



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

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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/CWC

Dated 15th April 2026.

Sub: Conveying Resolutions passed in the Central Working Committee Meeting (CWC) of SNEA CHQ held at Ahmedabad.

Ref: 1. Letter No. SNEA/CHQ/CWC Corr/2025-28/Delhi/01 Dated 11/11/2025.
2. Letter No. SNEA CHQ/CWC Corr/Dir HR /2025-28 Dated 27/01/2026.

Respected Sir,

With reference to the above subject and letters under reference, CWC (Central Working Committee) Meeting of SNEA CHQ was held at Ahmedabad on 13th & 14th December 2025.

After two days of detailed deliberations, including extended discussions late into the night, the Committee adopted several resolutions concerning various HR issues of BSNL executives, as well as matters related to the growth and development of BSNL. These resolutions provide clear directions to SNEA CHQ to take up the issues with BSNL Management and other concerned authorities to safeguard the interests of both BSNL and its executives.

But meantime your good self has appealed to keep on hold all HR issues till March 2026, for keeping total focus on achievements of the targets of FY 2026-27 with firm and repeated assurances for settlement of all pending HR issues in Month of April 2026.

Despite considerable unrest among executives regarding this decision, we, keeping in view the paramount importance of the growth and development of BSNL, responded positively to your appeal in your capacity as CMD, BSNL. Although some issues were discussed in routine meetings with BSNL Management, we refrained from formally submitting these resolutions until the conclusion of the financial year 2025-26.

Now that the financial year has concluded, it is an appropriate time to deliberate upon and resolve the HR issues that have remained pending over the past few months. Accordingly, we are submitting the CWC resolutions, reaffirming the stand of SNEA on various HR and developmental matters, for your kind consideration and necessary action on the following:

1. Acceptances of our sincere thanks and gratitude on different actions of Government and BSNL management.

2. Information about the widespread unrest among the executives in BSNL due to non-settlement of majority HR issues.
3. Emphasizing urgent need to resolve the pending HR issues to address and mitigate ongoing mass unrest among BSNL executives.
4. Highlighting the issues impacting overall growth and development of BSNL and its executives.

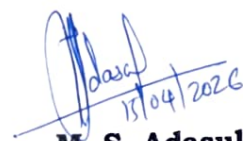
NEA will continue to pursue these matters in accordance with the directions of the Central Working Committee. We respectfully request your esteemed office to give due consideration to the views expressed by this highest decision-making body of SNEA, constituted after the All India Conference/Representative Council.

We remain hopeful for early and positive action on these important HR and developmental issues concerning BSNL and its executives.

With Warm Regards,

Sincerely Yours,

Encl: AA (20 Pages)



M. S. Adasul
General Secretary,
SNEA CHQ

Copy to:

1. PS to Honorable MoC & DoNER for kind information please.
2. PS to Honorable MoSC & RD for kind information please.
3. PS to Secretary DoT for kind intervention please.
4. Director HR BSNL Board for kind information please.
5. PGM Pers/SR, Estt/Admn BSNL CO for kind information please.



SANCHAR NIGAM EXECUTIVES' ASSOCIATION, Central Head Quarters, New Delhi.

**No. SNEA CHQ/CWC Corr/Dir HR /2025-28
Dated 27th January 2026**

Sub: Resolutions Passed in CWC Meeting held at Ahmedabad.

The Central Working Committee (CWC) Meeting of SNEA CHQ was held at Hotel President, Navrangpura, Ahmedabad, Gujarat State for two days Saturday, 13th December 2025 and Sunday 14th December 2025. After two days day and night deliberations and to depth deliberations held therein, the house has passed following resolutions unanimously and given directions to CHQ for further course of action required in safeguarding interest of BSNL and its executives.

A. Thanks and Gratitude:

- 1. Thanks and Gratitude towards Honourable Prime Minister of India Respected Shri Narendra Modi ji:** The house discussed the support being extended by GoI for growth and development of BSNL and mainly support for development of Indigenous 4G Mobile Network thereby adding our nation in the pride list of only four countries in the world which are manufacturing Mobile Equipments and appreciation of the same by Respected **Shri. Narendra Modi ji**. The House resolved to convey sincere thanks and gratitude to Respected Shri Narendra Modi ji, Honourable Prime Minister of India for support of Government of India to BSNL financially as well as technically for development of 4G indigenous Mobile Network and public appreciation of BSNL and its executives for developing 4G Indigenous Equipments.
- 2. Thanks and Gratitude towards Respected Minister of Communications, and DoNER, Respected Shri. Jyotiraditya Scindia ji:** House resolved for highest appreciation of the Government of India and especially to Respected Shri. Jyotiraditya Scindia Honourable Minister of Communications & DoNER, for the valuable guidance support extended to BSNL by keen monitoring day to day activities and extending all possible support from Government of India for Growth and development of BSNL.
- 3. Thanks and Gratitude towards Respected Minister of Communications, Minister of State Communications and DoER, Respected Shri. Chandra Sekhar Pemmasami ji:** House resolved for highest appreciation of the Government of India and especially to Respected Shri. Chandra Sekhar Pemmasami ji Honourable Minister of State Communications & DoER, for the valuable guidance support extended to BSNL by keen monitoring day to day activities and extending all possible support from Government of India for Growth and development of BSNL.
- 4. Congratulations on Net Profit of BSNL after 16 Years:** The CWC Ahmedabad appreciated and the efforts by BSNL Management and its active support by the executives as well as employees of BSNL for making, BSNL a Profit earning PSU showing net profit of Rs 280 Crores & Rs 262 Crores and recording back to back profit in two consecutive Quarters in Year 2025-26. The CWC recorded the highest appreciation of this consistent improvement in financial performance marking a significant milestone in BSNL's revival journey and is a testimony to the hard work and commitment of its workforce and Management and conveyed thanks to the Government of India for continued trust on BSNL and its

workforce. The house congratulated BSNL Managements as well as all Executives & Employees for the turnaround of BSNL after a period of 16 years. The CWC acknowledged this significant milestone as a reflection of the collective efforts of BSNL employees and management under valuable support and guidance from the Government and congratulated one and all for their devoted contribution.

5. **Congratulations to Executives and Employees of BSNL for their Silver Jubilee Year journey of BSNL :** The house discussed the Journey of BSNL since its formation in 2000 and continued trust on it by Executives and Employees of BSNL for last 25 years in all up and downs and overcoming all hurdles and difficulties taking BSNL to Silver Jubilee Year. Throughout this glorious silver jubilee journey of BSNL, SNEA has played a vital role at every significant stage consistently supporting the betterment of BSNL, standing firmly against anti-BSNL policies, and working relentlessly for the organization's growth. The contributions of SNEA and its members form an integral part of BSNL's 25-year journey is remarkable. Over the past 25 years, BSNL has been more than a telecom service provider; it has been a vital lifeline of communication, connecting the length and breadth of our great nation and especially every corner of Rural India. Starting from analogue switches in 2000, today BSNL enters a new era with the launch of indigenous 4G services and a clear vision towards 5G and beyond. We take pride in being an integral part of the Digital India mission and in contributing to national self-reliance through Swadeshi 4G Mobile Network. In conclusion, the house congratulated all Executives, Employees and management of BSNL who are part of this glorious Silver Jubilee Journey of BSNL and resolved for committed and more devoted efforts in days to come.
6. **Congratulations to General Secretaries of Recognised Unions for successfully Signing the long awaited Wage Negotiations Agreement:** The house discussed the recent historical event of successful signing of Wage Negotiations Agreement by Leaders of BSNLEU and NFTE BSNL by negotiating the terms and conditions of Wage revision of Employees to possible extent in present circumstances. Though it was delayed for the last five years, the same has been finalised in most difficult conditions. The House passed a resolution congratulating GS BSNLEU, GS NFTE BSNL and all other leaders and members of both the recognised Unions and its support by SEWA the welfare association for this important milestone achievement of signing wage negotiation agreement in these most difficult circumstances.
7. **Thanks to Five Star Alliance Partners:** The house discussed the activities of Five Star Alliance Partners of SNEA in 3rd Membership Verification viz. SEWA BSNL, CBOWA, DEWAB, and AIBSNLOA and appreciated sincere and united efforts done by this Five Star Alliance in resolution of pending HR issues. The House passed a resolution congratulating the General Secretaries, all the leaders and members of the Five star Alliance partners all over India and resolved to convey sincere thanks and gratitude to the leaders of Five Star Alliance Partners of SNEA.
8. **Thanks to activists of SNEA for their special support to CHQ:** The house discussed the efforts of certain activities of SNEA with special contribution for effective functioning of CHQ viz. **Shri Umapati** SDE for Designing & looking into Operation issues of CHQ website, **Shri Samla Srinivas** Former AGS for support in updating website, **Shri. Niranjan Sahu**, AGS for designing, maintaining alternative CHQ website, **Shri. Gurbinder CP PB** for pursuing court cases at Chandigarh and OPS case information, **Shri. Vismay Ojha** for pursuing Pay loss case, **Shri. Bandhan Preet Sigh**, CWC PB for Handling Twitter Account, **Shri.**

