



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

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



Regn. no. HR/019/2018/02138

(Affiliated to BMS)

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AIGETOA / 2025-26 / 62

Dated 06.11.2025

To,
Sh Rajeev Kumar Kaushik
PGM (SR), Corporate Office,
BSNL, New Delhi - 110001.

Subject: Request for granting of quarterly review agenda based meeting to AIGETOA for discussion on crucial issues being faced by the BSNL Executives under the chairmanship of CMD BSNL - Regarding.

Respected Sir,

In reference to our previous communication and subsequent discussion on the subject, we are hereby submitting the agenda for the quarterly review meeting of **All India Graduate Engineers & Telecom Officers Association (AIGETOA) with the BSNL management under the chairmanship of Hon'ble CMD BSNL**. The same is enclosed herewith.

With Regards,

[Ravi Shil Verma]
General Secretary

Copy to:

1. Shri A Robert J Ravi Ji, Chairman & Managing Director BSNL for kind information please.
2. Shri Kalyan Sagar Nippani Ji, Director (HR) BSNL Board for kind information please.

Regn. No. HR/019/2018/02138

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

Agenda Points:

1. Pay, Pension, Perks & Allowances Related Issues:

[A] Establishment Section

1. Intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received.
2. Implementation of 3rd PRC in BSNL and intervention at highest level for relaxation of affordability clause in view of the BSNL's involvement in development of Home Grown 4G/5G Technology and fulfilling the Telecom Objectives including the social and national duties as the national telecom carrier of India.
3. Start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in pre-revised E1A scales post 01.01.2007.
4. Discussion on resolution of Pay Loss pertaining to pay fixation of JEs promoted as JTOs/JAOs.
5. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL.
6. Increase in Quantum of SAB to make it 30% and creation of PRMB fund.
7. Implementation of Death Relief Scheme for BSNL employees as assured to this association and extension of Group Term Insurance by employer.
8. The case of the CCS pension for the BSNL recruited TTAs whose recruitment was initiated by DoT during pre-BSNL era may be taken up by BSNL with DoT in line with the Gazette Notification issued by GoI.
9. CGMs are not giving consent for the accommodation Rule-8 requests due to surplus/deficit Circle transfer Policy. There must be some solution to this peculiar problem. Review of the surplus Deficit Policy for circles and consideration of pending Rule-8/Rule-9 Cases. Review of Rule 9 Policy for JTOs recruited under SPL LICE and Restoration of Mutual transfers including JTOs recruited under SPL LICE.
10. Revision in TA/DA Transport, Child Education and other allowances at par with current market conditions, restoration of LTC.
11. Revision of rates of all types of Reimbursements such as Newspaper, Tuition Fee, Book Award, scholarships, Briefcase etc.
12. Approval of Sabbatical Leave.
13. Restoration of CG Appointments.

2. Promotion and Restructuring Related Issues:

[A] Pers Section

1. Issuance of AGM promotions of all eligible SDEs who have completed their residency period. The arbitrary decision to revise the seniority list on date of joining basis must be reversed to Vacancy Year Wise Rota and Quota as the Hon'ble Supreme Court Judgment in case of S K Dubey & another Vs BSNL is not applicable for the lists which

were not impinged list before Hon'ble Supreme Court. Introduction of upper cap in the residency limit to ensure promotions to the next grade on personal upgradation of the posts basis.

2. Issuance of DGM (Adhoc) to DGM Regular (T) and AGM (T) to DGM (T) Promotions. Issuance of Seniority List in AGM (T) Grade.
3. Issuance of AO to CAO promotions.
4. Promotion of the next lot of JTOs to SDE cadre and covering all the LICE 2012 batch and subsequent recruitment year JTOs.
5. Issuance of Promotion under PWD Quota for balance eligible PWDs and Review DPC of Eligible JTOs/JAOs.
6. Issuance of JAO to AO Promotions.
7. Active monitoring and pursuance of all pending court cases with regard to promotions for speedy disposal by Hon'ble Court of law.
8. Issuance of Modified Transfer Policy as per the finalized discussions. The transfer should be on need basis instead of regular rotational transfer. Option to retain quarter at current place of posting on transfer. Discussion on rotation of officers from the sensitive posts as per the CVC guidelines.
9. Timely issuance of transfer orders of at hard tenure stations after completion of their tenure and time bound relieving of the officers. Restoration of tenure period in line with the Government of India guidelines. The amendment issued in September 2023 must be rolled back and the provisions should be made at par with Central Government Policy. Provision of Break of Circle Tenure as per clause 3 (A) for Semi Hard Tenure must be extended to Hard Tenure Circles also.
10. Consideration of all pending OTP Requests before opening next window of January 2026 and maintenance of waiting list for the administratively non-feasible cases.
11. The Provision of Lateral Entry should not be in the promotion policy. The MS RR must be modified to remove the lateral entry provisions in MS RR. Scrapping of SET notification and stoppage of any lateral entry above JTO/JAO Level.
12. Consideration of Modification Requests for AGMs posted through LICE and consideration of promotions for the executives who have foregone promotions owing to family conditions. It will be pertinent to mention that Hon'ble HC has already disposed of the appeal through which Stay on residual actions was imposed.
13. Sufficient gap or Cooling period must be maintained between two transfers of executives. Specially, the executive may be retained with a cooling period of at least for 3 years in case of Intra-Inter Circle transfers.
14. Reinstatement to the post/grade of AGM (Regular)/DGM (Adhoc) following judgment passed by Hon'ble Supreme Court in SLP(C) No. 30281-30282 of 2019 in the case of 147 reversal issue.

