



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2025@gmail.com

All Communications  
to the General Secretary

To,

Shri. Kalyan Sagar Nippani ji,  
Director HR, BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
H.C. Mathur Lane, Janpath, New Delhi

**Letter No. SNEA CHQ/Corr/Dir HR /2025-28/**

**Dated 6<sup>th</sup> April 2026.**

**Sub: Request for keeping assurance for consideration of pending HR issues of the executives in month of April 2026.**

**Respected Sir,**

With reference to the above subject, as decided by CMD BSNL 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 and firm assurance for settlement of all pending HR issues in Month of April 2026.

Even though there was mass unrest among the executives on this strange stand by CMD BSNL, by keeping in mind the prime importance of growth and development of BSNL and positive approach, we have responded this appeal by CMD BSNL endorsed by you and believing on these words kept full patience for period of more than six months.

Now, the financial year is over and April 2026 is started and there is need to look into these pending HR issues. The details of urgent HR issues which needs immediate consideration are attached as **Annexure-A**.

Though we are continuously pursuing these issues and some issues are principally agreed by you for positive consideration, the same is till awaited enhancing unrest among the BSNL executives.

Hence we request you to keep the word given for consideration of all pending HR issues in April 2026 so that Executives practically feel and experience that BSNL management is not negative on every issue and management has intention for real and practical consideration of the HR issues of the executives.

With Warm Regards,

Sincerely Yours,

**M. S. Adasul**  
**General Secretary,**  
**SNEA CHQ**

**Encl: AA**

**Copy to:**

1. Shri. A. Robert J. Ravi, CMD BSNL for kind information and with request for kind intervention for priority consideration of these HR issues kept on hold for last six months as per your office instructions.
2. Shri Rajeev Kumar Kaushik, PGM Pers/SR BSNL CO for kind info please.
3. Shri. S.P. Singh PGM Estt/Admn BSNL CO for kind information please.

**Sub: Important Pending HR Issues of BSNL Executives 6<sup>th</sup> Apr 26.**

**A. Pers Section:**

<b>Sr</b>	<b>Item/Issue</b>
1.	<b>Stopping Lateral Entry of Executives as SET/DR DGMS</b> and restoring working of PSU by exploring internal Talent for all such managerial posts within BSNL.
2.	<p><b>Burning Issues related to Transfer posting:</b></p> <ul style="list-style-type: none"> <li>i. Review of decision on Annual Transfer Orders or implement it for all cadres and stop continuous Transfer orders being issues by different Units of Corporate Office and Circles and BAs.</li> <li>ii. Proper initiatives and advance care to avoid pick and choose consideration of OTP Requests as happened last year</li> <li>iii. Consideration of Home Circle OTP Requests of executives transferred under long stay in earlier years.</li> <li>iv. Consideration of OTP Requests of Executives from All India Hard Tenure Stations which are pending since 30/06/2025.</li> <li>v. Restoration of advance Quarterly OTP Request Transfers out of All India Hard Tenure stations.</li> <li>vi. If annual Transfers Orders are to be implemented then OTP Requests from All India Hard Tenure stations may be please given consideration in respect of all executives who will be completing their tenure by 31/12/2026.</li> <li>vii. Exclusion of Female Executives from administrative Inter Circle transfers, if any.</li> <li>viii. Consideration of Requests for Retention/ Cancellation of already issued Transfers on Genuine Medical Grounds.</li> <li>ix. Consideration of Request for retention/Cancellation/Modification of already issued Transfers on grounds of education, Age Bar, Single Parent etc.</li> <li>x. Consideration of pending requests of Executives waiting for justice against Inter Circle transfers for Retention, Cancellation or Change of Circle due to different reasons.</li> <li>xi. Implementation of OTP Transfer Orders issued on Genuine Medical grounds by relieving without further delay.</li> <li>xii. Consideration of Requests by SNEA OBs for cancellation /withholding transfers by granting Immunity.</li> <li>xiii. Restoration of Immunity of three OBs of SNEA TN forcefully withdrawn by CGM TN Circle.</li> <li>xiv. Consideration of request by CGM J&amp;K for allowing intra OA/ BA Transfers including executives already under transfer and its</li> </ul>

