



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,
Director HR BSNL Board,
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Janpath, New Delhi 110001

Letter No. SNEA CHQ/DIR HR/2025-2028

Dated 28th June 2026.

Sub: Request for looking into field level issues by out of box proposal benefitting BSNL as well as executives working in field units by allowing flexible Five days working days pattern.

Ref: Letter No. BSNLCO-ADMN/12(12)/1/2025-ADMN Dated 23/01/2025

Respected Sir,

It has been reported by many Circle Secretaries in an online meeting of SNEA CS, CP and CHQ OBs held on 26/06/2026 that there is much pressure created by BA/Circle Heads on the executives working in the field units. Recent stringent instructions for actions against BBMs and mapping of BTS with JTOs without any proper justification has created mass unrest and it is felt by these executives and we endorse it that in BSNL problem are different and remedies suggested by BSNL management or by DoT are different and hence there will not be any desired change in the improvement of services.

Sir, it is needless to mention that our executives working in field staff are the backbone of BSNL. These are the executives who are at the forefront and attend faults, maintain OFC, BTSs, transmission systems and other network elements round the clock, often working in difficult weather conditions, during holidays and even at odd hours to ensure uninterrupted services.

However, despite performing one of the most demanding assignments in BSNL, there are very few incentives available for those opting for field duties. Consequently, many executives prefer indoor or office postings, resulting in a shortage of manpower in maintenance units.

One of biggest challenges in BSNL is attracting executives to work in odd conditions of field units. The five day roster will naturally encourage more executives to volunteer for outdoor assignments instead of administrative posts.

To encourage more executives to voluntarily opt for field assignments, we propose that BSNL may introduce an optional Five-Day Working Pattern for outdoor field staff.

Suppose a field unit has 4 officials, while only 2 officials are required on duty at any point of time. A duty chart can be prepared in such a way that Two officials

remain on duty as per operational requirement, the remaining officials work on rotation and every official completes the prescribed weekly duty hours but gets two weekly compensatory off days through proper roster planning.

This can be practically elaborated as follows.

- Officer A works Monday to Friday and gets Saturday & Sunday as compensatory off.
- Officer B works Tuesday to Saturday and gets Sunday & Monday off.
- Officer C works Wednesday to Sunday and gets Monday & Tuesday off.
- Officer D works Thursday to Monday and gets Tuesday & Wednesday off.
- This can be more illustrated in the following tabular Format.

Officer	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Days
A	Duty	Duty	Duty	Duty	Duty	Off	Off	5
B	Off	Duty	Duty	Duty	Duty	Duty	Off	5
C	Off	Off	Duty	Duty	Duty	Duty	Duty	5
D	Duty	Off	Off	Duty	Duty	Duty	Duty	5
On Duty	2	2	3	4	4	3	2	
Note: Present duty Hours as per the Six day pattern will be changed to Five day duty hour pattern.								

This arrangement will not only benefit the Executives to overcome present difficult and odd hour working on daily basis but it will also help BSNL in following manner.

- Minimum Two officials are always available for field operations.
- Network maintenance remains unaffected.
- Every official enjoys a better work-life balance.
- No additional manpower is required where sufficient staff is already available.

Such a system would provide a strong incentive for executives to choose outdoor postings. Once employees know that field assignments also offer better work-life balance through a roster-based five-day working pattern, more officers are likely to volunteer for maintenance units. This, in turn, will gradually reduce the shortage of manpower in field operations.

We propose that this special arrangement may initially be introduced on sample basis only in units where adequate manpower exists, and later expanded based on operational feasibility and analyzing the outcome.

This proposal does not require additional expenditure, extra allowances or recruitment and it is purely a roster optimization model. Our executives and employees in field units, work at night, on holidays and during emergencies. Better weekly rest will improve physical and mental health, resulting in fewer sick leaves and better productivity thus adding values to BSNL and its workforce.

This proposal is not merely a welfare measure, but it is an initiative to motivate field staff, improve employee morale, attract more manpower to outdoor units and ultimately strengthen BSNL's network operations.

With all above submissions, we request you to kindly examine this proposal and if found feasible, take up the matter with BSNL Management as an innovative Executive friendly initiative.

We request to give consideration to this proposal and giving relief to the field executives who are working daily behind routine hours and it will be helpful for improving the Services being provided by BSNL to esteemed customers.

With Warm Regards,

Sincerely Yours,

Encl: AA



M. S. Adasul
General Secretary
SNEA CHQ

Copy to

1. CMD BSNL for kind information please.
2. Director EB/CM/CFA/Fin for kind information please.
3. PGM SR BSNL CO for kind information and n/a please.