

Important HR issues With Director HR BSNL Board as on 1st August 2025.

A. HR Issues with No Financial Implication:

1. **Pers Cell:** Parity in Education Qualification for all streams in MSRRs by Approval of the report submitted by the Committee thereby clearing disparity of educational qualification in Civil /Elect wing.
2. **Estt Cell:** Approval of Sabbatical leave for Executives.
3. **Estt Cell:** Creation of Benevolent fund for willing executives.
4. **SR Cell:** Consideration of Proposal of One PSU One Association
5. **Pers Cell:** Review of pending Requests of Transfer Order dated 2 May 2025.
6. **Pers Cell:** Review of the Promotions by holding discussions with SEWA and MA.
 - a. CAO to DGM Promotions
 - b. AGM to DGM Telecom Promotions
 - c. JTO SDE Telecom Promotions
 - d. Retrospective date PwBD promotions of left out wings and Cadres
 - e. Withdrawal of Restrictions on Looking After Promotions
 - f. JE to JTO Promotion case of Punjab Circle

B. Issues with Small Financial Implication:

1. **Estt Cell:** Enhancement of SAB contribution.
2. **Estt Cell:** Enhancement of TA/DA Rates
3. **Estt Cell:** Enhancement of Transport Allowances
4. **Estt Cell:** Review of Children educational and other allowances
5. **Estt Cell:** Replacement of SG JAG scale from E6 to E7 and clearing disparity.
6. **Estt Cell:** Approval of All India hard tenure Allowance for Kashmir Region
7. **Admn Cell:** Orders for restoration of days limit for O/D Medical claims.

C. Issues with Financial Implication:

1. **Estt Cell:** Corrections required in Std Pay Scale Order Dated 28/03/2017.
2. **Estt/ER Cell:** Proposal by BSNL for removal of Affordability Clause for Implementation of 3rd PRC in BSNL with finalization of Wage Negotiations with Unions.