Gurbinder CP PB & Shri. Manoj Sharma, CWC RJ for sharing information on OPS case, **Shri Anwar Basha** Ex DS for all creatives and greetings of SNEA CHQ, **Shri Gopal Krisha Awasthi** for updating face book page and appreciated their special contribution in effective functioning of CHQ.

9. **Appreciation of Host Gujarat Circle for excellent CWC Arrangements:** The Central Working Committee (CWC) of SNEA places on record its sincere appreciation and gratitude to the Host Gujarat Circle for the excellent arrangements made for the successful conduct of the CWC meeting. The meticulous planning, warm hospitality, and efficient coordination ensured the smooth and comfortable conduct of the meeting. The dedication and hard work of the Gujarat Circle office bearers, members, and volunteers, under the able leadership of **Shri Chethan Chauhan**, Circle Secretary, and **Shri Mukesh Vaghela**, Circle President, **Shri Vismay Ojha** CT & CWC and **Shri Manoj Patil** AGS CHQ were evident in every aspect of the arrangements. Their collective efforts greatly contributed to the productive deliberations of the Committee and made the CWC meeting a memorable and meaningful event. The CWC congratulates the Host Gujarat Circle and conveys its heartfelt thanks and topmost appreciation to all the members and leaders of SNEA Gujarat Circle who have put day and night sincere efforts in making this CWC meeting successful and historical with economical but Executive Class arrangements with their commendable contribution.

B.HR Issues:

1. **Upgraded Standard Pay Scale for JTOs/JAOs:** The house discussed the hardship and difficulties faced by the BSNL Recruited executives due to non-approval of upgraded Standard Pay Scales for the last ten years and contradicting information by BSNL and DoT on this subject. DoT has taken stand that the Presidential Order dated 28/03/2017 for Pay Scales of JTOs/JAOs in BSNL is implemented and this issue is settled. But BSNL has not implemented this Presidential order for the last Nine years as this order is not giving any benefits for the affected JTOs /JAOs in BSNL and not fulfilling the request by BSNL on this subject. This Presidential Order just describes the pay scales of the Executives who are not affected by the DPE directions for converting Intermediate Pay scales to upgraded Standard Pay Scales and does not speak about the executives who are really affected by this order. The House appreciated the efforts taken by SNEA for resolution of this issue, and demanded that matter needs to be pursued fast as it is already delayed and every executive is facing loss of Rs 10000 to 15000 per month. House further resolved that SNEA CHQ should pursue the upgraded entry level Standard Pay Scale for JTOs/JAOs in BSNL before or along with the implementation of 3rd PRC.
2. **Implementation of 3rd PRC for BSNL Executives:** The House discussed the issues related to the Implementation of 3rd PRC for BSNL Executives and analysed that the information is not rightly projected by DoT to the Government and supporting points like Recommendations of Parliamentary Committee, DPE directions for removal of affordability clause with cabinet approval etc are neglected and only affordability clause is being projected by neglecting the contribution by BSNL Executives in 4G Indigenous project which is publicly appreciated by Honourable Prime Minister of India. The House appreciated the efforts taken by SNEA CHQ for implementation of 3rd PRC for BSNL Executives and resolved that SNEA should take up this issue at a higher level by putting all supporting points so that 3rd PRC is implemented for BSNL Executives without further delay.

3. **Notional pay fixation of ACETF executives:** House discussed the pending issue of Notional pay fixation of ACETF executives at par with all other wings in BSNL w.e.f. 1/10/2000 and resolved that SNEA CHQ should pursue this issue and give justice to all the Executives of ACETF wings.
4. **Oppose to SET/DR DGM Recruitment:** The house discussed in depth the focus less approach and wrong projection by the BSNL Management in projecting that SET recruitment as substitute for the existing GM/PGM and CGM level officers working on deputation in BSNL. House appreciated efforts taken by SNEA along with all other Associations in opposing the SET recruitment with Lateral Entry at higher level and resolved to oppose it by tooth and nail to stop any such SET/DR DGM Recruitment in BSNL and fully authorise CHQ to take all possible steps in stopping any such lateral entry in BSNL and also to take all possible steps for promotions of internal talent as substitute for GM/PGM/CGM post and house authorised CHQ to take up matter with BSNL Management/DoT/GOI for lateral entry for posts of Circle Heads as case of extreme urgency and importance for growth of BSNL.
5. **Enhancement of SAB Contribution:** House appreciated efforts by SNEA CHQ for pursuing this issue vigorously including formal agenda meeting with firm and written assurance by Director HR for enhancement of SAB Contribution, formation of the Committee, its deliberations with positive recommendations thereof which is awaiting final approval of Management expressed satisfaction as first time this issue has been reached this level. The House resolved to convey thanks to BSNL Management for positive deliberations on this issue and the Members of the committee constituted for positive recommendations on this subject matter. The House resolved that now CHQ should take efforts to ensure that these recommendations of the Committee are implemented without further delay.
6. **Changeover of SAB Contribution from SPS to NPS:** The house discussed the hardship and difficulties faced by the BSNL Recruited Executives due to non-visibility or confirmation of subscription on LIC Portal and poor efforts for getting maximum benefits out of the Contribution. The house appreciated efforts taken by SNEA for showing details of SAB Contribution on Monthly Salary Slip and giving some confidence about the proper deposition and safe custody of the amount deducted. The House also appreciated the efforts taken by SNEA for transfers of Pension fund from LIC to LICPFL thereby giving flexibility for higher benefits out of Pension contribution deducted. The House resolved that SNEA CHQ should take up matter for changeover from SPS to NPS with LICPFL from Financial Year 2026-27.
7. **Grant of Second Saturday equally for all:** The House discussed issues related to grant of Second Saturday and appreciated efforts of SNEA CHQ in partial resolution of Second Saturday issue by restoring unofficially withdrawn Second Saturday. House also expressed displeasure over the delay in bringing parity for all Executives on granting of Second Saturday. The house directed CHQ to take up matter for Second Saturday to all Executives or Compensations by one Monthly C-Off, Work from for a day in month against Second Saturday or by adjusting duty Hours suitably or to exempt all such technical experts from online attendance as Management requires their services 24X7 hours.
8. **Old Pension for eligible BSNL Executives:** The house appreciated efforts taken by CHQ in raising the grievances of the Executives who were denied the old pension scheme for no mistake on their part. Resolution of this issue will save the Money of BSNL and it can contribute to the profit of BSNL. The house resolved that the Old Pension Issue should be pursued by CHQ more vigorously

by ascertaining all possible options and taking up matter at all levels including option of court case.

