



# Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBFA, BTU)

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BDM/2025-26/04

Dated 01.05.2025

To,

**Shri A Robert J Ravi**  
**Chairman and Managing Director,**  
**Bharat Sanchar Nigam Limited,**  
**Janpath, New Delhi – 110001**

**Sub: Notice for Organisational Actions in view of non-resolution of the crucial issues related to BSNL Revival and Survival by Management leading to the complete frustration in the employees and breach of trust in resolving the long pending HR issues despite firm assurance by BSNL - Reg.**

**Respected Sir,**

We the **BSNL's Unions and Associations** affiliated to **Bharatiya Mazdoor Sangh (BMS)** assembled under the banner of **Bharatiya Door Sanchar Manch** seek the kind attention of your good self towards the prevailing unrest amongst the BSNL employees due to the indifferent attitude of BSNL management not only in clearance of pending and legitimate HR issues but also due to failure of management **in timely addressing the crucial concerns of BSNL viability mostly pertaining to the problems associated with development of Swadeshi Mobile 4G/5G Core and non-provisioning of proper resources to handle the operation and maintenance issues.**

Today, our beloved BSNL is facing lot of issues due to inept handling of the most prestigious Swadeshi 4G/5G Project which holds immense significance not only for BSNL but also for our country. With the successful launch of home grown 4G, India would have been in the successful league of few select nations with its own 4G/5G core. **Despite full support of government, the project is being consistently marred with problems mostly due to the inept handling of the project by the Management and the associated vendors.** This delay in smooth rollout of full-fledged 4G/5G services and consistent day to day problems in the network is leading to huge churn of subscribers which is further leading to a great dip in revenue.

**Not only 4G but even the basic issues in the FTTH segment is also not being looked upon which is taking BSNL lag behind its competitors in this era of fierce competition in FTTH / EB segments. The backhaul issues, Network issues, connectivity issues, lack of proper Infra and Equipment have been brought to the notice of management time and again but to no avail and no appreciable action has been taken to rectify the problems.** All these things are leading to huge churn of customers and loss of revenue which is making BSNL subject to losses despite best efforts by the employees. The latest TRAI data suggests that the advantage which BSNL received in the form of huge Port-In due to BSNL's competitive tariff in July 2024 has gone away in the form of maximum customer churn of subscribers from BSNL in last few months due to network coverage issues and instability in the 4G core. Added to this, the work related to crucial projects like BharatNet, CDR, Pan India MAAN (Multi Access Aggregation Network), IP MPLS MAAN etc are also not moving in a proper way due to indecisions on the part of Management at various levels.

In fact, we had high hopes on the present management and the association and unions have continuously highlighted the real concerns of employees including the matters related to operation and maintenance to the new team from July-2024 onwards but to no avail except words of assurance and infinite nomenclatures. The result of this inept/indecisive handling of the crucial issues pertaining to BSNL revival and survival is appearing in the form of loss of crucial revenue to BSNL which could have grown manifold, had management taken aggressive stand to rectify the problems. **This loss of revenue to BSNL is only due to the poor implementation strategy and not taking vendors to the task in a timely and effective manner.**

The employees of BSNL are so devoted to the cause of BSNL that they came forward to celebrate the **February'25 Month as FTTH Month and March'25 as the Revenue Month. All the employees have been working very hard and the results of such hard work is now visible on the results of the FY 2024-25 and in the record breaking revenue collection in the month of March 2025. It's worth mentioning that that BSNL has delivered a net profitable quarter after almost 17 years in the Q3 results of FY 2024-25. Despite such strong results of togetherness,** management has comprehensively forgotten its own promise of celebrating April Month as HR Month with no focus on resolution of long pending issues of Pay, Pension and Promotion.

There is a growing unrest in the minds of employees **not only due to the non-resolution of the long pending HR issues but also due to the inept handling of the problems related to the BSNL growth and development especially due to delay in the launch of full-fledged 4G/5G services and persisting network problems which are making the life of every employee difficult.** Our employees are being taken as sacrificial lambs whose job is only to prepare the reports, attend the never-ending VC Meetings, even to execute the works which should have been done by the vendors like optimisation/installation work and then to face the ire of the customers because of the persisting problems in the network. **Despite shedding their sweat and blood to the cause of BSNL, efforts of employees have never ever been acknowledged by management. BSNL is lagging behind not due to employees but due to the policy makers in management who never bothered to get into the root cause of the problem and are keeping employees engaged in Meetings, Report making etc than the actual output-oriented work.**