3. Other Major Issues:

[A] Admin Section

1. Review of RSTC (Residential Service Telephone Connection) policy and provision of free FTTH connection with inclusion of internet.
2. Enhancement/restoration of outdoor limit of medical reimbursement to earlier 25 days limit and also fixing of medical outdoor limit at current DA rates and Restoration of financial entitlement like medical without vouchers etc.
3. Implementation of Group Health Insurance (GHI) by BSNL, the employer should pay the premium instead of forcing the employees to pay.
4. Status of Empanelment of Hospitals on cashless basis by circles as per the instructions issued by BSNL CO and expediting the process in view of the slow progress.
5. Restoration of LTC etc. facilities.
6. Provision of Second Saturday to all Offices in field units or C-Off Holiday.
7. Restarting the Online booking of IQs through ESS and transparent allotment of IQs

[B] Building Work & Land Management

1. Proper Maintenance of Inspection Quarters (IQs) in every Telecom Circles/Metro Districts and Maintenance Regions. Regular upkeep and maintenance of staff quarters and staff colonies across BSNL CO and all Circles. Option for handing over the operation and running of Inspection Quarters to Associations may be explored.
2. Maintenance of all staff quarters/ Colonies including play area i.e Parks in all major Telecom Circles. Due to poor maintenance of staff quarters especially in Pehswa Raod, Atul Grover Road, Dev Nagar, Dilsad Garden and Janakpuri by the concern Civil Wing, Electrical Wing as well as Horticulture Wing.
3. Stopping of monetization of Staff Colonies in Metro cities as rent is unaffordable and where more than 50% quarters are occupied, like Powai Mumbai.
4. Allotting BSNL land /Quarters to BSNL employees by promoting BSNL Cooperative Housing Societies under Land Monetization process. The right of refusal must be given to employee groups before selling/leasing the Land/Building to Outside Agencies.

[C] Restructuring/SR Section

1. Discussion on Restructuring and increase in number of posts in various grades of various streams (Telecom, Finance, Civil, Electrical, Architecture, CCS, PA/PS/PPS/AGM (OL)) in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting ₹5 lakh villages and various other government of India Projects etc.
2. Provision of ESS/SAP Login to Association for checking the membership regularly and monthly membership subscription fund. Provision of data of all Executives in BSNL and their association membership. Centralized sharing of Membership data and amount for association subscription Circle Wise on a Monthly basis.
3. Regular Holding of Agenda Meetings on quarterly basis.
4. Finalization of "One PSU - One Association" Policy.

5. Creation of Separate IDs for BSNL email and e-office file access for GS, CS and DS of associations for official correspondence with management to ensure the paperless working system.
6. Extension of facility of Residential accommodation at Circle/BA/OA Level.
7. Changing periodicity of Membership changeover window at least twice a year and allowing the neutral members to opt for association membership on a monthly basis.
8. Printing Name of Association in Salary Slip against which deduction is done.

[D] Finance Section

1. Status of Verification and Forwarding of the options exercised by executives for the higher pension to the EPFO. Appointment of a nodal officer as custodian of the EPF Records at various BAs as many records were found missing while scrutinizing the requests.
2. Review of guidelines for hired vehicles for field units and ensuring the availability of vehicles at Field Units for O&M works.

[E] Training Section Related issues

1. Restoration of Training Centre allowance
2. Consideration of Intra Circle Transfers in a fair and transparent manner. Report on all the Intra Circle Transfers and relieving done by ALTTC Circle.
3. Posting of Executives in Training Centers in a fair and transparent manner.
4. Co-ordination between ALTTC and NCA for co-existence of both the institutions and Conduction of various vertical trainings at ALTTC itself.
5. Hostel and other necessary arrangements for smooth functioning of ALTTC.
6. Flexibility to Executives to choose/opt for any training centers for their training.
7. Proper utilization of Training Centers all over India and converting them into profit centers.

With Regards,



**[Ravi Shil Verma]
General Secretary**