



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

Dated 9th July 2025.

Sub: Conveying displeasure on deliberate attempts on part of the officers in BSNL CO by forcefully pushing through the unwanted and non-productive issues thereby creating mass unrest among BSNL Executives by keeping aside the productive issues related to growth and development of BSNL.

Ref: 1. Letter No. BSNLCO-COMN/12(11)/6/2024-RSTG Dated 30/05/2025.
2. Letter No. BSNLCO-COMN/11(15)/6/2024-RSTG Dated 26/06/2025.
3. Letter No. BSNLCO-ADMN/62/6/2020-ADMN Dated 08/07/2025.

Respected Sir,

With reference to above subject and my SMS dated 08/07/2025, we once again bring to your kind notice and convey displeasure that officers in BSNL Corporate Office are making all out efforts to spoil image of BSNL Management by one sided and forceful introduction of some new concepts on the name changes destroying well established work culture and pattern of BSNL.

We put on record total displeasure over the deliberate and repeated attempt of these officers to forcefully push forward such non-productive issues without even preliminary information to the Recognized Majority Representative Association. This happens when we are regularly interacting with all concerned officers including Director HR and your good self but even a single word has not been shared with us on these issues against working needs of BSNL and no question of discussions on any of such anti executive issues and it is really a matter of concern.

We have already brought to your kind notice and also to the notice of Director HR also that during the ongoing period of the Membership Change over window, no such disputed issues should be decided to avoid adverse impact on thinking of executives on involvement of associations in such anti executive activities. When it is the duty of Management to keep executives motivated, such reverse actions are being taken to demotivate the executives.

It seems either Management has not understood our genuine concern or the officers dealing with these issues are not listening to your high office and hence a series of consecutive attempts to disturb the mindset of the Executives and industrial peace in BSNL are being initiated during this crucial period of Membership Changeover Window. We have witnessed many such actions in the last one year and have consolidated some of such recent actions and details are as follows.

1. **Asset Ambassadors:** Introduction of Concept of Asset Ambassadors and attempt to assign the Revenue Earning Assets viz. OLTEs and BTSs to each Executive without giving any understanding and consideration to the working conditions and present work culture of BSNL and mainly without taking concern of present status of Infrastructure available with BSNL. **Letter No. BSNLCO-COMN/11(15)/6/2024-RSTG Dated 26/06/2025.**
2. **Stringent Conditions of Online Attendance on Mobile App:** The latest action wherein orders are issued for up gradation of Mobile App for marking the attendance in online attendance system wherein new concepts of compulsory attendance from Mobile app, Location Locking, arbitrary changes in Monitoring and compliance of online attendance addition of new features like Face recognition, Device Locking and Binding of SMS with App etc as if BSNL has left with only this work and there is no other work remaining in BSNL. **Letter No. BSNLCO-ADMN/62/6/2020-ADMN Dated 08/07/2025.**
3. **IPMS Based OTP Request Transfers:** Proposal for SOP for considering OTP Transfers on basis of marks of IPMS with direct attempt to destroy the well-established and transparent procedure for considering request transfers through Online Transfer Portal. **Though formal letter was not issued on this subject,** but during HR Month April 2025 declared by your good self, this SOP was discussed for 15 days by then PGM Pers and Director HR also with stringent condition with compulsions for signing on this SOP by Recognized Associations then only OTP Transfers will be given consideration and when we have brought to your notice, your good self has stopped them in going ahead with such bad idea. We convey thanks for your kind intervention for keeping aside this OTP Transfer SOP and for your assurance to give consideration to OTP Requests from Non-tenure Stations, till no action has been for issuing Own Cost OTP requests which will save about Rs Eight to Nine Crores on presently proposed transfers to meet shortages Circles like KRL, KTK, MH and GJ and some other Circles. We once again bring to your kind notice that these OTP Requests which were given consideration in December 2024 also not yet given consideration and now also many Executives are waiting for consideration of OTP Requests. Non-consideration of OTP requests is also one of the attempts creating mass unrest among the executives during this ongoing window for Membership Change over and some executives have conveyed their feelings to us.
4. **Issuing Pick and Choose, Arbitrary Transfer orders against the Transfer Policy guidelines:** Issuing pick and choose arbitrary Transfers of the Executives without assigning reasons, issuing selected OTP requests neglecting the requests of many other executives and non-consideration of genuine requests on genuine medical grounds. **Transfer Order No. BSNLCO-PETS/12(11)/1/2025 -PERS1/1 Dated 02/05/2025.** These attempts for creating mass unrest by issuing arbitrary Transfer Orders by direct violation of transfer policy guidelines and violation of DoT/DoPT guidelines on the subject were settled to some extent with your intervention and we are thankful to your honor for understanding our concern and for

starting corrective action thereby giving relief to some executives under transfer.

5. **Forceful reduction of Executive Promotional Prospectus by reducing Executive Structure from Five to Two layers:** Introduction of the already failed attempt of reducing the layers of Executives structure from five to three thereby disturbing the well-established working pattern of BSNL thereby diverting attention of all executives from main issues of growth and development. **Letter No. BSNLCO-COMN/12(11)/6/2024-RSTG Dated 30/05/2025.**

The important point is that none of the above ideas are discussed with the Recognised Majority Representative Association and thus by repeated compulsions we are also **not allowed** to believe that these may be good ideas and may be in the interest of BSNL as expected by you. If these ideas are creative and going to help BSNL by any means, the same needs to be conveyed to us and we are also ready to support such constructive work by BSNL Management.

