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# 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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GS / AIGETOA / 2025-26 / 101

Dated 13.02.2026

To,

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

**Subject: Serious Concerns regarding**

- 1. Inordinate delay in resolution of the committed issues by Estt/Rectt/Admin/Trg Cell,**
- 2. Manner of Interaction by current PGM (Estt/Rectt/Admin/Trg) with Association Representatives,**
- 3. Keeping the officers on sensitive post for a longer duration in contravention to the CVC guidelines on the subject.**

**Respected Sir,**

We are constrained to bring to your notice our serious concern regarding the inordinate delay in resolution of the committed issues by Estt/Rectt/Admin/Trg Cell and his way of interaction with Association Representatives by PGM (Estt/Rectt/Admin/Trg) which is always intended more towards provocation than amicable resolution.

It is observed that during last one year, management has made many assurances to our association and also the larger platform of **Bharatiya Doorsanchar Manch**. Multiple committees were formed to honour those commitments but all of them are biting the dust in Establishment Section. Even the minuscule issues with negligible or nil financial implication like transfer of SPS fund to NPS, Creation of Benevolent fund for BSNL Employees etc have not seen the light of the day till date. The list is long but action is negligible. All the issues which have been referred to the Establishment/Recruitment/Admin/Training Section has been kept pending without any resolution or conclusion on the same. This has resulted in prolonged pendency of several important matters affecting the morale of the employees across the country.

To, highlight the precarious state of affairs on the issues pertaining to his domain, we would like to submit the following:

**1. Deferment of SET Notification**

Despite clear directions from your good office on Thursday, 05.02.2026, to defer/process the deferment, the necessary letter has not been issued till date despite management being fully aware about the prevailing unrest. In fact, such is the adamancy that despite management's categorical assurance to defer the SET Recruitment Process, registrations are still going on and today even the advertisement have been floated in various newspapers.

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## **2. Provision of Benevolent Fund**

This is an issue with Miniscule Financial implication. Herein also, the situation is so precarious that draft committee report was finalized and shared without any concurrence/discussion on the report. On our objection, when meeting was called, the same was done without taking concurrence from the participants. Even the confirmation from management side officers were not taken, what we can say about the association office bearers. The meeting was scheduled and subsequently cancelled very next day and till date we are not aware when the next meeting will be held. This is the style of functioning of the Admin Section.

## **3. Framing and approval of Sabbatical Leave Policy**

The proposal is pending in the Estt section for an unreasonably long time. No financial implications are involved, yet the policy remains pending. This was an agreed point and it was assured categorically during our interactions during June-July that it will be done soon. It seems that even the directions from higher ups has got no meaning.

## **4. Shifting of SAB Contributions to NPS and enhancement of SAB**

The committee report regarding shifting of SAB contributions to NPS or enhancement of contribution is still awaited. This long-pending welfare measure concerning BSNL recruits required urgent finalization and a clear roadmap. This is also lingering on despite no additional financial implication to BSNL.

## **5. Precarious state of cleanliness at BSNL CO with dirty toilets, haphazardly placed furniture's and almirahs, lack of pest control, dangerously working lifts etc.**

As we are aware that cleanliness and tidiness at BSNL corporate office is a must as many outsider persons as well as agencies visit the office most often. The manner in which the BSNL CO building both at Eastern Court Complex as well as Bharat Sanchar Bhawan has been kept and maintained speaks very poorly about the image which our esteemed organisation should carry. Toilets are dirty, soap is being kept in used water bottles, no pest control, no proper cleanliness, no proper placement of furniture's etc. Many incidences of people struck up in lifts have happened. Eastern Court Complex and IR Hall in fact gives stinky feeling with toilets and cleanliness remaining in the worst situation. Despite bringing the matter many a times to the knowledge, no appreciable action has been taken and the building continues to remain in precarious state of maintenance.

## **6. Allotment of Furniture to AIGETOA**

The allotment conveyed vide PGM SR letter BSNL/31-3/SR/2024 Dated 08.04.2025, has remained pending for nearly a year with no resolution despite repeated follow ups on even this meagre issue. While management talks about war room and focus on work, why is it so that even such a small work has still not been completed by admin section in a span of one year?

Above are few issues which do not involve any financial implication or have minimum financial implication. There are many issues like TA/DA/ Transport enhancement, Increase in SAB contribution etc which are also being kept pending for almost one year now.

Added to this inaction, the situation becomes more critical with the approach of the current PGM (Estt/Rectt/Admin/Trg) while interacting with the office bearers on above issues. When our OBs go and enquire, the verbatim used in the interaction are more intended towards further provocation, rather than resolving the matter amicably.

**It has been consistently observed that his approach towards employee welfare matters and long pending HR issues is non-constructive and negative which is more intended towards provocation by way of usage of unwarranted remarks as also evident during his recent interaction with our office bearers few days back.** In the aforesaid interaction, he

sarcastically offered the office bearers to occupy the PGM chair and do the job by themselves. In one of the agenda meetings, he has quoted that "when employees are getting salary, what is the need for medical reimbursement". When our OBs raised the issue of cleanliness and monkey menace at BSNL CO (Eastern Court), he replied that "I will not do it, do whatever you can." On one instance, he compared the service condition of the BSNL absorbed/recruited executives to that of Security Guards. This has been a consistent pattern and has happened many a times in past also. Such things not only lowers the dignity of institutional dialogue but also creates avoidable confrontation. **The repeated pattern of provoking statements and abrupt closure of discussions has been adversely straining the employee-employer relationship and the spirit of amicable resolution through discussions between management and representatives.**

**We also fail to understand the reasons why one person has been given so many portfolios (Establishment, Admin, Recruitment and Training) and that too of critical nature. It is also understood that the concerned officer has been on the same seat for almost five years now which is in complete contravention of the CVC guidelines.**

**We therefore request your kind intervention to set the things in right perspective to restore a healthy and respectful dialogue mechanism between management and employee representatives where the concerned verticals honor the commitment made by Management. Further, we also request for suitable allocation of Works in the best interest of the company and also in compliance of the CVC guidelines with regard to the sensitive posts.**

AIGETOA remains committed to constructive engagement and organizational growth. However, a supportive and responsive HR leadership is essential for achieving this objective.

We sincerely hope that appropriate corrective steps will be taken in the larger interest of BSNL and its workforce.

**With Regards**



**(Ravi Shil Verma)**

**General Secretary**

**Copy to:**

1. **Shri Kalyan Sagar Nippani Ji**, Director HR BSNL Board for kind information and necessary intervention in this matter.
2. **Shri Rajeev Kumar Kaushik Ji**, PGM (SR) BSNL, New Delhi for kind intervention and information.