



SANCHAR NIGAM EXECUTIVES' ASSOCIATION, Central Head Quarters, New Delhi.

Some Important Achievements 2022-25

1. Approval of Laptop reimbursement Policy for BSNL Executives starting from BSNL CO.
2. Extending the said Laptop Policy for all executives in field units including JTOs & JAOs.
3. Enhancement in Mobile Handset reimbursement Amount for all Executives
4. Successful persuasion for Lifting ban on deputation of BSNL Executives to other Govt Depart/PSUs.
5. Delinking of Daily Diary Writing from the Salary and its overall review.
6. Stopping compulsion on writing Daily Diary.
7. Stopping Transfer Policy SOP 2025 wherein Transfers including OTP Transfers were based on performance of IPMS.
8. Firm Assurance from BSNL management in Formal Agenda meeting for consideration of Enhancement in SAB.
9. Assurance from BSNL management in formal agenda meeting for formation of Benevolent fund.
10. Assurance from BSNL management in formal agenda meeting for Restoration of Basic plus DA limit to April of Current Financial Year for settlement of Medical claims.
11. Principally agreed by BSNL Management for sanction of Sabbatical leave for BSNL Executives
12. Constitution of Committee for enhancement of Transportation Allowance and its follow up for approval.
13. Constitution of Committee for enhancement of TA/DA and persuasion for its approval from MC.
14. Constitution of Committee for review of different allowances and follow up.
15. Restoration of Second Saturday Facility which was withdrawn for some Circles/Units.
16. Persuasion for approval of second Saturday off or C-off for all Executives.
17. Successful settlement of issues created due to IPMS implementation
18. Successful settlement of issues created due to Online Attendance.
19. Successfully pursued for No VRS before Implementation of 3rd PRC.

20. The issue of 3rd PRC which was in cold storage has been pursued by SNEA at all level from BSNL, DyCLC, DoT, DPE, with Honourable MoSC, Honourable MoC and political front and efforts are being made for its approval from Cabinet as recommended by DPE.
21. The issue of Standard Pay Scales which was closed as per initial stand of BSNL and DoT, but the same has made alive with continuous persuasion at all levels and now it has been principally agreed that there are serious issues in order dated 28/03/2017 and needs corrections and the now reason reported in its settlement is the present Financial condition of BSNL
22. Re-constitution of committee for 22820 Pay Scales and its persuasion
23. Continuous Persuasion of Pay Scale upgradation of E5 to E7 though court case as well as through regular dialogue with Management.
24. Reducing GTI subscription amount to the rates of introduction year 2018.
25. Stopping higher rates proposed in GHI Policy and arranging alternative GHI policy from National Insurance Company Ltd with reduced rates.
26. Settlement of SDE Reversal which was pending and litigated since 2007.
27. Breakthrough in AGM T Promotions by overcoming hurdles and court cases and issue Promotions against vacancy Years 2022 and 2023.
28. Clearing court case, declaring Results and Successful completion of MT Recruitment Process with required training and final posting thereof.
29. Settlement of grievances and difficulties faced by MTs
30. Settlement of certain grievances and difficulties faced by JTOs recruited under Special LICE
31. Persuasion of Pay Loss filing Court case at CAT Ernakulam through Committee of SNEA leaders and taking it for final hearing with regular persuasion
32. Successful Intervention in Court case at CAT Jabalpur on AGM Telecom Promotions and getting issues cleared.
33. Promotions for all wings and Cadres not having legal issues or court cases granting stay on promotions
34. SNEA pursued all court cases only out of subscription and without collecting single rupee from members under any head including legal fund.
35. Completion of AIELs of JTOs till recently recruited JTOs
36. Clear Stand of Reservation policy and its persuasion for getting promotion orders issued as per DoPT guidelines
37. Persuasion for filling backlog vacancies of all wings and cadres
38. Regularization, Pay Fixation case of JAOs from Kerala of 2012 Batch
39. Persuasion for AO Promotions of this Kerala 2012 Batch.

