



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications  
to the General Secretary

To,

**Shri Kalyan Sagar Nippani ji,**  
Director HR BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi 110001

**No. SNEA CHQ/2026/DIR HR/Formal Agenda Meeting Dated 23<sup>th</sup> July 2026.**

**Sub: Submission of Agenda for the Quarterly Formal Agenda Meeting.**

**Respected Sir,**

With reference to the above subject, the agenda for quarterly formal agenda meeting is as follows.

1. Review of the decisions taken in the last formal agenda meeting
2. Status of letters/requests submitted by SNEA on different HR issues
3. Discussions on New /Fresh HR issues/Agenda Point

The details as above is submitted as annexures attached with this letter.

It has been noticed in earlier meetings that due to short of time availability of your good self, many issues are not discussed and hence Meeting for Issued related to Pers Section may be arranged separately and meeting for all agenda points of other section may be arranged separately OR instead of half day meeting, a full day meeting may be please scheduled.

This time we will like to go ahead with discussions point wise and not on selected points. In case discussions is to be limited to selected points then the stand /status of other points or proposed action may be intimated to us at least one day before so that agreed points can be excluded from discussions in the formal agenda meeting. But please spare sufficient time for this formal agenda meeting or take action on these issues and inform the status before meeting for exclusion of points from discussions.

It is kindly requested to grant formal meeting to SNEA, the sole recognized Majority Association in BSNL favorable action for resolution of all these pending HR Issue and discussing unresolved issues in the early formal agenda meeting,

With Warm Regards,

Sincerely Yours,

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

**Copy to:**

1. CMD BSNL for kind information please.
2. PGM SR for kind information and n/a please.

**Sub: Agenda Points of Pers Section**

**A. Review of Replies and assurances given in last agenda meeting**

**B. General Issues:**

1. Upgradation of E5 to E7 Pay Scales as per DoPT Guidelines
2. First Time Bound Promotions equally in Four Years
3. Change of designation of Executives in BSNL with EPP 2007
4. Required clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy BEPPARR 2017
5. Transparent consideration of Request for Deputation of BSNL Officers to other Govt Organisations /Depts.
6. Repeated court cases at CAT Chandigarh corrective action.
7. Stopping recruitment of External SET Contractual GMs
8. Stopping appointment of Consultant Services in BSNL
9. Clarification on Excess/Shortage of Executives strength of BSNL & actual requirement.
10. Proposal for deputation of BSNL Executives and its status
11. Proposal for deputation of MTNL Executives in BSNL that to be particularly posting to selected sections

**C. Issues Related to Promotions:**

1. Publication and Adherence to Calendar for DPCs and Examinations
2. Publishing updated e-rosters for all wings and all cadres
3. Immediate Action for filling vacant posts under SCF quota
4. Filling backlog vacancies in all cadres and wings
5. Review of Promotions for all cadres and wings for PwBD candidates with retrospective date EFFECT
6. Action for SDE/AGM/DGM Promotions in Telecom wing.
7. Action for AO/CAO/DGM Promotions in Account wing.
8. Action for SDE/AGM/DGM Promotions in ACETF wings.
9. Action for pending Promotion of executives in PA, PS, PPS, ADOL cadres.
10. MT to AGM Promotions
11. Resolving Educational Qualifications dispute in Civil/Elect wing by granting Parity with Telecom wing
12. Review of order for limit on AGMs/DGMs in Looking After arrangements

13. Restoration of SDE LDCE vacancies from 2011 to 2021 abolished in restructuring review.
14. Stopping LICEs introduced in MSRR 2023 at Level of AGM/DGM level.
15. Provision for AGM promotions in ADOL cadre
16. AO promotions of left of JAOs in Kerala Circle
17. Antedating of Promotion to the JAO in Kerala Circle

