



# **Bharatiya Doorsanchar Manch**

**(भारतीय दूरसंचार मंच)**

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

**Email: [bdmbms23@gmail.com](mailto:bdmbms23@gmail.com), Phone: 9415000770, 8373967633**

**BDM/2025-26/20**

**Dated 12.09.2025**

**To,**

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

**Sub: Non-Resolution of HR Issues despite assurances to BDM - Request for Immediate Intervention, Regarding.**

**Respected Sir,**

**“Jai Hind, Jai Bharat”**

This is with reference to the assurances extended by BSNL Management to Bharatiya Doorsanchar Manch (BDM) in July 2025, on the basis of which the organizational action programs were stopped in good faith. The decision to stop the agitation was taken purely on the strength of categorical commitments from management that the long-pending issues would be resolved in a time-bound manner. With regard to the various assurances made by Management, the appeals and minutes issued by management are as stated below:

- 1. Letter from Hon'ble MoC issued to GS BMS vide letter no. D.O No. 60-200/2025/SU-IV Dated 20.08.2025 conveying various steps being taken by BSNL to resolve the issues raised by BDM.**
- 2. BDM/2025-26/18 Dated 21.07.2025 - Stopping the Organisational Action Programs.**
- 3. Appeal issued vide letter no BSNL/7-1/SR/2023 Dated 09.07.2025.**
- 4. BDM-2025-26-14 Letter-Reply to PGM SR on Meetings with Directors dtd 10.06.2025.**
- 5. BSNL/7-1/SR/2023 Dated 02.06.2025 - Appeal to withdraw all organizational actions by AIGETOA and BTEU, proposed from 02-06-2025 to 17-07-2025 as per schedule vide letter dated. 20.05.2025.**
- 6. BSNL/7-1/SR/2023 Dated: 30-05-2025–Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.**
- 7. BSNL/7-1/SR/2023 Dated: 05-05-2025–Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.**

**It is deeply disappointing to state that despite the passage of considerable time and intervention of the highest authority of Hon'ble MoC and recommendation from the Apex Parliamentary Committee on Public Undertakings i.e. COPU, not a single issue has been resolved by BSNL so far and neither any communication has been made to the constituents of BDM. It seems that even the directions of such high-level authorities is not being given any cognizance by BSNL HR group which is resulting into undoing of all the good steps which Government of India has been taking to safeguard the interest of BSNL and its employees.**

While stopping the Organisational action programs, it was assured to us that **final decision has been taken by various committees and the issues are pending for the want of concurrence from the higher authorities and the assurances shall be fulfilled in a time bound manner preferably within 2-3 weeks.** However, still almost after two months, no action on any of the issues is visible from HR side and hence the employees, who had shown considerable restraint by relying on management's word, are now feeling let down and disheartened.

We are not aware if the issues are not getting resolved due to want of concurrence of the higher authorities or the same is pending due to inaction on the part of committee members. **If the issues have not yet been finalized by various committee members and there is lag from them in submitting the recommendations or from the nodal cells in deciding on the matters related to their sections, the responsibility must be fixed up and guilty must be taken to the task.**

Such type of undue delay and lackadaisical approach by the authorities on the crucial issues pertaining to the employees of BSNL which have been pending for years together should not be left to go unnoticed and guilty person behind such type of activities which disrupt the morale of the employees and creates turbulence in organisation must be given stringent penalty. **Such delays dilute the considerable efforts being taken for the revival of BSNL by Government of India and create a sense of disillusionment among employees when long-pending genuine HR issues remain unaddressed.** We request your kind intervention to ensure that these issues are resolved without any further delay.

BSNL is embarking towards celebrating the silver Jubilee on 1<sup>st</sup> October 2025 wherein many celebrations are being envisaged to celebrate the same with focus on the customers of BSNL. *This is a moment for pride for all of us but at the same time this is also a fact that the pending HR issues will also celebrate the Silver Jubilee for Year of Pendency's.* **Instead of gifting silver coins on this occasion, the BSNL employees, the internal customers of the company should be gifted with the**

**resolution of the long pending HR issues.** The resolution of the long pending HR issues pertaining to the Pay, pension and Promotion including the 3<sup>rd</sup> PRC will be the ideal gift to the employees on this silver Jubilee celebrations of BSNL. Hence, we once again call upon your good self to kindly intervene in the matter and direct the HR authorities to immediately settle the issues as per various assurances made earlier by the management which are stated below for ready reference.

**1. Implementation of 3<sup>rd</sup> PRC in BSNL for executives by waiving of the affordability clause and Finalization of Wage negotiation for non-executives.**

**2. "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.**

**3. 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.**

**i. Creation of Death Relief Fund to support the families of the deceased employees of BSNL.**

**5. Promotions for all eligible executives and non-executives across all streams/cadres and providing smooth career progression. 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.**

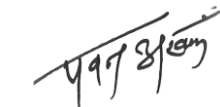
**6. Delinking of Pension Revision with Profitability of BSNL. Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement.**

7. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.
8. 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.
9. 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.
10. 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 wish to convey that HR group must be made to understand that the employees cannot be expected to wait indefinitely. **We urge upon your good office to personally intervene and direct HR group to ensure the time-bound resolution of all agenda points.** We sincerely believe that your timely and firm intervention will result into the fulfillment of the commitment made by Management.

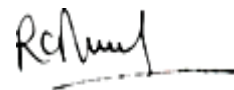
**We firmly believe that management will not compel BDM to review its earlier decision of keeping organizational programs in abeyance and consider resumption of decisive action in the absence of firm and decisive actions by management. In such scenario, the responsibility for industrial unrest will solely rest with the management.**

With Warm Regards,



for (Chairman)

General Secretary, AIGETOA  
9424726666



(Convener)

General Secretary BTEU BSNL  
9415000770

Copy to :

1. The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information please.
2. The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information please.
3. The Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information please.

4. **The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information please.**
5. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information please.**
6. **The Organizing Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information please.**
7. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information please.**
8. **The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information please.**
9. **All the other Directors of BSNL Board for kind information please.**
10. **PGM(SR), BSNL CO, New Delhi for kind information and n/a please.**