40. Implementation of PwBD reservations in Promotions with retrospective date effect.
41. Issuing Orders for AGM Telecom PwBD Promotions by clearing all manmade hurdles
42. Implementation of additional 4 days SPL CL to PwBD Executives
43. Implementation of PwBD Quota for promotions under LICE vacancies.
44. Facilities for all PwBD Candidates appearing LICE
45. Posting at Choice place for executives under PwBD Category
46. Immunity from routine Transfers for executives under PwBD Category
47. Issuing EE to SE promotions in Civil wing
48. Issuing SDE to EE promotions in Civil wing
49. Issuing EE to SE promotions in Electrical wing
50. Issuing SDE to SE promotions in Electrical wing
51. Posting of all promoted AGMs with minimum disturbance in SCF Promotions
52. All out efforts for the same Circle posting of SDEs promoted as AGMs under LICE Quota.
53. Constitution of the Committee for Degree/Diploma dispute in Civil & Electrical wing and submission of its positive reports with continuous Persuasion and pursuing for final call by CMD BSNL.
54. Notional fixation for SDE to AGM T Promotions for left out cases of 2018.
55. Settlement of grievances of Executives suffered under 147 LICE case.
56. Publication of the Seniority list of SDEs.
57. Publication of the Seniority list of AGMs.
58. Issuing pending Promotions of TF wing
59. Issuing pending Promotions of Arch wing
60. Issuing pending Promotions of CSS Cadre
61. Issuing pending Promotions of PA/PS Cadre
62. Successful and peaceful Conduction of 3rd MV
63. Spectacular Victory of SNEA in 3rd MV with 52% Historical votes
64. Regaining Status of Majority Representative Association of SNEA
65. Highly successful Five Star alliance in 3rd MV
66. Getting Strong and active support from SNEA Five Star Alliance Partner associations i.e. SEWA, CBOWA, DEWAB, AIBSNLOA
67. Building strongest Unity of BSNL Executives with highest Membership among all Unions and Associations.

68. Finalisation of Policy for office Accommodation and Residential Accommodation for recognised Associations.
69. Allotment of Office Accommodation to all BA and Circle level Branches.
70. Approval of Residential Accommodation for Recognised Association
71. Restoration of OA Level Branches
72. Restoration of facility of Immunity for OBs of Recognised Associations.
73. Timely settlement of Welfare Claims under SNEA Welfare Scheme.
74. Clarifications from SR Cell for different issues related to functioning of Recognised Associations.
75. Highly Successful CWC Meetings Hyderabad with presence of CMD BSNL and Director HR BSNL Board.
76. Highly Successful CWC Meetings Delhi with presence of Honourable MoC, Respected Secretary DoT, CMD BSNL and all Directors of BSNL Board.
77. Virtual Presence of Honourable MoC, Honourable MoSC and Secretary DoT in the highly successful Open Session of all India Conference Bhopal.
78. Presence and address of Respected CMD BSNL in the highly successful Open Session of all India Conference Bhopal.
79. Virtual Presence of Director HR , Director EB , CGM EW, PGM Pers, PGM Estt and PGM SR in highly motivational Inaugural Session of all India Conference Bhopal.
80. Successful Conduction of different CWC Meetings, CHQ & CS Meetings in virtual and physical mode.
81. Respectful conclusion of 66 Days Hunger Strike / agitational programme
82. Successful pleading in proceedings held by DyCLC Delhi to the extent that BSNL management and DoT have agreed about grievances and demands raised by the SNEA.
83. Finalisation of proposal of One PSU One Association among all Major Associations viz. SNEA, AIGETOA & AIBSNLEA and its persuasion till formation of the Committee and its positive recommendations by the Committee.
84. Issuing Circular for marking important Circulars to SNEA as Majority Representative Association.
85. Granting Minimum Required facilities for SNEA CHQ Office.
86. Successfully pursued for granting Immunity till Period of Membership Verification subject to continuation on Association post eligible for Immunity.
87. Constitution of Committee for Review of Transfer Policy and its different meetings

