



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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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/PPS

Dated 9th July 2026.

Sub: Request for examination of wrongful implementation of restructuring policy in Sr PPS/PPS cadre and non- forwarding of deputation applications by PA/PS cadre.

Ref: 1. Letter no. 4-02/2021-Restg. Dated 24/11/2021.

2. Letter No. BSNLCO-PERS/12(40)/26/2025 Dated 11/08/2025.

Respected Sir,

In continuation of our persuasion for justice to the affected executives in PPS Cadre, we submit the following details with supporting documents for kind and sympathetic consideration and opening doors of Career progression to the stagnated executives in PPS Cadre.

We have taken up this issue with Director HR many times and we were always assured for resolution of issues, but there is no progress and hence we solicit your kind intervention.

It is to bring to your kind notice that PPS cadre officers are facing cadre stagnation due to wrongful implementation of restructuring policy issued by BSNL vide letter no. 4-02/2021-Restg. Dated 24.11.2021. **(Annexure-I).**

The said policy has been implemented in a manner that contravenes the provisions of the Voluntary Retirement Scheme-2019 (VRS-2019) and the cabinet decisions. Para 1 of the said restructuring Policy, states that:

The revised sanctioned strength post -VRS shall be effective w.e.f 01.02.2020. All the posts of executives who have taken VRS are abolished w.e.f 01.02.2020. Further, the posts held by executives retiring on superannuation from 01.02.2020 to 31.01.2022 shall be considered as personal and super numeric in terms of the decision of Cabinet conveyed vide DoT letter dated 05.01.2021 (i.e. the post held by employees in the age of 58-60 years will lapse as and when such employees retire during the period from 01.02.2020 to 31.01.2022).

Despite the clear policy and Cabinet directive, BSNL abolished 07 PPS posts instead of 05 posts, thereby reducing the sanctioned strength beyond what is mandated. Based on the above policy and substantiated by RTI replies vide Letter No. BSNLCO-PERS/12(40)/26/2025 Dated 11/08/2025 **(Annexure-**

II along with **Annexure-III**) only 05 PPS posts corresponding to officers mentioned below should have lapsed:

Sr.	Name of PPS	Reason for Lapsing
1	Mrs. Amarjeet Kaur	VRS-2019
2	Mr. K.K. Govardhan	VRS-2019
3	Mrs. Sunita Bhojwani	VRS-2019
4	Mr. A.K. Kaushal	Retired on 31.05.2020
5	Mr. S.K. Agarwal	Retired on 31.07.2020

Therefore, 05 out of the 10 sanctioned PPS posts must have retained, but BSNL has erroneously abolished 07 Posts, resulting into blocking further promotions of the PS Cadre.

We would like to highlight the fact that according to the draft restructuring proposal 06 posts were to be retained however, 07 posts have been abolished and only 03 posts in the cadre of PPS/Sr. PPS have been approved.

Due to above erroneous reduction in post of PPS cadre, Officers are facing stagnation with no promotion. As per the terms and conditions regarding career progression for Secretariat Staff during absorption in BSNL, it was assured that **Channels of promotion would be maintained for those employees who get absorbed in BSNL. (Annexure-IV)**. Thus reducing the number of posts in unjustified manner is a clear violation of absorption terms and conditions.

There are multiple options for giving consideration to the genuine difficulties faced by the Executives of PS Cadre in Corporate office. The details are as follows.

- Review and re-examine the sanction of PPS/Sr. PPS posts as per the initial draft of restructuring i.e. instead of 03 posts 05 posts to be retained.
- Out of 37 PPS posts earmarked for Circles vide order dated 09.02.2022, more than 20 remain vacant in Telecom Circles. It is requested that some of these posts be temporarily diverted to Corporate Office, similar to the recent action taken under Order No. BSNLCO-PERS/12(40)/20/2023-CSS dated 20.05.2025, where CSSS officers were transferred along with posts to various circles.
- Several PA-level posts in Corporate Office are lying vacant and are unlikely to be filled due to the non-availability of feeder cadre (Steno Grade 'D'). It is requested that two (02) PPS posts be created by abolishing four (04) PA posts, under the Matching Saving Formula, which has been successfully implemented under MSRR-2009 for AGMs/SDEs/JTOs etc. This proposal entails no financial implication, as the officers eligible for promotion are already in the E4 scale, which is also the scale of PPS.
- One PPS post in the Corporate Office has become vacant due to the transfer of Mr. Santosh Kumar K., PPS to Kerala Circle. As per the new

RR provisions, this post will not be transferred permanently to the Circle and may eventually be abolished the PPS Post of Kerala Circle after a specific vacant tenure. Hence, CO may kindly retain this post for effective utilization.

In spite all above options and possibilities available, these executives are waiting for their promotions for years together within BSNL and even after opening option of deputation, the opportunities are locked for them.

Recently, one serious concern is reported that applications of PA, PS cadre for deputation to other organizations are not being forwarded to concerned organizations for unknown reasons. The delay in forwarding these applications is further curtailing the career opportunities of the PA, PS, and PPS cadre.

At one side BSNL management is not letting PA/PS to be promoted and on the other side their deputation applications are not being forwarded. This is injustice done to PA, PS and PPS cadre.

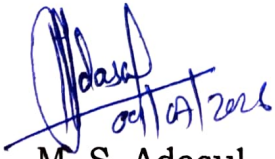
In view of the facts stated above it is humbly requested to kindly examine the matter and take suitable corrective actions in order to do fair treatment with the Secretariat Staff absorbed in BSNL by:

- A. Immediate review and correction of the restructuring of PS, PPS and Sr. PPS.
- B. Issuance of necessary instructions for immediate forwarding of all pending deputation applications of PA, PS.
- C. Diversion of at least 3 vacant posts out of 22 identified vacant post in the filed units to the Corporate Office to mitigate the acute stagnation.

We request your honour for kind consideration of the genuine request for Career progression of PPS Cadre executives and give them justice either with promotions within BSNL or by allowing their request for Deputation to other organizations.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Director HR BSNL for kind information please.
2. PGM Pers/SR/RSTG BSNL CO for kind information and n/a please.