9. **Group Health Insurance (GHI):** The house was updated about the issues of continued GHI Policy due to higher claim/s every year and denial of the continuation of Policy and the insurance company. CWC expressed serious concern over the non-availability of the Group Health Insurance scheme or adequate medical support from BSNL in meeting emergency medical requirements of its workforce and stressed the need for GHI with premium paid by BSNL. The House directed CHQ to take up matter a fresh with BSNL Management for payment/reimbursement of premium amount of GHI subscription by BSNL for all BSNL executives and family members with no need of any contribution from executives concerned. The House also resolved that in the meantime CHQ should check the possibility of GHI policy which will be effective till the GHI Policy by BSNL is not made effective.
10. **Group Term Insurance (GTI):** The CWC resolved that the entire premium amount of the Group Term Insurance scheme should be paid by BSNL for all BSNL Recruited executives. It was further resolved that GTI coverage should be substantially enhanced, made uniform across all executives, and aligned with present-day financial requirements to ensure adequate social security to the families of executives.
11. **Need of Improvement in BSNL MRS:** The house discussed the issues with BSNL MRS and its impact on medical needs of the Executives and resolved for ensuring cashless medical treatment for executives and their dependents as detailed below.
 - a. The house appreciated efforts by BSNL management specially Director HR in empanelment of at least One Cashless Hospital at each District and also raised concern over till many Districts have no empanelled cashless hospital and resolved to take special efforts for the same.
 - b. The house appreciated efforts of SNEA CHQ in persuasion for Restoration of annual ceiling for outdoor medical claim with voucher as per Basic plus DA as on 1st April of current year to the extent of written assurances in Formal agenda meetings and resolved further to take up matter for restoration of this ceiling.
 - c. The house further resolved that CHQ should also pursue restoration of the number of days for calculating ceiling limit as 30 which has been reduced to 15 days since 2020.
12. **Old Pension Issue:** The house discussed the status of Old Pension issue and appreciated the sustained and dedicated efforts of CHQ to resolve the long pending issue of the Old Pension Scheme (OPS) in general and specially for the employees who are recruited as per the DoT advertisements but after completion of Training were forced to join BSNL without giving any option. The House further resolved that CHQ should pursue this issue vigorously at DoT/ DPE so that all the affected JTOs/JAOs get pension benefits with absorption in BSNL and if required should ascertain the need of initiating legal proceedings on this matter to ensure relief to the affected Executives.
13. **Enhancement of Gratuity limit for BSNL Recruits:** The House appreciated efforts of SNEA for enhancement of Gratuity limit up to 25 lakhs for DoT Absorbed executives working in BSNL and persuasion by SNEA for enhancement of this limit for BSNL recruits with BSNL, DoT and DPE and getting required

guidelines. The House resolved that CHQ should take immediate steps for early enhancement of the gratuity limit to 25 Lakhs for BSNL recruits.

14. **Approval of Sabbatical Leave for BSNL Executives:** The house discussed the need Sabbatical leave for BSNL Executives and its successful persuasion by CHQ in different formal agenda meetings, its written acceptance by Management with formation of Committee for the same and its positive recommendations for final approval of CMD BSNL. The House resolved that CHQ should continue its vigorous persuasion for early approval of Sabbatical leave for all executives of BSNL as early as possible.
15. **Creation of Benevolent Fund for BSNL Executives:** The house discussed realising the need of Benevolent fund by SNEA CHQ and its keen persuasion starting with briefing management about its need, Constitution of Committee for the same, getting issues discussed in and with Committee and getting positive recommendations for approval of Benevolent Fund for the BSNL Executives which will be implemented after its vetting by legal team and approval of CMD BSNL. The house gave green signal to CHQ to go ahead with the present contributory Benevolent Fund and keep on persuasion for equal contribution by BSNL Management for this Benevolent Fund. The house resolved that the remaining formalities for formation of the Benevolent Fund shall be completed at the earliest and the Benevolent Fund is made operational with the start of the New Financial Year.

C. General Issues:

1. **Restoration of powers of Director HR on HR issues:** The house discussed the recent unofficial changes in decision on HR Issues and unofficial withdrawal/ surrender of the delegated Powers of/by Director HR making the role of Director HR defunct and overall control of even transfer posting issues of Executives with CMD BSNL and its adverse impact on working of BSNL and its Executives in BSNL. House resolved that Director HR with full Human approach and having high HR values has not been seen in the history of BSNL and also such powerless Director HR has not been seen. The House directed CHQ to take up matter at appropriate level to restore the Powers of Director HR so that HR issues are given due consideration and hardship faced by the executives is reduced to a better extent.
2. **Betrayal by the Management on given assurances:** Many Circle Secretaries and CWC Members raised concern on betrayal of the Management in meeting given assurances to Association for resolution of HR issues. House expressed pleasure over the continued efforts being taken by SNEA CHQ in pursuing HR issues and getting assurances from the Management, but raised concern over the not fulfilling such assurances by the Management to the extent of betrayal and withdrawal of words given to the Association and condemned such extreme approach. House directed CHQ to take up matter at appropriate level to ensure that Management keeps the words given for resolution of HR issues or get the justified reasons from Management for non -resolution of HR issue/s.
3. **Restoration of Sports and cultural activities in BSNL:** The house discussed the actions of BSNL management in stopping Sports and Cultural activities in the name of austerity measures and condemned this biased act without understanding the issues in depth. The house appreciated efforts of SNEA CHQ for restoration of Sport and Cultural activities and condemned the adamant stand by BSNL Management by closing Sports, Cultural activities. The house emphasized that sports and cultural activities play a vital role in promoting physical wellbeing, cultural harmony, team spirit, and morale among employees.

The CWC noted that sports and cultural programmes have historically contributed to fostering unity, discipline, and a sense of belonging within the organization, and have positively impacted overall productivity. The House resolved that SNEA CHQ should take up matter with BSNL Management for immediate restoration of Sports and Cultural activities.

4. **Resolution of Manmade issues in smooth functioning of ALTTC Ghaziabad:** The house discussed manmade issues created in functioning of ALTTC Ghaziabad after taking over due the campus by DoT and further issues created by Looking after CGM ALTTC Dr Manish Shukla, for changing HQ of CGM ALTTC Ghaziabad to Jabalpur by issuing mass transfers of about all executives from ALTTC Ghaziabad. The house condemned the attitude of Dr Manish Shukla Looking After CGM ALTTC and directed CHQ to take up issue at higher level for restoration of unofficially shifted HQ of CGM ALTTC from Jabalpur to Ghaziabad, Cancellation of Transfer orders issued by CGM ALTTC from ALTTC Ghaziabad to BRBRAITT Jabalpur and RTCC Jaipur and final and firm decision on continuation of ALTTC Ghaziabad from ERP Building with suitable arrangement of Hostel facilities for all the trainees attending trainings and posting of Regular CGM at ALTTC Ghaziabad.