If we are convinced by the Management then we will definitely convince our members how these ideas are in the interest of BSNL and how it is going to benefit BSNL and how it is required to support any such creative idea. But unfortunately no such steps are taken and such non-productive ideas which are out of mean minded thought process of BCG consultants working in BSNL Corporate office and we do not find any thought process of persons/officers involved in day to day activities of BSNL.

But as nothing is discussed with us and from the contents of any of the above non-productive ideas through different letters, it is not clear how these ideas will help for growth and development of BSNL, we are not in position to understand it and hence not able to convince the executives for the same.

Rather, by now we are convinced from the feedback from our Circle/District Secretaries and activists that Management is diverting focus from key issues related to growth and development of BSNL and making certain deliberate attempts to keep the associations engaged in all such non-productive works forgetting about pending HR issues and issues related to growth and development of BSNL.

As per REA Rules, all such issues are first to be discussed with Recognised Majority Association but nothing is happening in these directions and all above and many other issues are decided by these officers may be as per their understanding or suggestions from their sources like BCG, **but unfortunately the need and requirement of BSNL is totally missing in all these actions.** This is a direct violation of REA Rules framed by your own office and we register our protest for the same.

Further in all these ideas, we find that the concern of and for the BSNL is missing and it is the prime duty of officers in the concerned vertical to issue the guidelines instructions in tune with the existing rules and guidelines or get the guidelines modified. But it is noticed that these officers are not bothered about their role to give weightage to right or wrong, its utility, usefulness and acceptance in BSNL. It is seen that any idea received from some destructive minds with projection that Executives needs to be screwed and squeezed more & more is implemented wherein the soul of BSNL and need of BSNL is totally missing.

We are trying to convince the executives to go ahead without non-agitational approach and by all such one sided actions and introducing non-productive and anti-executive ideas, these officers from the Management are provoking us to leave this non-agitational approach and come on streets for protest. If these actions are not controlled, be assured that we will definitely react in this manner also and its responsibility lies with Management.

When the officers are busy in such non-productive ideas and giving ample time for it, but no such initiatives and actions are taken to resolve the pending HR issues. We have submitted the details on each issue, discussed with supporting documents and it has been principally agreed about the settlement of certain issues, but we are surprised that our simple requests of **One PSU One Association, Consideration of Own Cost OTP Requests avoiding company cost requests thereby saving about Rs Eight to Nine Crores, Approval of Sabbatical leave for Executives, Creation of Benevolent fund for willing executives, Clearing disparity of educational qualification in Civil /Elect wing, Consideration of different Promotions by filling vacant post, Review of restructuring norms etc** where no financial implication is seen, but unfortunately even after repeated assurances for the same, no issue is finally resolved.

Same is the case with issues of some financial implications which are waiting for consideration from your high office with some financial **implications Enhancement of SAB contribution, Enhancement of TA/DA Rates, Enhancement of Transport Allowances, Review of Children educational and other allowances, Replacement of SG JAG scale from E6 to E7 and clearing disparity, Approval of All India hard tenure Allowance for Kashmir Region, Orders for restoration of days limit for Out Door Medical claims etc** and these issues are not given consideration and executives are made to suffer for years together.

When we are being told the reason of financial constraints for every such genuine issue, but at the same time money is being invested and paid to consultants for such non-productive suggestions and just to get some presentations on known subjects that to be after collecting feedback from BSNL Executives. The suggestions of BCG are as per needs and working of private companies and not to deal with the PSU like BSNL which is a strategic partner of the Government of India and which has to abide by certain Government Rules and Regulations being PSU.

We are submitting detailed note shortly on each of above subject separately elaborating the facts and figures and how it is working adversely on the overall growth and development of BSNL and **further demoralizing the already demoralized Executives who are already demoralised due to non-consideration of many HR issues to the extent that more than 50% of workforce of BSNL is stagnated and many have even not received any annual increment for years which is minimum level motivation to any PSU/Govt employee/executive.**

In view of above, we request your honour to:

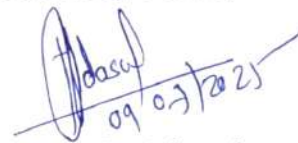
- A. Please look into the concern expressed by us and direct the Director HR and all concerned vertical heads in BSNL CO, to review all these issues by holding discussion with SNEA as Majority Association before moving ahead with any such non-productive ideas.

- B. To have in depth discussions with SNEA as Majority Association about introduction of any such future ideas and concepts for changes required in BSNL which will be directly affecting executives and growth of BSNL before its introduction and we are ready to support any idea in the interest of BSNL.
- C. To resolve these pending HR issues before moving ahead with implementation of such Non-productive ideas so that executives remain motivated and special ideas in the interest of BSNL if any can be further promoted and implemented by giving confidence to the workforce of BSNL.
- D. To look into the need of change in approach of the officers in concerned section to give due weightage to the existing rules and guidelines and also bring it to the notice of higher officers while issuing any such order against rules and interest of BSNL as the same is totally missing in BSNL now.

We hope that our request and concern will be given due and advance consideration and the overall review of the working pattern adopted by BSNL Management will be changed to extent to respect the executives in BSNL.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. Director HR BSNL Board for kind information please.
2. PGM SR/RSTG BSNL CO for kind information please
3. PGM Admn BSNL CO for kind information please.
4. PGM Pers BSNL CO for kind information please.