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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/2025-26/103

Dated: 17.02.2026

To,

Shri A Robert J Ravi

Chairman and Managing Director

Bharat Sanchar Nigam Limited

Janpath, New Delhi – 110001.

Subject: Implementation of "One Company - One Policy" and Removal of Disparity in Pay, Perks and Service Conditions in BSNL.

Reference: GS-AIGETOA-2025-26-91 Dated 09.01.2026 (Letter to Hon'ble MoC on Proposal for development of BSNL's own Management Cadre).

Respected Sir,

We seek your urgent intervention on the continuing disparity in pay, perks and service conditions between two set of employees of BSNL viz. officers on deputation to BSNL and the regular employees of BSNL. The matter directly affects organisational fairness, employee morale and long-term industrial harmony in BSNL.

BSNL functions as a single corporate entity. However, in matters of compensation and benefits, two parallel standards are operating. Officers posted on deputation in BSNL continue to draw CDA pay and allowances at par with Central Government employees, while regular BSNL executives are governed by IDA scales and remain deprived of timely pay revision and adequate allowances. **Both categories are working for the same organisation, discharging the same responsibilities for BSNL's growth, and drawing expenditure from the same corporate resources.** Such differential treatment has created a growing sense of inequity and unfairness amongst all the employees of BSNL.

It is understood that the initially Government of India has taken a policy decision to deploy officers on deputation to handle key administrative and managerial positions. **Despite 25 years of BSNL formation**, situation as on date remains the same as there has not been any effort to create any internal management hierarchy in BSNL. **It is indeed, a matter of great concern that the technically/professionally qualified and experienced BSNL executives have not been given timely promotions while the officers on deputation are getting regular promotions against the posts of BSNL.** This prolonged stagnation has resulted in frustration and loss of motivation among the cadre.

The financial hardship faced by regular BSNL employees is significant and fact-based:

- The 3rd PRC period (2017-2026) is nearing completion, yet BSNL employees continue to draw pay at the 2nd PRC scales notified in 2007 while the other set is getting 7th CPC Pay and Benefits and now poised to get the 8th CPC benefits also.

Regn. No. HR/019/2018/02138

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- Residual issues of the 2nd PRC remain unresolved since 01.01.2007 putting BSNL Recruited employees at a huge loss.
- Transport Allowances for BSNL employees is still at 1996 levels and are no longer aligned with present cost realities.
- TA/DA remains on outdated rates especially for AGM equivalent and below levels.
- There is no All India LTC facility.
- Medical and social security provisions are limited compared to similarly placed Central PSUs and government organisations.

While the BSNL Recruited and absorbed employees are repeatedly advised to accept constraints on account of profitability and affordability, another category continues to receive full government-scale benefits without such linkage to the affordability clause. This imbalance within the same organisation is difficult to justify and has a direct impact on morale and productivity too. **If affordability is a constraint for denying the revised pay, pension and perks for regular employees of BSNL, how BSNL can afford to depute persons in the same organisation at a pay and CTC much-much higher than the regular executives.** Hence, it is very clear that affordability can not be cited as the reason for the non-implementation of 3rd PRC and denial of residual issues of 2nd PRC.

AIGETOA has consistently raised the need to eliminate discrimination within BSNL. Employees implementing policies on the ground should not be penalized due to financial or structural issues beyond their reasonable control.

It is also pertinent that the various committees constituted for revision of Perks and Allowances for Executives and Non-Executives, including Children Education Allowance, Professional/Skill Upgradation Allowance, Festival Allowance, TA/DA revision and Monthly Transport Allowance, has not yet resulted in visible implementation despite passage of almost one year now. We request that its recommendations be finalised and placed before the competent authority for expeditious approval and uniform implementation.

In view of the above, we respectfully submit the following for your consideration:

- 1. Strict implementation of the principle of One Company – One Policy in pay, perks and service conditions.**
- 2. Elimination of disparity between officers on deputation and regular BSNL executives in matters of compensation and career progression.**
- 3. Expeditious settlement of residual issues of 2nd PRC and firm action for approval of 3rd PRC at par with other Central PSUs.**
- 4. Immediate revision of outdated allowances including TA/DA, and restoration of basic welfare measures such as All India LTC and improved medical facilities.**
- 5. Time-bound promotion of all eligible BSNL executives to the higher grades is also the key to implementing a proper succession plan for BSNL as per the suggestion submitted by this association vide letter under above reference.**

We appreciate the initiative of the BSNL Board in recommending wage revision. We have also been informed by BSNL that the 3rd Pay-Revision Proposal for BSNL has already been sent to DoT for issuance of Presidential approval in 2018 itself. It is now essential that the proposal is

vigorously pursued with DoT so that the revised pay structure is approved at the earliest, especially when Government employees are moving towards their next pay revision effective from 01.01.2026.

More than fifty-two thousand employees and their families look to the management with expectation and trust. A fair and transparent policy framework will restore confidence and strengthen collective commitment towards BSNL's revival and long-term sustainability.

We request your decisive intervention in the larger interest of the organisation.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

1. **Shri Jyotiraditya M. Scindia Ji**, Hon'ble Minister of Communications & DoNER, Government of India, Sanchar Bhawan, New Delhi for kind information.
2. **Dr. Pemmasani Chandra Sekhar Ji**, Hon'ble Minister of State for Communications and RD, Government of India, 301, Dak Bhavan, Sansad Marg, New Delhi for kind information.
3. **Shri Amit Agrawal Ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
4. **Shri Gulzar Natarajan Ji**, Addl. Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
5. **Shri Surendra Kumar Pandey Ji**, General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information.
6. **Shri B Surendran Ji**, Organising Secretary BMS New Delhi for kind information.
7. **Shri Ashok Kumar Ji**, Secretary and Telecom Prabhari BMS for kind information.
8. **Shri Kalyan Sagar Nippani Ji**, Director (HR), BSNL Board for information and necessary consideration.
9. **Shri Rajeev Kumar Kaushik Ji**, PGM (SR) BSNL Corporate Office, New for kind information.