D. Issues related to Transfer Policy:

1. **Restoration of Quarterly Transfers from Tenure Stations:** House discussed indifferent attitude of the Management in dealing the Request Transfers of Tenure Completed Executives and hardship faced by these executives who are completed to continue at All India Hard Tenure stations even after completion of their Tenure. The House resolved that CHQ should take up matter with Management for restoration of advance quarterly Transfer Orders of executives working at Tenure stations. If Management does not adhere to these guidelines, SNEA should take up matter with higher levels but it should ensure that Request Transfers of Tenure completed executives are restored for advance quarterly transfers.
2. **Review of Transfer Policy:** The house appreciated efforts taken by SNEA CHQ in constitution of Committee for review of Transfers Policy and then in studying, consolidating and submitting detailed feedback for review of the transfer Policy as per the practical requirement and need of executives working in field units. The House expressed concern over the delay in finalisation of Revised transfer Policy and directed CHQ to take further steps for early finalisation of revised Transfer policy safeguarding the interest and need of Executives. The house directed CHQ for following action s related issues of Transfer Policy.
 - a. Immediate review of Transfer Policy in tune with DoT, DoPT Guidelines and need of executives.
 - b. Implementation of Transfer Policy in Uniform applicability and transparent manner
 - c. Restoration of Tenure Period of all India Hard tenure stations.
 - d. Restoration of Break in length of service after completion of Tenure at All India Soft Tenure stations
 - e. Restoration of continued working at All India Hard/Semi Hard and Hard Tenure stations in case of Inter Circle Transfer liability.
 - f. Applicability of OA transfers for all India hard Tenure stations at par with Semi Hard Tenure stations
 - g. Exclusion of Female Executives from Inter Circle Transfers

3. **Restoration of Frequency of OTP Transfer Orders:** House discussed attempt of management for stopping well established procedure for biannual OTP Transfer Orders and Quarterly All India Hard Tenure Station OTP Transfer orders by quoting annual transfer order and issuing many transfer orders thereof. The House resolved that though concept of annual transfers is good small and boundary wall organisations, the same is not good and cannot be implemented in organisation like BSNL which covers each and every corner of India and directed CHQ to take up matter for restoration of Biannual OTP Request transfers and Quarterly All India Hard Tenure Station Orders.
4. **Restoration Mutual Transfer of Special LICE JTOs:** The house discussed the hardship and difficulties faced by the JTOs recruited under Special LICE and posted in different Circles and the need for their early return back to parent Circle. House appreciated efforts taken by CHQ for the affected executives including restoration of Mutual Transfers. The house resolved that SNEA CHQ should take up the matter for restoration of Mutual Transfers of the JTOs recruited under Special LICE and also for relaxation in eligibility criteria of Rule 8 transfers by giving weightage to their past services in BSNL.

E. Issues related to implementation of Transfer Policy: The house discussed serious and damaging actions by BSNL management in issuing Inter Circle Transfers and directions to Circles for forceful Intra Circle Transfers and condemned the pick and choose approach adopted in dealing with Transfer posting and harassment of executives, hardship and difficulties faced by the Executives and their family members and took serious note of it.

The house further discussed the stand of SNEA to oppose the violation of Transfer policy, persuasion of issues related to Transfers and implementation of transfer policy in transfers of the executives and expressed satisfaction over it. After elaborate discussions on issues related to Transfer of Executives and related issues the house passed following resolutions.

1. **Deliberate delay and pick and choose approach in Consideration of OTP Request Transfers:** House discussed the issues created by Management in well-defined procedure of OTP Transfers and hardship faced by the executives waiting for their OTP transfers. House appreciated efforts taken by SNEA CHQ in pursuing some left out OTP Request transfer, modifications in genuine requests and getting it resolved to maximum possible extent but stressed for continued efforts for consideration of all OTP Transfers and left out requests for cancellation, modifications on genuine grounds. House condemned the attempt of management for issuing pick and choose OTP transfers and deliberate violations of Transfer policy guidelines with intentional harassment. House resolved that SNEA CHQ should take up matter a fresh with Management for priority consideration of OTP Transfers of the Executives who were transferred under long stay and have applied for return back to home Circle. House directed CHQ to take up matter with Management for restoration of six monthly OTP Request Transfers,
2. **Condemnation of Violation of Transfer Policy and pick & choose approach in Transfers:** House condemned attempt of BSNL management as well as some Circle /BA Heads for violation of Transfer Policy transfers with favour to some executives and hardship to other executives and directed CHQ for all possible efforts including taking up issues at possible levels including court cases to safeguard interest of Executives by opposing the violation of Transfer policy with pick & choose approach by tooth and nail.

3. **Undue delay in Consideration of OTP Transfers in general and Return to Home Circle Transfers in Particular:** The house also discussed undue and deliberate delay by the BSNL management in consideration of OTP requests of the Executives who were transferred under long stay transfers and now applied for Own Cost OTP Request for return to Home Circle. The house appreciated efforts of SNEA CHQ in persuasion of Home Circle OTP Transfers and condemned the adamant stand taken by the Management in stopping issued OTP Transfer orders, delaying OTP transfers and then pick and choose OTP transfers making it Khichadi Transfer Order.
4. **Stopping Harassment of Executives having genuine grievances against Transfers:** House also condemned attempt of BSNL management for deliberate delay in consideration of genuine grievances and Requests of the executives against forceful transfers and making them to wait without salary for months together by force ERP relieving and directed CHQ to take up matter with consideration of grievances of the Executives created due to untimely transfers and mainly by stopping ERP relieving of the executives till the represented grievances on genuine Grounds are recommended by BA/Circle Heads are given due consideration and stop further harassment of executives in BSNL due to transfers.
5. **Misuse of Powers of ERP relieving:** The house discussed the powers of ERP relieving used by some of BA/Circle Heads in force relieving of the Executives in pick and choose manner for harassing executives by stopping their salary without giving them time to represent their grievances and its redressal. After elaborate discussions, the house resolved that CHQ should take up matter for withdrawal of powers of ERP relieving of Inter/Intra Circle Transfers of Executives of BA Heads and withdrawal of powers of Circle Heads in relieving of Executives under Inter Circle transfers. These powers shall be only with the authority competent to issue such transfers i.e. for Intra Circle Transfers ERP relieving can be done by GM HR of Circle that to be with approval of Circle Head and for Intra Circle Transfers ERP relieving can be done by PGM Pers BSNL CO that to be with approval of Director HR.
6. **Stopping Mixed Khichadi Transfer Orders:** House discussed attempt of BSNL management in issuing Mixed Khichadi transfer of all wings and all cadres in one lot so as to hide the pick and choose attempt and hide the violation of Transfer policy and directed CHQ to take up matter for restoration of Transfers separately for all wings and all cadres.
7. **Insensitive and Unhuman Approach in dealing the medical ground Requests:** The house discussed the extreme insensitive and unhuman approach by BSNL management in deciding the Representations for cancellation of issued transfers orders or consideration of OTP Requests of the executives facing genuine medical issues with self or dependent family members and condemned it and expressed sympathy with the affected executives and their family members. Though the House appreciated efforts of the management in streamlining the procedure for consideration of medical ground requests by constitution of the Circle level Committee by staying transfers temporarily, but this principle is not uniformly applied by the Management and pick and choose approach was seen in dealing the representations which is never expected from the management. The House appreciated efforts of SNEA at all levels in consolidating and documenting all such genuine requests and its continuous persuasion at OA/BA/Circle and Corporate level for its consideration. House resolved to make a humble appeal to CMD BSNL to look into these serious lapses in deciding the medical ground representations and harassment and hardship

faced by the executives and their family members and to ensure that all such medical cases are decided in time bound manner of one month and not to force relieve any executives who has represented on medical grounds and his/her case is duly recommended by the BA/Circle Head.