Added to this, there is huge disparity in the Pay Structure, Promotional Avenues, Perks & Allowances within the BSNL wherein one group of the officers on deputation from outside organisation has been extended all benefits and preferential treatment while those recruited/absorbed in BSNL are being denied everything in the name of the profitability. **The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL has been acknowledged even by the Parliamentary Committee on Public Undertakings (COPU) in its sixth report for BSNL submitted to 18<sup>th</sup> Loksabha. Despite, such high level recommendations, no action has been taken by BSNL on the above said disparity.**

It is very clear that management deliberately wants to keep the Executives & Non-Executives in a state of unrest and allow the organisation in a turbulent condition perhaps to hide failures on other fronts. It is concluded that our all efforts to break the stalemate through dialogue is futile and our patience for getting resolution through amicable means has totally gone away as management has failed to keep their own words. Sensing no hope for any amicable resolution, constituents of the Bharatiya Door Sanchar Manch has decided to serve Organisational Call Notice for settlement of the long outstanding issues as listed below.

## **DEMANDS:**

### **A] BSNL's viability Issues:**

- 1. Enquiry into the circumstances leading to the failure of BSNL to launch full-fledged 4G and 5G services PAN India under Atma Nirbhar Bharat. Issuance of white paper on the actions taken by BSNL to resolve the problems in smooth rollout of the 4G services (voice fine tuning issues etc.) and to arrest the growing customer dissatisfaction.**
- 2. Implementation of recommendations given by the Committee of Public undertakings (COPU) in its 6<sup>th</sup> Report for BSNL dated 18<sup>th</sup> December 2024 submitted to the 18<sup>th</sup> Loksabha.**
- 3. Overhauling and strengthening of backhaul and other fibre network of BSNL. Alternate mechanism to arrest the frequent media outage leading to consistent problems in backhaul and low network availability.**
- 4. Provisioning of adequate resources to the field officers for Network and FTTH maintenance, including tools and mobile handsets for field staff.**
- 5. Issuance of white paper on the assets of BSNL which has been taken by DoT after 01.10.2000 without providing adequate compensation to BSNL and transferring its ownership back to BSNL as envisaged in the terms and conditions formulated while incorporating BSNL.**
- 6. White paper on utilisation of various "Revival Packages" by BSNL vis-à-vis the investment made and its associated outcome.**
- 7. White Paper on the outcome of the Consultant appointed for Organisation Transformation in Strategic Area vis-à-vis the expenditure made.**
- 8. Posting of a Regular CMD, CGMs and BA heads at the earliest in BSNL for continuity in the implementation of the various decisions/projects and telecom objectives of the government especially that of Atma Nirbhar Bharat in Telecom.**

### **B] Resolution of Long Pending HR Issues:**

- 1. Implementation of 3rd PRC in BSNL for executives by waiving of the affordability clause in view of the BSNL's status as strategic PSU and its involvement in the "Make in India" initiative for development of Swadeshi 4G/5G Technology. Finalization of Wage negotiation for non-executives.**
- 2. Delinking of Pension Revision with Profitability of BSNL. Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement.**
- 3. "One Company - One Policy" for all Employee in BSNL. The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL must be removed and equal rights must be given to all.**
- 4. Settlement of residuals of 2<sup>nd</sup> PRC recommendation, including:**

- a. Issuance of revised presidential order for replacement of the initial two scales E2 (20,600-3%-46,500) for JTO/JAO/Equivalent grades and E3 (24,900-3%-50,500) for SDE/AO/Equivalent grades, which was approved by the BSNL full board in May 2016 and sent to DoT.
  - b. 30% defined contribution towards Superannuation Benefit as per DPE guidelines.
  - c. Creating the mandatory Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits as per DPE guidelines.
  - d. Settlement of Pay Loss issues of JTOs/JAOs recruited post 1.1.2007 due to wrongful implementation of 2<sup>nd</sup> PRC benefits for BSNL Recruits (22820/-, E1+5 increments, Pay fixation of DR JE to JTO, JE period Pay Loss).
  - e. Fixing the appropriate JE pay scale and Review of NEPP to extend sufficient career progression to the non-executives.
  - f. Redressal of stagnation issues pertaining to the employees of BSNL.
  - g. Restoration of Medical Coverage (Indoor + Outdoor) as per initial BSNLMRS.
  - h. Extension of Perks & Allowances (Transport, Children Education Allowance, TA/DA etc) and restoration of All India LTC etc.
5. Promotions for all eligible executives and non-executives across all streams/cadres and providing smooth career progression with minimum span of years to the employees of BSNL by provisioning of sufficient promotional posts through restructuring review. Settlement of all pending seniority issues. Review of deficit and surplus circle transfer policy to enable inter circle, rule-8, Spouse, PWD and Medical cases transfer. Immediate issuance of all pending promotions.
6. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.
7. Intervention at highest level with EPFO authorities to ensure that the EPF higher pension options of BSNL Executives are accepted. Strict Directions to all the Circle Heads to ensure compliance and not to thrust the responsibility of such compliances to the employee. Fixing up the responsibility for the lapses made in this direction.
8. Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated / notified by DoT before formation of BSNL.

