



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. A. Robert J. Ravi ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/CMD BSNL/2025-28

Dated 7th January 2026.

Sub: Thanks and gratitude for Motivational New Year Greetings and request to look into some HR issues for minimum level of motivation of executives to meet high level targets of 2025-26 and humble request for not keeping all HR issues aside till March 2026.

Respected Sir,

At the outset, we wish a very Happy, Healthy, Wealthy and Prosperous New Year 2026 to your honor, entire BSNL management and esteemed customers of BSNL.

First of all, we convey sincere thanks and gratitude to your honor for the great & grand Message and inspiring address conveying detailed information on activities within and for BSNL on the first day of New Year 2026. Your address has updated many executives on different activities as such important information is not passed in routine manner and are always covered in your addresses and presentations.

We specially convey thanks and gratitude for underlining importance of resolution of some HR issues and giving space in your New Year address with special mention for implementation of 3rd PRC for BSNL workforce. This happened for the first time in the history of BSNL that CMD BSNL has publicly expressed concern on this important and prime issue of BSNL Executives and Employees. Your step has created some positive energy and increased level of motivation to some extent and created feel good wave at the start of the New Year 2026. We once again personally and on behalf of all the executives of BSNL convey sincere thanks and gratitude for the same.

We want to share our feelings personally by meeting your honor for the reciprocation of the New Year Greetings and expressing our feelings, but we could not do so in the period of last week due to your ongoing busy schedule and we fully understand it. We cannot control our happiness further and hence we are expressing these feelings with this letter and will surely share it once we get some of your valuable time.

Sir, we have seen your appeal and feelings that all the HR issues are to be kept on hold till March 2026 and keep the entire focus on the growth, development and profit of BSNL and we fully agree with such feeling and need. But we remind that similar assurance was given to us during last New Year also and in most attractive manner wherein April 2025 was declared as HR Month.

But it is unfortunate that since then no HR issue is not resolved rather more issues are created for serving Executives by adding stringent conditions, issuing transfers in violation of Transfer policy and by neglecting even really genuine grievances raised by them.

Hence there is mass unrest among executives and though we are trying our level best for conveying your message of redressal of HR issues in April 2026 to the

executives in field units and even in Corporate Office are believing on it, rather they are looking us like have not taken any lesson from the experience of last year and we are continued to be fooled by the management and same we are doing with executives of BSNL.

As such, at present there is a need for some immediate action from the management to build trust among the executives at this crucial stage. Your message touching to issue of 3rd PRC has already created some feel good factor, but the same is not sufficient to meet the high level targets assigned for Year 2025-26.

There is need of some action on part of BSNL Management with resolution of some HR issues out of pending many issues that to for more than one year or years together. We have consolidated the detailed list of such pending HR issues and attached as **Annexure-A** for ready reference.

Sir, during last year, we have submitted such a list/s every fortnight with expectations and full hopes for resolution of at least some issues, but unfortunately none of these issues are resolved and hence the executives in BSNL have lost hopes for any outcome on such important issues.

Hence to generate the lost confidence and building faith of demotivated executives, we also request that instead of keeping on hold everything on HR till March 2026, please look into some of these HR issues starting with issues with no financial implications and see that these issues are resolved without further delay followed by HR issues which will save money of BSNL.

We further request your honor that the issues with some/higher financial implication may be please discussed, decided to go ahead for conclusive settlement before March 2026 and payments if any against settlement of these issues may be released after March 2026, but decision on these issues should be taken before March 2026 and everything on HR issues should not be kept on hold. **This will help in building more confidence and positivity among the BSNL Executives to meet the high targets by March 2026.**

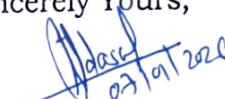
If it is not possible to settle any issue for any reason, please inform us the reasons accordingly, so that we also convince the Executives the real difficulties by the Management in consideration of these issues and make them ready for focusing on targets and not asking for settlement of issues till March 2026 or if so convinced then even thereafter also.

We also request to spare some of your precious time for New Year Greetings and to submit point wise feedback and get updates on the HR issues.

We once again convey thanks and gratitude for your concern on resolution of HR issues and request to decide the issues with priority so that we also are able to strongly appeal to the executives to give their best to BSNL to meet the high targets assigned.

With Warm Regards,

Sincerely Yours,



07/01/2021

M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Respected Secretary DoT and Chairman DCC for kind information please.
2. Respected AS Telecom for kind information please.
3. Director HR for kind information please.

Sub: HR issues of BSNL Executives which needs urgent resolution for minimum level of motivation to meet high targets of Year 2025-26.

A. Urgent issues:

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 and action to stop reversion.
2. **Pers Cell:** Issuing Required clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy **OR** Change of designation of Executives in BSNL with EPP 2007 **OR** Regular Promotions by Personal Upgradation without need vacancy, **OR** Post Promotions by filling vacant posts at DGM level and filling vacancies created below the line. All these proposals are submitted to the Management and issues are discussed but till no final outcome
3. **Pers Cell:** Consideration of the OTP Requests of tenure Completed Executives.
4. **Pers Cell:** Cancellation of Transfer Orders of Executives from All India Hard Tenure Stations.
5. **Pers/Trg Cell:** Stopping proposed SET or DGM DR Recruitment
6. **Estt Cell:** JE to JTO Promotion case of Punjab Circle
7. **Director HR:** Filling vacant post of PGM Trg/Rectt, PGM Admn, PGM SR/Rstg
8. **Director HR:** Withdrawal of Vindictive actions by CGM CHTD/TN Circle.
9. **Director HR:** GM HR/Admn IN /CHTD and many other Circles working at same post for more than Four years in violation of BSNL guidelines on the subject.
10. **Director HR:** Recommendations of Wage Negotiation Agreement to DoT with due approval in MC and BSNL Board.
11. **Restoration of Powers of Director HR BSNL Board on settlement of HR issues of Executives.**

B. Issues if settled will save Money of BSNL:

1. **Estt Cell:** Recommendation of OPS for BSNL Executives.
2. **Pers Cell:** Stopping Lateral Entry of Executives and restoring working of PSU by exploring internal Talent for all such posts within BSNL

C. HR Issues with No Financial Implication:

1. **Estt Cell:** Approval of Sabbatical leave for Executives.
2. **Estt Cell:** Creation of Benevolent fund for willing executives.

3. **SR Cell:** Consideration of Proposal of One PSU One Association
4. **Pers Cell:** Review of pending Requests of Transfer Orders.
5. **Pers Cell:** Review of the Promotions of Executives in all Wings and all cadres.
6. **Pers Cell:** Retrospective date PwBD promotions of left out wings and Cadres
7. **Pers Cell:** Undue delay in Retrospective date PwBD promotions and JTO to SDE Telecom promotions even after receipt of entire information before three months.

D. 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.

E. Issues with Financial Implication:

1. **Estt Cell:** Corrections required in Presidential Order Dated 28/03/2017 for upgraded E2 Standard pay scales for affected JTOs/JAOs.
2. **Estt/SR Cell:** Proposal by BSNL for removal of Affordability Clause for Implementation of 3rd PRC in BSNL.