8. **Due Weightage to Transfer Policy Criteria:** The house discussed the different clauses of Transfer policy protecting interest of Executives wise Age Criteria, working at all India hard/Soft Tenure stations, Single Parent Requests, Requests for parents on grounds of wards educational ground etc and not giving any weightage to all these genuine grounds. House directed CHQ to take up matter with BSNL management for adherence to the provisions of Transfer policy guidelines and give priority consideration to OTP Transfers and cancel the long stay Transfers on representations by individuals with due weightage to all these grounds in Transfer Policy protecting interest of the executives.
9. **Issues in recommendations and granting immunity to eligible Office Bearers:** The house discussed the revised procedure to forward the requests for grant of immunity in prescribed format with ERP entry by BA/Circle Heads and appreciated efforts of Management is streamlining the process. But this procedure has been taken as the basis for rejection of the requests by creating confusion at BA/Circle level and finally the requests are rejected at BA level only. As such, there is a need to limit the powers of rejection of Immunity cases of Intra Circle Transfers with Circle Heads and Inter Circle Transfers with Director HR for Inter Circle transfers. House resolved and directed CHQ to take up this issue with BSNL management and stop rejection of grant of immunity for intra Circle Transfers below level of CGMs and Inter Circle Transfers below level of Director HR and no request of grant of Immunity should be rejected below these levels just for sake of lack of some documents or due to delay in ERP entry.
10. **No Transfers out of All India Hard Tenure stations:** The House discussed the hardship faced by the executives working at all India hard Tenure stations and expressed sympathy for the executives who are serving for lifelong in such hard conditions. The house further discussed attempt of management for forceful Inter Circle transfers of the executives from All India Hard tenure stations by not giving weightage to the past service rendered by these executives for counting double completion of Tenure by these executives and directed CHQ to take up matter with Management for stopping any forceful Inter Circle Transfer of Executives working at all India hard tenure stations.
11. **Transfers of Executives/Officers from sections dealing with Transfer posting at regular intervals:** The house discussed continuing posting of some Executives in the sections dealing with Transfer posting and its adverse impact on the transparent dealing /consideration of transfers. Hence house resolved that CHQ should demand BSNL management for fixing maximum period of any Officer/Executive in dealing with Transfer posting in particular section as four years and on transfer of all Executives/Officers just on or before completion of the four years in the section dealing with transfer posting.

F. Promotions of all eligible Executives in BSNL:

1. **Clearing Disparity in Educational Qualification of Civil & Electrical Wings:** The House discussed the issues created by the Management by restoring disparity of educational qualifications in EE and above promotions in Civil & Electrical wig in MSRR 2023 against written assurances given to SNEA and thereafter deliberate delay on part of CMD BSNL in restoring the same by approval of report of the Committee constituted for clearing this disparity by granting Parity with Telecom wing. The house also discussed

adverse impact on the court case filed in 2015 and decided in 2025, with orders for reversion of not only EEs as SDEs, but few of EES promoted as EEs will be reverted to below two stages. House raised concern on such avoidable reversion to two stages causing unrest and creating disbelief in the actions of Management. House also recorded that hearing the CAT Chandigarh has not been held properly and many factual positions including promotional status of all applicants are not brought to the notice of Honourable CAT Chandigarh. After elaborated discussions the House resolved that SNEA CHQ should

- a. Take up matter for immediate approval of the report of the Committee for clearing disputes on educational qualifications in Civil as well as in Electrical wing by CMD BSNL and BSNL Board.
- b. For Review Petition by BSNL in CAT Chandigarh and PCAT Delhi by submission of factual position
- c. Appeal in High Court Delhi and/or in High Court Punjab against decision of CAT Chandigarh and PCAT Delhi with prayer for staying the directions of CAT CHG/New Delhi and issuing directions for hearing the case with factual positions.
- d. To take any such measures to avoid reversion of any Executives from Civil or Electrical wing by continuing promotions issued and take corrective actions for promotions of left out executives by restoration of LICE quota vacancies to SCF quota and by addition of minimum required AGM/DGM level post for promotions of all and to avoid reversion of any of promoted officer.

2. Action for Promotions of eligible executives of BSNL: The house discussed the current issues with different promotions for different cadres & wings and appreciated its continuous persuasion by SNEA CHQ to the extent of getting Promotion orders issued in about all possible cases. By understating the constraint is promotions, the house directed CHQ to take up matter with BSNL Management for promotions either by

- a. Getting pending clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy BEAPRR 2018,
- b. **OR** by Change of designation of Executives in BSNL with EPP 2007
- c. **OR** Regular Promotions by Personal Upgradation in a time bound manner of five years without need vacancy.
- d. **OR** by Post based Promotions by filling vacant posts at DGM level by promoting all eligible AGMs and filling vacancies created below the line.

The house authorized CHQ to pursue for Promotion of the executives by any of the above methods so that at least immediate one promotion happens for BSNL Executives.

3. Posting on Promotions: The House discussed the current action by BSNL management for posting of executives on AGM T Promotions wherein all SDEs promoted as AGMs are transferred out of their working Circle even though more than sufficient AGM posts are available and some other AGMs promoted from other Circles are posted to this Circles making double expenditure on transfers. It was also discussed that in an extremely unhuman and biased approach, all the promoted AGMs are transferred and even requests on

genuine medical grounds are not given consideration thereby compelling many of them for refusal of promotions with adverse impact even on the Time Bound Promotions. House directed CHQ to take up matter with BSNL Management to restore the changes made in the policy for posting on promotions and restore it to declare Circle wise vacant posts and post by calling three choices from the executives being promoted and posting to any of the Circles opted, posting of all promoted executives in same Circle to the extent of vacancies available and in case of no vacancies posting should be done to nearby Circles and posting to extreme away Circles may be avoided.

- 4. Action on Pending Court Cases:** The House empowered SNEA CHQ for persuasion of pending Court cases on Promotions for early decision for clearing hurdles in the pending Promotions and going ahead with promotions by any all possible means. CHQ may decide to implead in court cases on Promotions or other issues affecting the promotions of the executives in the different court cases as and when required.
- 5. Restoration of LICE Quota to SCF Quota to clear promotions of all eligible by Amendment in MSRR 2023:** The house discussed the introduction of LICE quota in DGM and AGM level promotions in MSRR 2023 in violation of DoPT guidelines to fill up vacant posts as per existing RRs even though RRs are modified and how this has become bottleneck in DGM promotions of Telecom and Account wing. House appreciated efforts taken by SNEA in restoration of LICE quota permanently or temporarily, so as to go ahead with pending DGM Promotions of Telecom and Account wing and promotions in below level cadres against vacancies created. The House resolved that CHQ should take up matter for restoration of LICE Quota to SCF Quota in DGM Promotions for all wings as Temporary measure or permanent measure so that pending promotions of both the wings can be issued without further delay.
- 6. Undue Delay in restructuring review:** The house discussed persuasion by SNEA and initiatives by BSNL Management for restructuring review of Sanctioned posts in Year 2024 and formation of different Committees for the same and appreciated the same. But the house expressed serious concern over the undue and unjustified delay of two years in the concluding process of restructuring review and matter of serious concern is that no meeting of Restructuring review has been conducted in recent past keeping this proposal on hold unofficially. The House resolved that SNEA CHQ must take up this issue fresh for restoration of the Process of Restructuring review of sanctioned posts and the posts should be restored as per the practical requirements with due to weightage to increase in workload due to mass retirement of Non-Executives, additional works of Bharatnet, Land Monetisation, Solar Project, Bharat Udyami Projects, Addition of lakhs of BTS , increase in workload of BBMs, NAMs/KAMs, procedural changes in working, workload due to early completion of works, addition of works of MTNL Mumbai & Delhi to BSNL and the minimum required additional posts for overcoming litigations in promotions should be restored at the earliest.
- 7. Removal of Stringent conditions and financial losses conditions in case of refusal of promotions:** The house discussed stringent conditions applied by BSNL on refusal of any regular promotions even due to genuine personal reasons like critical illness. The House directed CHQ to take up matter for removal of all these stringent conditions in cases of refusals and stopping punishment due to refusal of promotions due to personal genuine reasons

and no executive should be punished for refusal of promotions on personal grounds.