	<p>implementation for all Tenure Circles declared as All India Hard Tenure stations with its applicability for executives serving at Tenure stations.</p> <p>xv. Consideration of requests of Executives from ALTTC who are force transfers by CGM ALTTC either back to ALTTC or to stations they have requested.</p> <p>xvi. Corrective action on Contradictory Guidelines on Intra Circle Transfer.</p> <p>xvii. Meeting with Recognized Majority Association for finalization of revised Transfer policy.</p> <p>Stop misuse of ERP force relieving by BAs in case of Intra BA Transfers and Circles in case of Inter Circle Transfers by Centralization of authorization with Pers Cell BSNL CO.</p>
3.	<p><b>Promotions of all eligible Executives in all wings and Cadres:</b> Action for promotions of all eligible executives by any of the following proposals already submitted to the Management</p> <p>i. Getting clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy BEAPPAR 2017</p> <p style="text-align: center;"><b>OR</b></p> <p>ii. Change of designation of Executives in BSNL with EPP 2007</p> <p style="text-align: center;"><b>OR</b></p> <p>iii. Regular Promotions by Personal Up gradation without need of vacancy</p> <p style="text-align: center;"><b>OR</b></p> <p>iv. Post based Promotions by filling vacant posts at DGM level and filling vacancies created below the line.</p>
4.	<p><b>Resolution of Issues due to Forceful and untimely changes in MSRR 2023 by:</b></p> <p>i. Approval of the Recommendations of the Committee for clearing disparity of educational Qualifications in Civil /Electrical wing by parity with Telecom wing, changes in MSRRs with approval of MC and stopping any reversion of promoted executives.</p> <p>ii. Restoration of diverted SCF quota to LICE quota for AGM/DGM Promotions and issuing promotion orders under SCF Quota.</p> <p>iii. Restoration of DR DGM External vacancies to Internal Quota</p> <p>iv. Withdrawal of provision for External SET Recruitment with lateral Entry</p>
5.	Replacement of SG JAG scale from E6 to E7 and clearing disparity.
6.	Pending retrospective date JTO to SDE Promotions under PwBD Category
7.	Issuing SDE to AGM Telecom promotions
8.	Promotions for vacancies of 2026 for all wings and cadres
9.	Filling Vacant post of PGM Training/Recruitment and SR/Restructuring.

## **B. Estt / Admn Section:**

<b>Sr</b>	<b>Item/Issue</b>
1.	Approval of recommendations of Committee clearing disparity in TA/DA Rates of AGM & below level and DGM & above level.
2.	Enhancement of SAB Contribution for BSNL Recruited Executives
3.	Approval of recommendations of Committee for Benevolent fund for BSNL Executives
4.	Approval of recommendations of Committee Sabbatical leave for BSNL Executives
5.	Approval of recommendations of Committee for Enhancement of Transport Allowance for BSNL Executives
6.	Restoration of LTC Facility for BSNL Executives
7.	Review of Children educational and other allowances
8.	Orders for restoration of days limit for O/D Medical claims.
9.	Approval of All India hard tenure Allowance for Kashmir Region
10.	Restoration of CG Appointments
11.	Action plan for Implementation of upgraded Standard Pay scales for affected Executives in BSNL.
12.	Proposal by BSNL for removal of Affordability Clause for Implementation of 3rd PRC in BSNL with finalization of Wage Negotiations.
13.	Stopping Selective Austerity measures including Sports and cultural activities
14.	Old Pension Scheme for BSNL Executives
15.	Second Saturday off, C-off/W-off or Work from Home

## **C. SR/RSTG Section.**

<b>Sr</b>	<b>Item/Issue</b>
1.	Enhancement of existing Post by Restricting review for Promotions of eligible Executives
2.	Restoration of Reporting Structure or Promote all JTOs/JAOs for direct reporting to AGMs
3.	Status of Proposal for Talk to CMD and Proposal of HR Month
4.	Approval of Mobile Connections for OBs of SNEA all Over India
5.	Clarifications required for Proper Functioning of Majority Association.
6.	Smooth and timely Handing over monthly Official data of Association membership.
7.	Involving SNEA, the Majority Association in framing/reviewing different policies/ guidelines before issuing policy /guidelines and making it public.

8.	Separate email id and e file access for GS and CS of associations for official correspondence with management.
9.	Review of REA Rules 2014 as per current need of organisation <ul style="list-style-type: none"> <li>i. Status of One PSU One Association proposal</li> <li>ii. Respecting and Adhering to REA Rules 2024.</li> <li>iii. Changes required in Eligibility Criteria of participant Associations.</li> <li>iv. Implementation of Board decision for Enhancement of MV tenure.</li> <li>v. Probability of holding 4<sup>th</sup> MV in Sept 2026.</li> <li>vi. Credit of Special CL for all OBs of SNEA.</li> <li>vii. To stop one sided action to decide the HR issues without even preliminary information and discussions with Recognised Majority Association</li> <li>viii. Invitation to recognized association to special official functions arranged by BSNL at all levels.</li> </ul>
10.	Allotment of Residential Accommodation to SNEA CHQ at Atul Grove Road at par with other Recognized/Non recognized Associations/Unions
11.	Transfer illegally promoted GM HR TN and overstayed GM HR CHTD Circle
12	Consideration of appeal against vindictive actions by CGM CHTD Circle without further delay.

### **D. Legal Section:**

<b>Sr</b>	<b>Item/Issue</b>
1	Review/withdrawal of Court cases by or against SNEA by resolution of dispute <ul style="list-style-type: none"> <li>i. Case filed by BSNL on agitational programmed at Delhi</li> <li>ii. Deputation of ITS Officers to BSNL</li> <li>iii. 22820 court case at CAT Delhi</li> <li>iv. Pay loss case</li> <li>v. Pay Scale upgradation of E6 to E7 scales.</li> <li>vi. Disparity in Educational Qualifications in Civil/Electrical wing</li> <li>vii. Early clearance of left out court cases in AO to CAO Regular Promotion</li> </ul>

### **E. IT Section:** Extension of laptop policy for remaining Circles

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