNet Network as per detailed attached as **Annexure-H.**

But by keeping aside all these options, BSNL management is projecting only one and non-practical option of dislocating the available manpower in nonstandard and thump rule manner and it is a reason for concern by us.

Further there are issues with activities of BBNL since its formation by keeping BSNL away from its activities for 14 years and then premature closure with its merger with BSNL. This happens as during the initial process, there were ample funds available for construction works and hence BSNL was kept away from it and now only for maintenance of GPs and OFC Network BSNL is left for which huge funds are not available and hence BSNL & employees are now made target. **Annexure-I.**

As per the cabinet decision while formation of BSNL, the responsibility of financial viability and overall performance of BSNL is with DoT and though BSNL was formed as independent PSU away from the Regulatory Ministry Dot, over the period total control of BSNL is with DoT, hence we request your honour for looking into the above serious issues related to survival of BSNL and safeguarding more than 3.5 lakh Crores of rupees invested by Government under two revival packages.

With submission of all above facts and details, we request your honour for kind intervention and direct BSNL to have following actions for any such action or loss making proposal affecting overall working of BSNL and services being provided by BSNL to esteemed customers of BSNL.

We humbly request for your intervention and to give consideration to our following prayers and give relief to the BSNL workforce which is under tension, frustration and trouble due to this non-practical and one sided Restructuring proposal and non-approval of the long pending Financial HR issues affecting their and family financial health.

A. To roll back, the Restructuring proposal by understanding lacunas and shortcoming in the present proposal

OR

B. To keep on hold the Restructuring Plan including pilot Project till further orders and BSNL has fully functional Board and officers who will be

responsible for framing such extreme organisational changes and implement it as per the need of the organisation.

- C. Please direct BSNL to look into practical requirement and present challenge of maintenance existing GPs & OFC network of BBNL and provision of new connections and review the present proposal of Restructuring with ascertaining different options available to meet this special required created with merger of BBNL in special manner.
- D. To decide where BSNL has to function as PSU focused on Profit making or a Government Organisation with status of Strategic PSU meant for services to Nation without looking for Profit or loss out of its services and accordingly please convey approval for BSNL Board approval proposals i.e. Approval for implementation of Third PRC pending for the last nine Years and Upgraded Standard pay scales pending for the last 17 years and give justice to the workforce of BSNL so as to meet the present extreme challenges in front of BSNL.

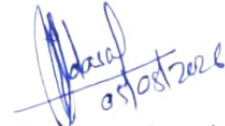
OR

- E. To give freedom to BSNL Management to work with focus on profit as done by Private Telecom Operators by stopping all loss making projects/works and such loss making projects /proposals assigned by Government and let this restructuring Proposal, as well as implementation of third PRC and Upgraded standard pay scales are also decided by BSNL without any interference from DoT/GoI.

Sir, we are ready for submission of all relevant information and documents in support of our submission and we will be highly obliged if your honour spare some of your precious time and give us opportunity for submission for our say with full justification

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. **Respected Shri Jyotiradity Scindia ji**, Minister of Communications for kind information please.
2. **Respected Shri Jitendra Singh**, Honourable Minister of the Prime Minister Office for kind information please.
3. **Respected Shri. Chandra Sekhar Pemmasani**, Honorable Minister of State Communications & RD for kind information please.
4. **Shri. K. Balaji**, Joint Secretary Admin DoT for kind information please.
5. **Shri. A. Robert J Ravi**, CMD BSNL for kind information please.
6. **Dr. Kalyan Sagar Nippani**, Director HR BSNL for kind information please.
7. **Shri. Rajeev Kumar Kaushik**, PGM SR/RSTG BSNL CO for kind information please.