### **PROGRAMS & SCHEDULE:**

<b>Date</b>	<b>Activity</b>
<b>16<sup>th</sup> May 25 to 22<sup>nd</sup> May 25</b>	Signature Campaign
<b>23<sup>rd</sup> May 25 to 29<sup>th</sup> May 25</b>	Submission of Memorandums through Postal Media & Online Portal to Hon'ble Prime Minister, Hon'ble Minister for Communications, Hon'ble Minister of State for Communications, Hon'ble Secretary DoT and CMD BSNL.
<b>23<sup>rd</sup> May 25 to 29<sup>th</sup> May 25</b>	Wearing of Black Badges
<b>30<sup>th</sup> May 25, 31<sup>st</sup> May 25 &amp; 2<sup>nd</sup> June 25</b>	X (Twitter Campaign) highlighting the issues of BSNL and Employees.

<b>3<sup>rd</sup> June 2025</b>	Lunch Hour Demonstration at CHQ/Circle/District Headquarters.
<b>3<sup>rd</sup> June onwards</b>	Quitting of all official WhatsApp Groups/Telegram till the resolution of issues.
<b>6<sup>th</sup> June 2025</b>	Media & Press Conference at CHQ/Circle/District Levels explaining the reasons behind this mass protest and the responsible factors for revival process of BSNL not picking up momentum.
<b>9<sup>th</sup> June 25 to 14<sup>th</sup> June 25</b>	Submission of Memorandum to Hon'ble Governors of the State, Hon'ble MPs of the Area, Hon'ble Ministers and District Collectors of the Area by the respective CSs & DSs.
<b>11<sup>th</sup> June 2025</b>	Formation of Human Chain at BSNL CO and Circle Headquarters by the employees of BSNL.
<b>17<sup>th</sup> June 2025</b>	Full Day Dharna at CHQ/Circle/District Head Quarters.
<b>20<sup>th</sup> June 25 to 22<sup>nd</sup> June 25</b>	Social Media Campaign – X, Instagram, You Tube and Facebook highlighting the responsible factors for the current situation of BSNL and its employees.
<b>25<sup>th</sup> June 25</b>	Lunch Hour Demonstration
<b>1<sup>st</sup> July 25 to 4<sup>th</sup> July 25</b>	Wearing of Black Badges.
<b>7<sup>th</sup> July 2025</b>	One day Mass Leave by all Employees.
<b>9<sup>th</sup> July 25 to 11<sup>th</sup> July 25</b>	Relay Hunger Fast at BSNL CO, Circle and District Headquarters.
<b>15<sup>th</sup> July 25 to 17<sup>th</sup> July 25</b>	Three Days Dharma at Corporate Office by all Employees.

**We sincerely believe that still at this belated stage, management will seize the opportunity to address the lost trust and ensure immediate settlement of the BSNL viability related issues along with our long pending HR issues and address the serious concerns as above to maintain harmonious Employees - Employer relationship.**

**With Warm Regards,**



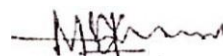
**(Chairman)**  
**General Secretary AIGETOA**  
**8373967633**



**General Secretary**  
**BDPS**



**General Secretary**  
**AIBSNLOBCEWA**



**General Secretary**  
**STEWA**



**General Secretary**  
**FNTOB EA**



**General Secretary**  
**BTU**

**Copy to :**

1. **The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.**
2. **The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.**
3. **The Hon'ble Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention please with special emphasis with respect to demand no. A-8.**
4. **The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.**
5. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
6. **The Organising Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
7. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and intervention please.**
8. **The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention please.**
9. **All the other Directors of BSNL Board for kind information please.**
10. **The PGM (SR) BSNL CO, New Delhi for kind information and n/a please.**