- 8. Restoration of increment on Functional Promotion:** The house discussed one sided action by BSNL Management in stopping due increment on regular promotion by linking it with Non-Functional Time Bound Promotion and its adverse impact on due benefits of the executives in BSNL. House directed CHQ to take up matter with BSNL Management for restoration of One Increment on Regular Promotions by delinking it from Non-functional Time Bound Promotion.
- 9. Undue delay in Promotions of JTO in Civil & Electrical wing:** The house discussed the issues and its persuasion by SNEA in case of SDE promotions of JTOs in Civil and Electrical wing waiting for their first promotion for 27 to 30 years. House condemned the attitude of the officers who are creating hurdles in these promotions and appreciated continuous persuasion by SNEA to clear such manmade hurdles. The directed CHQ to take all possible steps so that promotions of JTOs in Civil and Electrical wings are issued in early months of Year 2026.
- 10. Undue delay in issuing PwBD Promotions with retrospective effect:** The house discussed efforts of SNEA along with DEWAB in issuing promotion orders of PwBD Candidates with its implementation from retrospective date and its response from BSNL Management. The house appreciated efforts in getting AGM Promotions under PwBD category implanted and directed CHQ to take up the issue of promotions of PwBD category Executives in all cadres and wings and immediate action for JTO to SDE Telecom promotions for which entire data is submitted by Circles and readily available with Pers section for conducting review DPC.
- 11. First TBP promotion in 4 years for all:** The house discussed this long pending issue and its persuasion by SNEA and expressed serious concern on non-consideration of this genuine demand giving justice to all affected executives. House directed CHQ to take up this issue for all affected JTOs/JAOs in earlier days and who are also being affected in recent Time Bound Promotions and give them justice at least by first TBP uniformly in Five Years.

G.Organizational Matters:

- 1. Appreciation and support to Struggle by Executives and Employees of CHTD and TN Circle against vindictive attitude of CGM TN/CHTD:** House discussed burning issues of TN & CHTD Circle and harassment of the Office Bearers of SNEA CHTD by Shri Partibhan CGM CHTD. The house appreciated the struggle for rights by CHTD /TN Circle Executives as well as Non-Executives and extended full and strong support to these fighting Circles in their fight against injustice. The house further condemned the biased and vindictive attitude of Shri Parthiban CGM CHTD/TN Circle who is passing time before retirement. House discussed his biased activities in details and resolved that SNEA CHQ should immediately take steps for withdrawal of vindictive actions by CGM CHTD and if no action is taken by Management in withdrawal of vindictive actions then house direct CHQ for taking all possible steps for stringent action against Shri, Parthiban CGM TN/CHTD Circle.
- 2. Condemnation of biased acts by GM HR TN and PGM HR CHTD:** The house discussed the continuation of Shri Tulasiraman, JtGM as GM HR TN Circle in violation of Orders issued by BSNL CO and overstay of Shri Bhaskar GM HR in

CHTD Circle for continuous 11 years against sensitive post guidelines of BSNL and no action by CGM CHTD/TN and BSNL Management for transfer of both these HR Heads who are actively involved in vindictive actions against the Office Bearers and who are the main culprits in creating mass unrest and disturbing industrial peace of both the developing Circles. House condemned the undue support being extended by BSNL Management for continuation of both the GMs as HR Head in violation of own guidelines and resolved that if these GMs are not transferred by BSNL Management by end of December 2025, SNEA should ascertain all other possibilities for transfers by taking up matter at higher level including restoration of agitational call given by AUAB till both the GMs are shifted from HR activities and concerned Circles.

3. **Office Accommodation for OA Level Bodies:** The House appreciated persuasion of SNEA CHQ for Office Accommodation to Recognised and Support Associations and approval of Office Accommodations for BA Branches. The House conveyed thanks to management for the same and directed CHQ to take up issue with Management for approval of Office Accommodation for OA level branches also as there is no difference between OA/BA Branch and both are at same tier i.e. Tier III.
4. **No increase in Membership subscription of SNEA:** The house discussed the decision of AIC empowering CWC Meeting for decision on enhancement of the monthly subscription and after elaborate discussions it has been decided that there will be no immediate change/enhancement in the membership subscription of SNEA. The issue will be discussed fresh in the next CWC Meeting and the decision will be taken after getting fresh feedback from all the Circle Secretaries.
5. **Functioning of AUAB:** The house discussed the present functioning of All Unions and Associations CHQ & issues thereof, AUAB activities in all the Circles & Districts and it was resolved that to achieve the higher goals and mainly pending financial demand of 3rd PRC for all Executives and Employees, there is need of continued and effective functioning of AUAB. The house authorised GS to take up issues fresh in AUAB CHQ for smooth and effective functioning of AUAB at CHQ, Circle and District Level for implementation of 3rd PRC without further delay.
6. **Empowering CHQ for pursuing/filing Court cases on behalf of SNEA:** The house appreciated efforts of SNEA CHQ in settlement of issues without approaching the courts and resolution of issues by proper dialogue with the Management. The house also appreciated the stand of SNEA CHQ to fight court cases only in selective issues that to be from funds available with SNEA CHQ from CHQ quota of monthly subscription and not collecting single Rupee on name of legal fund from members or executives and fighting for justice.
7. **Appeal for stopping payment of legal funds by SNEA Members:** The house discussed the litigations in different court cases on HR issues and specially court cases on promotions wherein promotions are stayed for years together. The house further discussed the attempt of some groups in collecting funds for staying promotions and trapping in prolonged process of litigations thereby delaying the due promotions of eligible executives. In conclusion, the House resolved that SNEA members should not pay any legal funds to any such groups on cases affecting the process of ongoing Promotions.
8. **Appeal to Executives in BSNL about court cases on Promotions:** The House discussed collection of funds and staying promotions by some groups and fighting for justice. House resolved to make appeal to all executives in BSNL in general and SNEA Members in particular, to avoid court cases on Promotions

and till anybody want to approach the court and get justice, he/she along with supporting group may fight in court in extreme cases but in no case ongoing promotional process should be stayed and justice may be demanded subject to outcome of the court case/s.

9. **Appeal to BSNL Executives involved in the making/framing of Anti-Executive policies:** The house discussed that in the recent past the BSNL Management has made certain changes in existing policies which has enhanced hardship and difficulties of the Executives like increase of all India Hard/Soft Tenure period. The house discussed that these policies are framed by their own executives of BSNL by neglecting the needs of their brothers and sisters working in BSNL. House resolved to make an appeal to all such executives of BSNL, who are presently involved in framing new policies or in modifying existing policies; to make efforts to safeguard the interest of Executives in BSNL and to show courage to oppose such anti executive policies and resolved that association will stand behind them for showing such courage.
10. **Resolution for not forwarding Anti BSNL/Anti Executives Messages through Social Media:** The CWC Meeting discussed the different rumours, fake messages, misleading/confusing and blame game information being spread by some groups damaging image of BSNL, Image of its workforce and unfortunately the same are being forwarded by own Executives and Employees of BSNL. The house resolved to make a humble and earnest appeal to all the executives in BSNL and members of SNEA in particular that henceforth they will not forward any such anti BSNL or Anti Executive/Employees messages/information on social media and will encourage others to follow the same.
11. **Responsibilities by all CHQ OBs and need of more CHQ OBs at BSNL Corporate Office:** The house discussed the need of taking responsibility of all CHQ OBs on different works and mainly the need of CHQ OBs at BSNL Corporate Office for effective persuasion of issues. The House resolved that some more CHQ OBs should opt for posting at BSNL Corporate Office and their transfers to BSNL CO should be issued at the earliest.
12. **Confirmation Constitution Amendments:** The house discussed and confirmed all the amendments proposed and approved in All India Conference Bhopal and directed CHQ to convey the approved amendments to the Registrar of Societies and BSNL Management for required n/a for its applicability w.e.f. 22/05//2025, i.e. the date of All India Conference.
13. **One PSU One Association:** The house partially discussed the proposal of the One PSU One association and its till now pursuance and response by the Management and resolved that further course of action on it will be decided by analysing further response from the Management.
14. **Covering Approval of formation and extension adhoc Body and extended period of SNEA J& K Circle:** The house discussed the submission by CS SNEA J&K Circle about issues and difficulties faced by SNEA J&K Circle in holding Circle Conference is given time, formation of Adhoc body, extension of adhoc body due to emergent situation in J&K Circle and election of new Circle Body and request for covering CWC approval of extended period of earlier SNEA J&K Circle. After elaborate discussions, the house accepted the request by CS SNEA J&K Circle for covering approval of formation of Adhoc body and its extension by CHQ and for approval extension of earlier body during this period.
15. **Covering approval for formation of Adhoc Body and extended period of TN Circle Body:** The house discussed the submission of CS SNEA TN Circle about delay beyond constitutional limits for conduction of Circle Conference due to

prolonged industrial unrest in TN Circle, formation of adhoc Body and conduction of Circle Conference thereafter and resolution passed in Circle Conference for extension of the period of earlier SNEA TN Circle Body beyond the constitutional limits, confirmation of formation of Adhoc Body for TN Circle. The house accepted the submission by CS SNEA TN Circle and approved the request of CS SNEA TN Circle for condonation of delay in holding Circle Conference by SNEA TN Circle and covering approval for formation of adhoc body and holding Circle Conference.