**D. Issues related to Transfer Posting of Executives:**

1. Consideration of Pending OTP Transfers not considered due to short of days/months of stay Criteria.
2. Consideration of OTP requests to ITPC/BBNW/NCNGN/INSP at least in Phase manner with certain fixed percentage
3. Settlement of Issues/grievances created in Transfer Order Dated 09/05/2026.
4. Restoration of Quarterly Transfer Order of Tenure Completed Executives from All India Hard/Semi hard/Soft Tenure stations and ensuring their timely relieving.
5. Restoration of Six Monthly OTP Transfers or considering OTP Requests in six month advance i.e. Tenure completion by December of that Year.
6. Withdrawal of applicability of date of OTP{ window for consideration of Immunity Requests
7. Action for Fixed Time Frame for relieving of Executives under OTP Request Transfers.
8. Action plan for Time Bound Consideration of requests to Circles having excess Executives for many years.
9. Maintaining waiting list of non-considered OTP Requests with priority consideration over fresh OTP Request
10. Display of Waiting list while submission of option for any requested Circle
11. Posting orders of Executives selected for different Training Centers
12. Consideration of Request of Executives for posting back to ALTTC.

**E. Issues related to Transfer Policy:**

1. Thanks for excluding Female Executives from Inter Circle Transfers and request for Formal letter for the same.
2. Meeting of Transfer Policy Committee with Recognized Majority Association.
3. Review of Restoration of Circle Break facility for all India Soft Tenure stations
4. Restoration of Tenure period of All India Tenure Hard and Soft Tenure stations and reducing Tenure of Semi hard tenure stations to two years.

5. Stand on giving retention on Immunity of Cancellation of Orders and in no case order should be modified once retention is granted.
6. Redefining the clauses of Transfer Policy for Exclusion of medical ground cases of critical illness medical cases viz. Parkinson, Paralysis, Glaucoma etc
7. Review of financial dependent condition for retention on parent medical ground
8. Withdrawal of conditions applied for recommendations of Medical Board and Circle level Committee and stop harassment of executives.
9. Withdrawal of forceful condition on availability of medical facility at transferred place. Nomination of Nodal Officer at BSNL CO to deal with the Critical medical issues of the executives.
10. Excluding stay of non-executive cadre of JTOs/JAOs for Intra Circle Transfers
11. Restoration of stand on posting of Promoted executives in the same Circle against existing vacancies.
12. Consideration of Request by AGMs promoted in last LICE DPC of Telecom wing to Circles having vacant post.
13. Review of refusals in AGM T LICE Promotions by posting to nearby Circles.
14. Timely redressal of genuine grievances in Posting on Promotions.
15. Withdrawal of stringent conditions applied for consideration of Representations for PwBD candidates and care giver.
16. Stop Long stay Transfers from All India Soft Tenure Stations
17. Inclusion of HQ of OA/BA in all India Soft Tenure stations

**F. Changes Required in ESS/ERP Online Transfer Portal.**

1. Implementation of suggestions for modification in OTP
2. Maintaining and updating waiting list of pending Request transfers
3. Visibility of Waiting list to particular OA/Circle while applying transfer in OTP.
4. Facility of opting particular OA in case of Non-tenure Circles

**Sub: Issues related to SR/RSTG Cell**

**A. Review of Replies and assurances given in last agenda meeting**

1. Undue delay in Posting of AGSs/OBs of SNEA to BSNL Corp Office
2. Mobile Connection facility for OBs of Recognized Majority Association
3. Non-Marking important Circulars to Recognized Majority Association.
4. Involving SNEA Majority Association in framing/reviewing different policies/ guidelines before issuing policy /guidelines and making it public.
5. Separate email id and e file access for GS and CS of associations for official correspondence with management.
6. Disparity in Allotment residential accommodations to SNEA CHQ
7. Extension of facility of Residential accommodation at Circle/BA/OA Level.
8. Issuing clarifications on Facility of Immunity pending for last one year
9. Invitation to recognized association to special official functions arranged by BSNL at all levels.
10. Undue delay Allotment of office accommodation for SNEA Corp Office Branch.

