**No. BDM/2025-26/ Dated**

**To,**

**Shri XXXXX,**

**Hon’ble Minister of Parliament,**

**East Delhi, NCT.**

**Subject: Appeal to resolve critical issues impacting expeditious implementation of Swadeshi 4G/5G technology, BSNL’s revival and execution of projects of national importance along with resolution of long pending HR issues pertaining to BSNL employees -Request for kind intervention, Regarding.**

**“Jai Hind, Jai Bharat”**

**Respected Sir,**

**We, the constituents of** BDM (Bharatiya Doorsanchar Manch), a forum consisting of the like-minded Unions & Associations of BSNL aligning under the umbrella of **Bharatiya Mazdoor Sangh.** We believe in the policy of “**Nation First”** followed by “**Organisational Interests**” followed by the “**Employee’s Interests”. We hereby submit this representation with deep concern over the continuing failure of BSNL in addressing the strategic and operational priorities essential to the revival of our national telecom asset and realization of telecom goals which the Government of India has set for our beloved company BSNL.**

Today, our esteemed BSNL is grappling with numerous challenges due to the mismanagement of the pivotal Swadeshi 4G/5G Project, which holds immense strategic importance for both BSNL and the nation. A successful indigenous 4G launch will catapult India into an elite group of nations with its own 4G/5G core technology. **Despite the full and unparallel support extended by the Government of India for the development and deployment of Swadeshi 4G/5G technology through a series of revival packages and other supportive measures, the handling of the development of the indigenous mobile core network by BSNL Management and lack of accountability has led to unwarranted delays, issues in service quality and massive subscriber churn, ultimately leading to significant revenue losses, growing dissatisfaction among customers and employees.** The forum has brought these unresolved technological issues to the knowledge of BSNL management but the situation has not improved to the satisfaction of customers.

BSNL's struggles extend beyond 4G, with fundamental issues in the FTTH segment also being overlooked, allowing competitors to gain the upper hand in this highly competitive market. Despite persistent warnings about backhaul, network, and infrastructure issues, the management has failed to take decisive action, leading to customer dissatisfaction and revenue losses. The current exodus of subscribers from BSNL and the decrease in Data Usage are the growing proof of the inefficiency of vendors/authorities in dealing with the core issues impacting this prestigious project which holds immense significance to the nation.

Not only the issues of BSNL viability but the crucial HR concerns of the BSNL employees and retirees have also remained ignored. The unsung warriors of BSNL who have devoted themselves for the cause of nation largely remain affected and increasingly frustrated from lack of proper pay, social security, pension, proper health care, resources/equipment’s for maintenance and absence of smooth career progression. **Lack of recognition for employees' hard work and dedication is further de-motivating as at the time of natural calamities, national emergency situations, COVID-19 period, the BSNL warriors kept the communication services up and running without fearing for their life & family. More than 380 BSNL employees died due to Covid 19 infection, most of them while attending the Telecom emergency duties.** It is indeed sad to mention that families of these unsung corona warriors have been left to their own by BSNL without any appreciable social security benefits.

While BSNL’s top management continues to enjoy **full 7th CPC benefits**, the employees - who have stood by the organization through its most difficult times - are being denied **legitimate pay revisions** on the pretext of affordability despite BSNL being an strategic PSU and the losses of BSNL being primarily due to its involvement in fulfilling the telecom objectives of the nation and the social responsibilities pertaining to GoI (Government of India). If other loss-making but strategic organizations are eligible for revised pay structures, there is no justification in withholding the same from BSNL employees.

**This disparity has been acknowledged even by the Parliamentary Committee on Public Undertakings (COPU) in its sixth report for BSNL submitted to 18thLok Sabha which included the recommendations on the operational, viability and HR issues of BSNL. Despite, such high level study and deliberations, the recommendations of the COPU remains largely unaddressed by Management which is nothing but a huge disrespect to the detailed study conducted by the eminent parliamentarians of the country.**

Despite being a strategic PSU with national presence and immense significance, BSNL continues to function without a regular appointment at the apex position where continuity is a must for executing the projects of national importance like Swadeshi 4G and Bharatnet. The presence of a full-time and regular leadership is very much essential for taking expeditious strategic decisions, avoiding setbacks to critical projects and avoiding the organization getting pushed into another phase of uncertainty.