16. **Nomination of Shri R.K. Deepak, CS MP as Honorary AGS:** The house discussed the preparations of All India Conference and excellent arrangements made by SNEA MP Circle under able leadership of Shri R.K. Deepak CS SNEA MP and saving of lakhs of rupees of SNEA by economical but excellent arrangements for stay, food and accommodations and arrangements required for effective All India Conference. The house discussed the proposal by MP Circle to recognise the works of MP Circle by nomination of Shri. R.K. Deepak CS as Honorary AGS CHQ and resolved to honour excellent works of SNEA MP Circle for All India Conference Bhopal by accepting this proposal.
17. **Nomination of Shri. Amiya Kumar Khillar as Advisor CHQ:** The house discussed the proposal by CS SNEA MH and Odisha for recognition the efforts of Shri Amiya Khillar in strengthening SNEA by adding more members in SNEA family in last Membership change over window by nominating his as Advisor CHQ and accepted the proposal.
18. **Nomination of Shri. Vikas Gupta as Advisor CHQ:** The house discussed the proposal by CS Jharkhand for nomination as Advisor CHQ to overcome organisational issues in SNEA Jharkhand Circle and accepted the proposal.

H. Issues related to Growth and Development:

1. **Action on Duplicity of OFC Maintenance Works:** House discussed that the duplicity of the works in Maintaining OFC routes by teams at Telecom Circles and teams at Core Network Transmission Circles and resolved to take up matter with BSNL Management for having proper co-ordination between all Telecom and CNTx Circles including ascertaining the Proposal of merger of CNTx units in concerned Territorial Circles.
2. **Issues with operation of Sanchar Aadhar App:** The house discussed serious issues created due to all of sudden stopping of Sanchar Adhaar App and Mobile billing issues created by vendor M/S Intense and casual approach in dealing such serious issues by the BSNL Management. House resolved that BSNL Management should investigate this matter to the depth and anybody found playing with the interest of BSNL. The House also appreciated the efforts being taken by executives in Kerala Circle in developing Sanchar Mitra App as a substitute to Sanchar Aadhar App. The House also resolved to take up matter with BSNL Management for early restoration of Sanchar Adhaar App.
3. **Reducing total dependency on the Vendors:** After elaborate discussions on issues created due to action of vendor for withdrawal of Sanchar Adhaar App and total dependency by BSNL Management on vendors by neglecting the Internal Talent of BSNL Executives. Sanchar Adhaar App was initially developed by BSNL Executives and the same was then unofficially handed over to vendor and the devoted work of BSNL Executives was neglected. The House discussed such actions having direct impact on security issues and resolved that SNEA CHQ should take up matter with BSNL Management for reducing dependency on vendors and explorer Talent of BSNL Executives which has been well

established earlier in developing of Sanchar Adhar App, now in Sanchar Mitra App and many more Apps like Online Attendance, EB App etc. House also discussed that BSNL is paying huge Money for such Apps viz for BSNL, EB App, Self-care App etc. For the EB App itself BSNL is paying a heavy cost of Rs 50 Lakh per year, when this App can be developed and maintained by BSNL Executives and this money can be saved. House resolved that CHQ should take up matter with BSNL Management for stopping such avoidable expenditure on developing different Apps and build a team of such technically expert Team of BSNL Executives.

4. **Refund of Excess Pension contribution amount wrongly deducted by DoT:** House appreciated the efforts of SNEA CHQ for years together for pension contribution on actual basic and its successful persuasion by present BSNL Management in general and CMD BSNL in particular saving crores of rupees of BSNL. But it is seen that the decision for change of pension contribution on actual basic from higher Pay scales of the cadre has been approved with prospective date and the excess Money already deducted by DoT on higher Pension is not released by DoT rather nothing is mentioned against recovery or adjustment of excess amount deducted. The house resolved that SNEA CHQ should take up this matter with DoT, GoI for refund or adjustment of excess amount forcefully deducted by DoT on higher basic of cadre.
5. **Issues created due to all sudden stopping of Sanchar Adhar App:** Sanchar Adhaar Issue and its adverse impact on the BSNL Mobile services and causal approach of BSNL Management in dealing this serious issue was discussed in the house to depth by analysing facts from different angles. The house condemned the approach of the management in dealing with such serious issues related to growth and development of BSNL with such a causal approach. The house also condemned the black mailing attitude of the vendor M/S Intense in continuing business with BSNL and demands that Management should take stringent action on blackmailing attitude of the vendors so that in future nobody plays with the working of BSNL. The house also resolved that the overall issue starting from handing over excellent inhouse activity of developing app by own executives to the vendor and total dependency on such vendors and allowing them to play with the working of BSNL and the person behind this needs to be fixed.
6. **Abrupt changes in working of ITPC by BSNL Management adversely impacting functioning of ITPC:** The house discussed the working of ITPC Circle and actions by BSNL Management affecting working of ITPC. House also discussed that BSNL Management has been playing with the working of ITPC Circle by making many abrupt changes in policy matters and also in day to day activities without understanding the need and importance of ITPC viz. dealing issues related to billing, completing tendering processes, extending tenders for prolonged period, transferring expert Executives from ITPC to other units, change in reporting of CGM ITPC from Director CFA to Director HR, which is also one of reasons for the overall chaos of working of ITPC. The house directed CHQ to take up the issues impacting on working of ITPC viz change in reporting structure from Director CFA to Director HR, Mass transfers of Executives from ITPC without posting of substitute, neglecting internal talent and enhancing vendor dependency for day to day working etc for its restoration of effective and smooth working of BSNL.
7. **Reducing Dependency on Vendors at least of critical works:** The house also discussed the attempt of BSNL Management on giving overall work to vendors neglecting the talent available in BSNL with wrong projection that BSNL can be

run only through vendors. House resolved that SNEA CHQ should take up matter with BSNL Management to make changes in the overall thinking process of BSNL Management for total dependency on vendors and contract working and issues related to security of BSNL and its customers. It was discussed that when Government of India is not depending on foreign vendors for security reasons and BSNL Management is taking stand of total dependency on vendors which is objectionable and against the stand of the Government of India. The recent actions of vendor on the Sanchar Aadhar app is classic example of such damaging dependency of BSNL on vendors and BSNL Management has to learn from it. The House resolved that CHQ should take up with BSNL Management to follow the security aspect as per directives of GoI and give top most priority to Security and reduce the dependency on the vendors and contractors and explore the possibilities of carrying critical working having security aspects by optimum use of the in-house talent.