**B. Review of REA Rules:**

1. Applicability of Change of periodicity of MV from Current Tenure
2. Review of grant of facility for deduction of association subscription from Salary and limiting it to applicant association securing certain percentage of Votes in MV process
3. Changes in eligibility criteria for participating in Membership Verification process
4. Condition of Existence of association at least in a certain minimum number of Circles/BAs.
5. Adopting Concept of One PSU, One Association in BSNL.
6. Violation of REA Rules by granting official meetings to applicants associations clear and firm stand in defining the Names of Recognized Majority Association and Support Association
7. Facility for collections of one time deduction of certain fixed amount from members as per the resolutions of CWC/AIC of Recognized Association
8. Decision on issues of contradiction of REA Rules and Constitution of Associations
9. Guidelines on dealing with conflicts till changes made in REA Rules or Association Constitution
10. Changing periodicity of Membership changeover window.

11. Action on complaint against CS AIGETOA KTK about threatening & harassing Female Executives for accepting membership of his association.

**C. Issues related to Membership and subscription:**

1. Monthly Online Options for Membership subscription for non-Members.
2. Clarification on Dual Membership of associations
3. Restoration of membership change over window twice a year with span of six months by reduced period of 10 days at a time
4. Centralized sharing of Membership data and amount for association subscription to recognized Majority Association.
5. Action on Changes in Association membership between Membership of between the window period i.e. 16<sup>th</sup> July 2025 and 14<sup>th</sup> June 2026 window.
6. Check on changes made in membership after official closure of the window.
7. Action against officers who are stopping deduction or not allowing deduction of SNEA membership or deducting multi association membership
8. Report on withdrawal or addition or change of membership every month & action thereof.
9. ESS/SAP Password and login ID for checking association membership
10. Review of acceptance of Membership subscription to multi association.
11. Sharing Data of all Executives in BSNL and their association membership
12. Withdrawing locking of options limited to present two changes only and keeping it open till the last date of option window.
13. Clarifications as requested by SNEA on certain issues raised by field units
14. Printing Name of Association in Salary Slip against which deduction is done.

**D. General Issues:**

1. Clearance of disparity in Salary cut during agitations held in the past.
2. Representatives from BSNL CO for Circle Conferences of Recognised Majority Association.
3. Representation to SNEA in Committee to take care of issues related to HR issues due to Merger of MTNL/BBNL with BSNL.

**E. Restructuring Review:**

1. Pilot Restructuring proposal for Uttarakhand Circle
2. Enhancement of existing Post by Restricting review for Promotions of eligible Executives
3. Redressal of JE to JTO Promotions issues of Punjab Circle by restoration of JTO post
4. Review of Restructuring Norms as per infrastructure added in BSNL network.

5. Review of norms for Justification of posts as per practical requirement
6. Justification of posts of BBNL/Bharat Net/4G Saturation/Bharat Udyami
7. Consideration to the Directions issued by BSNL CO for posting of specific number or percentage of officers to special units like CM, EB, FTTH, Nodal centers,
8. Justification of Posts of Protocol officers
9. Restoration of posts of AGM L&B at each Circle for land monetization works.
10. Data of Justified, sanctioned and vacant posts in all wings/ cadres.
11. One time action to review post of Executives in Telecom wing
12. One time action for Justification of post of SDEs in ACE wing for promotion of JTOs with more than 23 years of Service
13. Issues due to untimely publication of Restructuring norms for ESS/ERP Mapping and distribution on BA/Circle basis

**Sub: Issues related to Admn/Estt/Trg/Rectt Cell**

**A. Review of Replies and assurances given in last agenda meeting**

**B. Admn:**

1. Old Pension Scheme implementation for BSNL Executives.
2. Restoration of Medical Reimbursement Ceiling Amount
3. Enhancement of TA DA Rates for AGM & Below level Officers
4. Enhancement of Transport allowance
5. Restoration of Sports and Cultural activities.
6. Change over from LIC SPS to LICPFL NPS
7. Restoration of Sanchar Award Process or redefining separate procedure for rewarding/awarding recognition of performer Executives in BSNL
8. Review of guidelines for hired vehicles for field units as per practical requirement
9. Formal approval of Benevolent Fund at all India level
10. Review of GTI/GHI/BSNL MRS Policies.
11. GTI/GHI to all BSNL employees on company cost instead of employee cost
12. Restoration of LTC facility
13. Reimbursement of Lodging charges at Market rate if BSNL IQ is not available
14. Reimbursement for use of personal car/vehicle for office works or some fixed monthly amount to executives having outdoor duties requiring frequent visits for office works
15. Thanks for Online booking of IQs & request for transparent allotment of IQs
16. Revision of rates of all types of Reimbursements such as Newspaper, Tuition Fee, Book Award, scholarships, Briefcase etc.
17. Modification Required in Policy for FRSTC and Concessional FTTH connections at Residence of all executives including that in MTNL area
18. Releasing Kashmir Valley allowance forcefully kept on hold