A strategic PSU like BSNL must not thrive to survive on the non-core factors like Asset Monetization and provisioning as they can’t sustain the organization in the long run. Instead, the focus should be on increasing the revenue from core business operations of mobile and land line. **Due to delay in addressing the core Mobile technological issues, recently two of the prestigious long-time customers of BSNL i.e. MP Police and Telangana Police have left BSNL as the Telecom Service partner and opted for private operators.** Still, it has not acted as a warning well to BSNL management who are more involved in portraying an “All is well” picture rather than addressing the core issues.

**Management has been taking the shelter of non-affordability for denying the 3rd PRC as well as residual issues of 2nd PRC to the employees of BSNL. It will be worth to mention that BSNL has been categorized as a strategic PSU which has been catering to the Telecom Needs of the nation and have been fulfilling the responsibility of achieving the national telecom objectives of the Government of India. It’s indeed sad to state that despite its involvement in development of all the prestigious projects of nation like Indigenous mobile 4G/5G core technology and BharatNet, Management has never ever taken the case of affordability waiver with government as employees can’t be held responsible on policy decisions related to Indigenous mobile 4G/5G implementation by BSNL. We request for directing BSNL management and DoT to take up the case of affordability waiver for implementation of 3rd PRC and residual issues of 2nd PRC for the employees of BSNL as employees can’t be held responsible for loss of market share and dipping revenues and thus depriving employees their dues.**

In view of the continued inaction and non-caring attitude of BSNL, Bhartiya Doorsanchar Month has organized a memorandum serving campaign with charter of demands related to BSNL viability and resolution of long pending HR issues. We solicit your kind intervention in resolution of the following core issues raised by the Bharatiya Doorsanchar Manch:

**DEMANDS:**

**A] BSNL’s viability Issues:**

1. Enquiry into the circumstances leading to the failure of BSNL to expeditiously launch the 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 dis-satisfaction.
2. Implementation of recommendations given by the Committee of Public undertakings (COPU) in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Lok Sabha.
3. Overhauling and strengthening of backhaul and other fiber 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 utilization 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 Organization 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. (Pending since 01.01.2017)
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. (Pending since 01.01.2017)
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 2nd PRC recommendations, (Pending since 01.01.2007)
5. 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.
6. 30% defined contribution towards Superannuation Benefit as per DPE guidelines.
7. Creating the mandatory Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits as per DPE guidelines.
8. Settlement of Pay Loss issues of JTOs/JAOs recruited post 1.1.2007 due to wrongful implementation of 2nd PRC benefits for BSNL Recruits (22820/-, E1+5 increments, Pay fixation of DR JE to JTO, JE period Pay Loss).
9. Fixing the appropriate JE pay scale and Review of NEPP to extend sufficient career progression to the non-executives.
10. Redressal of stagnation issues pertaining to the employees of BSNL.
11. Restoration of Medical Coverage (Indoor + Outdoor) as per initial BSNLMRS.
12. Extension of Perks & Allowances (Transport, Children Education Allowance, TA/DA etc) and restoration of All India LTC etc.
13. 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.
14. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.
15. 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.
16. Cancellation of Arbitrary Transfer orders issued vindictively against executives on promotion as well as long stay. The transfer & posting orders must be issued in line with the transfer policy and past precedence.
17. 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.

**We reaffirm our unwavering commitment to supporting the Government of India's ambitious telecom objectives, with a strong focus on promoting indigenous technologies such as 4G and 5G. Our dedication extends to the BharatNet initiative, aimed at connecting rural areas and fostering digital inclusivity. We remain steadfast in our pursuit of national telecom goals, aligning our efforts with the vision of a digitally empowered India. Our work is driven by a passion to advance BSNL's interests while contributing to the nation's growth and development.**

**We trust that this appeal will prompt timely intervention from your esteemed self, ensuring the safeguarding of the Swadeshi Mobile Technology, BSNL's revival and continued relevance in the rapidly evolving telecom landscape. We are confident that with proactive measures and strategic support, BSNL can regain its glory and play a vital role in India's digital growth story, ultimately benefiting the nation and its citizens and also get resolve of long pending HR issues of the BSNL employees.**

**(\_\_\_\_\_\_\_Signature\_\_\_\_\_\_\_)**

**Copy :**

1. **Shri Ravindra Himte Ji, General Secretary, Bharatiya Mazdoor Sangh for Kind information please.**