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All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi**(The Recognised Association of BSNL)**

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS/AIGETOA/2025-26/57**Dated 07.10.2025****To,**

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

Subject: Issuance of modification orders for an already deceased employee who passed away four months ago - a grave act by the HR group of BSNL that not only reflects a serious lapse but also deeply hurts the sentiments of the family, colleagues, and well-wishers of the deceased employee - Request for an immediate enquiry into the transfer, retention, modification, and cancellation orders issued by the Personnel Section.

Reference:

1. BSNLCO-PETS/12(11)/1/2025-PERS1 Dated 30.09.2025.
2. BSNLCO-PETS/12(11)/1/2025-PERS1/1 dated 02.05.2025 - DE/AGM (T) Promotion
3. BSNLCO-PETS/12(11)/1/2025-PERS1/1 dated 02.05.2025 - Annual Transfers
4. BSNLCO-PETS/12(11)/1/2025-PERS1dated 30.06.2025 - Modifications/Transfers

Respected Sir,

Your kind attention is invited to the orders mentioned above. Time and again, we have been highlighting the discrepancies, irregularities, and arbitrariness in the transfer orders and in the subsequent retention, modification, and cancellation orders issued. Unfortunately, these have never been given due consideration by the HR group.

Perhaps the discrepancies and irregularities seen so far were not enough, as with the modification orders issued on 30.09.2025, BSNL CO has now crossed another boundary by seeking verification of the medical condition of an already deceased employee. In this backdrop, we wish to submit the following:

Vide order dated 30.09.2025 (Annexure-3, S No. 5), the name of **Late Shri Atul Singhal (HR No. 301224)** has been mentioned for consideration on medical grounds, subject to completion of a medical verification process by November 2025.

We wish to inform you that the **concerned employee passed away in June 2025**, shortly after joining the Gujarat Circle in pursuance of BSNL CO orders, as his medical condition had deteriorated. His separation action from ERP/SAP was also completed in June itself. Surprisingly, in the order dated 30.09.2025, his name has been included in the list of cases to be verified for medical genuineness by November 2025.

Regn. No. HR/019/2018/02138

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First, he was not heard in time, and now, **even after his demise, his retention is being mentioned with a condition that his medical condition shall be verified.** This has come as a huge shock and an emotional setback for all who knew him, including his colleagues. Our faith in the system is slowly diminishing due to such incidents.

This may appear to be an unintended clerical mistake, but it speaks volumes about the process and the manner in which HR is functioning in BSNL, particularly at BSNL CO. Since the genuineness of his case has been acknowledged, his transfer could have been considered immediately at that time without delay.

It appears that even now BSNL is not willing to consider the genuine problems of other employees, as evident from the order dated 30.09.2025. The order mentions that cases on medical grounds shall be considered only after completion of the verification process, with a timeline extending till November 2025. **Granting another two months, even after a lapse of five months, for cases involving serious medical grounds is beyond understanding.**

In various orders under reference, employees have been transferred without due consideration to their genuine grounds, in gross violation of the transfer policy, standing rules, and precedents. Despite the errors being evident, corrections are taking months or are not being done at all, and yet, employees are being relieved mercilessly.

OTP cases are being handled without regard to genuine requirements or seniority, often on a pick-and-choose basis. Immunity grounds are being considered arbitrarily, and in some instances, contradictory statements have even been made in court by BSNL.

The order dated 30.09.2025 is also not free from arbitrariness. While a few cases have been considered on certain grounds, many others of similar nature have been ignored. Even orders issued by mistake have not been corrected. The tenure transfer orders, which as per BSNL rules must be issued three months in advance, are being delayed repeatedly, causing undue hardship to officers serving in difficult terrain areas.

In some cases, OTP transfers are being considered within two years or even earlier, while other cases involving serious medical conditions of dependents are being ignored. Employees applying for OTP to Hard Tenure stations as per policy are being transferred to non-tenure stations instead.

Even in the case of vertical shifting at BSNL CO, many officers have been working in the same section for over 15–16 years, particularly in HR, without any rotation. There are several such instances that call for a thorough enquiry. The details of such discrepancies have already been provided to the Personnel Section of BSNL CO, New Delhi.

The rising number of court cases and adverse judgments against BSNL from various tribunals and courts clearly indicate that the orders issued on 02.05.2025 and the subsequent modifications require a detailed enquiry. Accountability must be fixed for all violations and omissions, whether intentional or unintentional.

Recently, BSNL celebrated its Silver Jubilee, which brought a renewed sense of unity and belonging among employees. **The motivating words and blessings of our Hon'ble Prime Minister, Hon'ble Minister of Communications, and Hon'ble Minister of State for Communications have inspired all BSNL employees.** However, such unilateral and insensitive administrative actions destroy that spirit of unity, create unrest and uneasiness among employees, and undermine the positive initiatives being undertaken by the Government for BSNL.

Therefore, it is essential for the management to urgently intervene and ensure that justice, fairness, and impartiality prevail in the system. We firmly believe that your good self will take the necessary steps to set matters right and restore faith in the HR processes so that employees remain motivated to contribute wholeheartedly towards fulfilling the telecom objectives set by the Government of India for BSNL.

In view of the facts mentioned above, we request your good self to kindly institute an enquiry into all the transfer, retention, modification, and cancellation orders issued by the Personnel Section of BSNL CO since 02.05.2025, and to fix responsibility wherever deliberate lapses or irregularities are found.

With Regards,



[Ravi Shil Verma]
General Secretary

Copy to:

1. The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information please.
2. The Hon'ble Minister of Communication for State, Sanchar Bhavan, New Delhi for kind information please.
3. The Hon'ble Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information please.
4. Shri Ravindra Himte Ji, General Secretary BMS for kind information please.
5. Shri Ramnath Ganeshe Ji, National Secretary and Telecom Prabhari BMS for information please.