88. Submission of detailed feedback to Committee members and explaining difficulties of BSNL Executives to Committee Members
89. Successfully pursued for consideration of most difficult Hometown Request Transfers of CSS/PA/PS cadre Executives to their Home Circle and finally reliving them to join their families at their Home Circles, where they were working earlier.
90. Stopping Mass Long Stay Transfers started in 2022.
91. Consideration of all genuine representation of the Executives under long stay transfers thereby giving them relief from hardship.
92. Persuasion of Retention on long stay transfers on medical grounds, educational grounds of wards and single parents.
93. Successfully pursued for consideration of Own Cost Requests on completion of two years from Non-Tenure Stations.
94. Successful in issuing Partial OTP Transfer Orders of Executives working at all India hard Tenure Stations.
95. Pursuing for consideration of left out OTP Requests from All India hard Tenure stations.
96. Successful in issuing Partial OTP Transfer Orders of Executives working at Non Tenure Stations.
97. Pursuing for consideration of left out OTP Requests from Non-Tenure stations.
98. Implementation of Transfer Policy guidelines in its true spirit.
99. Justice to affected Executives as per the provisions of Transfer Policy guidelines.
100. Retention of Executives under transfer from All India Hard tenure Stations giving weightage to hard services rendered by them.
101. Successful consideration of all Immunity Requests of all SNEA OBs.
102. Redressal of grievances of the OB who were harassed by untimely and pick and choose transfers by Circle/BA Heads.
103. Persuasion for deploying senior advocates for early hearing and timely outcome in different court cases.
104. Successfully pursued for Transparency in consideration of Rule 8 and Rule 9 Transfers of JTOs/JAOs.
105. Successfully pursued for reviewing Rule 9 Transfer Policy for consideration of Requests on genuine grounds.
106. Paperless and Online Procedure through ESS for implementation of Rule 8 & Rule 9 Transfers.
107. Issuing Rule 9 Temporary transfers in time bound manner on monthly basis.

108. Implementation of Rule 8 transfers in Online Mode.
109. Relieving of JTOs/JAOs under Rule 8/9 transfers.
110. Incorporation of changes required in OTP Transfers.
111. Maintaining Waiting list for Posting to tenure Stations.
112. Restoration of Industrial Peace by settling issues created GM Guntur BA AP, GM BA Jalgaon MH and GM BA Ghaziabad.
113. Settlement of Issues related to BSNL MRS.
114. Approval of One Cashless BSNL Empanelled Hospital per OA/BA.
115. Successfully pursued for implementation of Court order grant of Old Pension Scheme (OPS) for applicants and also successfully pursued for forwarding representations for OPS with recommendations of BSNL to DoT.
116. Initiatives on Important HR issues for minimum level of motivation.
117. Implementation of e- Roster in Promotions.
118. Constitution of Committee for review of Restructuring Norms.
119. Successful persuasion of issues related to smooth functioning of ALTTC Ghaziabad and pursuing for its functioning from the same Campus and with Hostel Accommodation facility.
120. Active participation in NCOA with the leading role as President NCOA.
121. Redressal of Issues related to EPF Higher pension by persuasion with EPFO
122. Transparent and detailed update on different Issues on website.
123. Successful Designing and Printing of SNEA Diary centrally for consecutive three years at economical cost with Special Messages from MoC, MoSC, Secretary DoT and CMD BSNL and its timely distribution directly to DS concerned.
124. Successful Designing and Printing of SNEA Wall and Table Calendars centrally for consecutive three years 2023, 2024 & 2025 at economical cost and its timely distribution directly to DS concerned.
125. Successful Persuasion of different Development issues as per feedback from CS concerned.
