



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

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BDM/2025-26/28

Dated: 06.01.2026

To,
Dr Jitendra Singh,
Hon'ble Minister of State in the Prime Minister's Office,
&
Hon'ble Minister of State in the Ministry of Personnel, Public Grievances & Pensions.
Govt of India, New Delhi – 110001.

Subject: Strengthening BSNL as a Strategic National Telecom PSU – Need for Additional Financial Package, creation of an internal managerial hierarchy, removal of discrimination, and resolution of long-pending HR and pension issues.

Respected Sir,

On behalf of **Bharatiya Doorsanchar Manch (BDM)**, a forum of recognised unions and associations of Bharat Sanchar Nigam Limited affiliated with Bharatiya Mazdoor Sangh, we respectfully seek your kind intervention on issues that are critical to strengthening **BSNL as a strategic national telecom Public Sector Undertaking**. The Bharatiya Mazdoor Sangh affiliated Associations and Unions of BSNL reaffirm the commitment for taking all efforts in realizing the vision of the government which is solely focused on ending the digital divide between the Rural-Urban Bharat along with making our beloved nation, the world leader in Telecom with its Swadeshi 4G/5G technology.

BSNL's role extends far beyond commercial considerations. It is a **strategic instrument of the Government of India**, entrusted with ensuring telecom connectivity in rural, remote, border and security-sensitive regions, providing resilient communication during disasters, and supporting secure networks vital for national security and governance. Its presence is indispensable for digital inclusion and for maintaining balance and stability in the telecom sector.

A strong government-owned telecom operator is also essential to prevent market distortion. Experience has shown that in the absence of a robust public sector presence, consumers are exposed to monopolistic pricing and service vulnerabilities, especially during emergencies. BSNL acts as a **market stabiliser**, ensuring affordable tariffs, continuity of service, and universal access.

However, for BSNL to effectively discharge this strategic role, it must be enabled to provide **quality of service at par with private telecom operators**. This requires urgent and focused intervention in the following core areas:

First, BSNL's pan-India network footprint must be significantly strengthened. Expansion of mobile coverage through an enhanced number of **mobile towers**, especially in uncovered and weak-signal areas, is essential. Network densification is critical not only for service quality but also for retaining subscribers in competitive urban and semi-urban markets.

Second, accelerated **technology upgradation** is indispensable. BSNL must be empowered to swiftly adopt the latest telecom technologies, modern radio and core networks, and emerging

digital trends. Delays in modernization have already impacted competitiveness, and further postponement will widen the gap with private operators.

Third, these objectives cannot be achieved without adequate financial capacity. Despite revival packages extended earlier, BSNL continues to suffer from structural constraints arising from legacy liabilities, delayed investments, and policy-driven social obligations. In view of this, if needed, **infusion of an additional comprehensive financial package** can also be extended with clearly defined objectives for network expansion, service quality improvement, and technology upgradation, along with transparent accountability mechanisms for those responsible for implementation of the desired objectives.

Equally important is the **human resource dimension** of BSNL's revival. The employees of BSNL have been continuously contributing under extremely adverse conditions. However, they have been **deprived of basic perks and allowances** that are otherwise available to employees in comparable PSUs. Even the **residual benefits of the 2nd Pay Revision Committee (PRC)** have not been fully extended, and the **3rd PRC has been denied altogether**, citing profitability constraints.

It is respectfully submitted that denial of legitimate pay revision and allowances has a direct adverse impact on morale, motivation, and productivity. For a strategic PSU like BSNL, employee motivation is not a peripheral issue but a **core operational requirement**. Grant of **3rd PRC at par with other Central PSUs**, along with settlement of residual issues of the 2nd PRC, is essential to restore confidence and commitment among the workforce.

Furthermore, persistent discrimination between officers working on deemed deputation and BSNL-absorbed executives, particularly in matters of pay, perks, and career progression, continues to erode industrial harmony. Such differential treatment within the same organisation performing identical functions is unsustainable and contrary to principles of fairness.

In the above backdrop, we humbly request your kind intervention & blessings :

1. **For implementation of the 3rd PRC in BSNL** by granting waiver of the affordability clause, thereby recognizing the selfless contribution of BSNL employees in making India Atmanirbhar in Telecom, building the nation's digital backbone and bridging the digital divide between rural and urban India.
2. **For Directing the Department of Telecommunications (DoT) and BSNL management** to address the long-pending **HR and pay parity issues**, ensuring motivation, retention, and fairness among all cadres.
3. **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.** Extension of 30% Benefit for BSNL Recruits and Implementation of standard pay scales of E2 for JTO/JAO Equivalent grade.
4. For an **additional financial package** for BSNL dedicated to pan-India network expansion, increased BTS deployment, and rapid technology upgradation and also for resolution of long pending HR issues including implementation of 3rd PRC.

5. Implementation of Old Pension Scheme for the employees whose recruitment process was initiated by DoT prior to formation of BSNL.
6. **Ensure equal treatment of all employees, eliminating discrimination between officers working on deemed deputation and those absorbed or directly recruited in BSNL.**
7. **Ensure timely promotions and leadership opportunities for in-house executives.**
8. Establish a clear, autonomous, and PSU-oriented management structure.
9. Direct the DoT to review the decisions taken by the higher management of BSNL over the last five years and ensure that accountability and responsibility are fixed for the continued failure of BSNL management to put in place the desired telecom objectives of the Government of India.

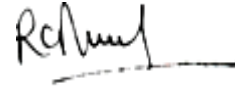
Sir, BSNL remains a national asset of immense strategic value. Strengthening BSNL is not merely a financial decision but a **policy imperative in the larger public and national interest**. We sincerely request your kind intervention for a holistic and time-bound resolution of the issues highlighted above.



(Chairman)

General Secretary, AIGETOA

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(Convener)

General Secretary BTEU BSNL

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