8. **Decentralisation of Powers for hiring IP Sites from BSNL CO to Circles:** The house discussed present working of hiring and or closure of IP sites by BSNL CO without concurrence of field units. There is abnormal delay in consideration of proposals by Circle to BSNL CO either approval of for Closure or for hiring of IP Sites. Abrupt Closure of Existing IP Sites without consulting the Field Units, creates the coverage gaps and thereby MNP Port Out which is directly and badly affecting to the revenue of BSNL. The house resolved that powers for decision on hiring or closure of IP Sites may be restored to Circles and its monitoring and limits may be decided by BSNL CO, but Circle /BA Heads should be empowered to take decision on hiring or leasing out BSNL sites as per the practical requirement with focus to revenue.
9. **Review decision of closure of 3G BTS:** The house discussed the proposal by BSNL Management for closure of 3G BTS declaring that 4G services of BSNL are stabilised. After elaborate discussions, the house resolved that till 4G services are not stabilised, the 3G BTS services should not be closed. Rather, till at many locations 3G BSNL services are fully utilised by the customers and specifically for voice services 3G services are better than 4G services. The House resolved that till the ongoing issues with 4G services are not cleared and 4G services are not stabilised, the 3G services should not be closed.
10. **Reduction in Frequency of Online Video Conferencing at all levels:** The house discussed the frequent Video Conferencing by BSNL Corporate Office, Circles and BAs and engagement of executives in such frequent VCs which is directly affecting the efficiency of the executives. IT is expected by the management that executives in field units should give their best, but they are not allowed to work as many of them are engaged in such routine VCs from different levels. After elaborate discussions, the House directed CHQ to take up matter for reduction in frequency of VCs being conducted and limiting VCs only up to BA/OA Head level and all other officers should be given time to executive the decisions taken in such meetings.
11. **Fresh recruitment of JE/JTO in BSNL:** The House discussed the reduction in total working strength of executives in BSNL due to Superannuation retirement, VR and resignations and stressed the need to fill up vacancies created at the level of JTOs/JEs. The House resolved that SNEA CHQ should take up matter with BSNL and DoT for lifting ban on recruitment and for immediate recruitment of JEs/JTOs in BSNL and making this continuous process by filling vacant posts every year in Circles having shortages.
12. **Overload works and hardship faced by BBMs:** The house discussed the overload working and adding more and more responsibilities of BBMs working

for FTTH services and resolved that SNEA CHQ should take up matter for reducing hardship and difficulties faced by the BBMs.

13. **Hardship faced by NAMs/KAMs from EB Units:** The house discussed issues faced by the NAMs/KAMs of Enterprise business all over India including the delay in granting the incentives for NAMs/KAMs and resolved that SNEA CHQ should take up this issue with BSNL management for timely payment of dues and reducing hardship faced by the executives working in Enterprise Business.
14. **Short closing of BCG Purchase Order:** The house discussed dual stand of BSNL Management in curtailment of amount on routine and minimum required maintenance activities and huge expenditure being made on BCG for getting known suggestions. House observed that instead of supporting the field units of BSNL, the non-experienced employees of BCG are taking time of field Executives of BSNL in collection of even petty information and then the same is presented to BSNL Management in PowerPoint form. The House also observed that till now BCG has not given any recommendations which has benefitted BSNL to the extent of expenditure being made by BSNL on BCG. The discussions concluded that BCG has not benefitted to BSNL to the extent of expenditure being made on it, rather after involvement of BCG, the FTTH Growth and other services have gone down and reached danger zone. Accordingly, the house passed resolutions that SNEA CHQ should take up matter with BSNL Management for short closure of the agreement with M/S BCG and save further expenditure, blacklist BCG for poor performance and recover the money already paid. House also resolved that BSNL Management should not engage any such consultant in future and inhouse talent may be explored for developing different business strategies.
15. **Reducing DoT Control over BSNL:** The house discussed the total control of BSNL by DoT and its officers against the fundamental aims of formation of BSNL to have separate Operational and Regulatory authorities and no interference thereof. House expressed serious concern about this reverse action of controlling BSNL by DoT and forcing below level executives and employees to join BSNL on absorption. Even DoT has regained total control over the BSNL Board and about all Directors including CMD BSNL is directly or indirectly controlled by the administrative Ministry DoT defeating the very purpose of formation of BSNL separating it from DoT. The house resolved that SNEA CHQ should take up matter with Minister of Communications, Government of India for reducing control of DoT over the BSNL in step by step manner and allowing BSNL to perform as independent Public Sector Unit or entire responsibilities of BSNL including the responsibility of losses should be given/handed over to DoT.
16. **Thanks for Online IQ Booking, request for display of allotted IQs and its financial accountability:** The house appreciated initiatives by SNEA CHQ for online IQ Booking and its support by the BSNL Management. The house resolved to convey thanks to CMD BSNL for his initiatives for online IQ Booking and its immediate implementation on pilot basis. The house also expressed concern over slow moving action on this simple activity even after directions of CMD BSNL and directed CHQ to take up matter to expedite Booking of all IQs through this online ESS Portal and also make provision to display the IQ allotment details for all allotted IQs and ascertain accountability of the charges collected against IQ Booking in transparent manner.
17. **Thanks for initiatives for Staff Quarter Maintenance:** The house discussed the present conditions of Staff quarters at about all places in India and appreciated the efforts in getting special funds allotted for this work. House conveyed thanks to BSNL Management for making availability of funds for repairs and proper maintenance of Staff quarters and resolved that

Circle/District Organisations should monitor the proper utilisation of the allotted funds.

18. **Posting of regular CMD BSNL:** The house discussed the issue of Temporary posting of CMD BSNL for period of quarter or Biannual and its extension every three months and its impact on the growth of PSU covering each and every corner of India. The House expressed serious concern over the action of the Government to fill up the post of CMD BSNL in stop gap looking after arrangements that to be for prolonged period of two years which is not good for giant PSU like BSNL, providing Telecom services on Pan India basis. The House resolved that CHQ should take up matter for posting of Regular CMD BSNL at all levels viz. with PMO/PSEB, office of MoC, MoSC and DoT and to follow the same in future course of action for posting CMD BSNL or Board of Directors.
19. **Filling vacant post of Circle Heads:** Many Circle Secretaries and CWC Members expressed difficulties faced by the Circles where Circle Heads are posted without recent working experience in BSNL and when there are repeated transfers of posted CGM due to retirement of repatriation to DoT and how it is adversely affecting growth and development of BSNL in such Circles. The House also discussed about the vacant posts of CGMs at CHTD, A&N, and post of CGMs in Circle like Bihar, Haryana which are going to be vacated in coming few months. House resolved that SNEA CHQ should take matter with DoT/BSNL Management for posting/ recruitment of CGMs who can serve BSNL at least for two years either by deputation or by recruitment from outsider Market. House also resolved to take up matter for advance arrangement of substitute Circle Heads in case of Superannuation Retirements/ Transfers/repatriation so that works of BSNL do not suffer as being suffering now.
20. **Posting of GMs/PGMs more than sanctioned posts and transfer of excess GMs/PGMs to certain surplus Circles:** On submission of specific cases of posting of GMs/PGMs excess than the sanctioned posts wherein practically some GMs/PGMs do not have any work and hence no cabin for office works and they are without any work assigned to them but they are getting regular salary and transport allowance. The house appreciated the efforts of SNEA for taking up such issues for corrective action and to transfer the excess PGMs/GMs to the vacant posts in BSNL or their repatriation to DoT or other need departments.
21. **Transfer of overstayed/sensitive post GM/PGMs:** The house discussed overstay of certain PGMs /GMs beyond the limits of sensitive post and continued in the same Circle/Units against all prevailing guidelines. The house expressed serious concern about GM HRs who are retained beyond the period of four years and issues faced by the executives in that Circle due to overstay. The house resolved that CHQ should take up matter with BSNL Management for immediate transfers of GM/PGM level officers who continues to be on the same post for more than three years.