**C. Establishment:**

1. Reminder to DoT for approval for implementation of 3<sup>rd</sup> PRC
2. Reminder to DoT for approval of Upgraded Standard Pay scales to all affected Executives.
3. Action taken on request for flexible Five days week Pattern proposal
4. Details of financial expenditure on BSNL on implementation of Functional Grant of Holiday/C-Off on Second Saturday to officers in field units.
5. Enhancement in SAB Contribution
6. Leave Encashment for BSNL Recruited employees may be reviewed from 150 days to 300 days in case of VR or resignation
7. Settlement of Issues created due to fake caste complaints
8. Change in Policy for requests Rule 8 to Circles having excess JTOs/JAOs



9. Review of deficit and excess Circle wise strength of JTOs by actual requirement.
10. Substitute arrangements to consider Rule 8 and Rule 9 Transfers
11. Regularization of rule 9 transfer by Rule 8 transfer of JTOs/JAOs.
12. Review of Rule 9 Policy for JTOs recruited under SPL LICE
13. Restoration of Mutual transfers including JTOs recruited under SPL LICE
14. Restoration of Compassion Ground Appointments
15. Creation of Trust/Fund for Post-Retirement Medical Benefits
16. Extra weightage/incentive to Executives working beyond duty hours /holidays.
17. Consideration of Pay loss /22820 issues /One increment Pay loss.
18. Implementation of E1 plus Five increments for left out JTOs especially for JTOs recruited under PwBD Category Special drive/backlog vacancies.
19. Enhancement of Gratuity Ceiling for BSNL Recruited Executives from Rs 20 Lakh to Rs 25 Lakh
20. Extension of CGHS facility to BSNL Recruited executives after retirement

**D. Training and Recruitment:**

1. Restoration of Training Centre allowance
2. Timely conduction of LICEs.
3. Hostel and other necessary arrangements for smooth functioning of ALTTC
4. Restoration of Finance & CFA Training at ALTTC Ghaziabad
5. Clearance of Disputes between ALTTC and NCA
6. Online Training to all LICEs and allowing all eligible Executives
7. Flexibility to Executives to choose/opt for any training centers for their EPP/Karmayogi and other training.
8. Action plan for utilization of Training Centers all over India.
9. Action for Filling vacant Post of Executives at all Training Centre

**Sub: Issues related to Finance Section:**

1. Implementation of granting & submission of Temp Advances in digital mode
2. Preventive action on deduction of dual membership by certain Salary Disbursing officers.
3. Restoration of certain financial powers to OA Heads for Mtce works.
4. Review of guidelines for hired vehicles for field units as per practical requirement

**Annexure-E**

**Sub: Issues related to BW/EW Section:**

1. Pay anomaly of Executives in Civil/Electrical etc wings at par with Telecom /account wing.
2. Early action for filling JTO vacancies in Civil/Elect wing by early LICE
3. Restructuring and proper justification of Vacancies for promotions of all eligible executives of Civil/ Electrical wings.
4. Excluding Occupied Staff quarters from Land Monetisation list
5. Allotting BSNL land /Quarters to BSNL employees or BSNL Co-Op Housing Societies or BSNL Credit Societies of BSNL employees under Land Monetisation process.
6. Proper Maintenance of Staff Quarters.
7. Exploring opportunities of revenue generation from IQs.
8. Issues related to the new business vertical of Land Monetisation and renting out in wake of shortage of manpower in Civil Wing.

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