राष्ट्र हित विभाग हित अधिकारी हित
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/2025-26/104 **Dated: 17.02.2026**

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

Subject: Immediate Implementation of Sabbatical Leave Policy in BSNL at Par with Other Central PSUs and Government Organisations.

Respected Sir,

We write to request your kind intervention for immediate implementation of a structured Sabbatical Leave policy in BSNL, in line with the practices followed in other similarly placed Central PSUs and Government organisations.

Across the Central Government and leading PSUs, structured provisions exist to enable employees to avail study leave, extraordinary leave, or sabbatical-type arrangements for higher education, specialised training, research assignments, or compelling personal circumstances or for assuming other assignments on short-term basis. These progressive HR measures recognise that human capital development and employee well-being are critical for long-term institutional strength.

In contrast, BSNL does not have a clearly defined and structured Sabbatical Leave framework, despite operating in a highly dynamic and technology-driven sector. This gap places BSNL employees at a disadvantage compared to their counterparts in other Government organisations and PSUs.

BSNL executives have been working under sustained operational pressure, financial constraints, and limited career progression opportunities. Many officers are keen to pursue higher technical qualifications, management education, specialised certifications in emerging telecom technologies, or research in areas aligned with BSNL's future roadmap or to take other assignments to hone their current skillset. In the absence of a formal Sabbatical Leave policy, such aspirations either remain unfulfilled or result in resignation and loss of experienced manpower.

Implementation of Sabbatical Leave in BSNL would:

1. Enable skill enhancement in areas such as 4G/5G technologies, IT systems, cybersecurity, and emerging telecom domains.
2. Improve retention by providing structured flexibility instead of forcing employees to choose between career development and job continuity.
3. Align BSNL's HR Policy structure with other Central PSUs and Government departments.

4. Enhance morale by demonstrating that BSNL values professional growth and work-life balance.
5. Preserve institutional knowledge by allowing employees to return after skill upgradation rather than exit permanently.

Sabbatical Policy can be implemented in a financially neutral manner, without creating additional financial burden on the organisation. At a time when BSNL is focusing on revival, network expansion and technological modernisation, strengthening HR policies is equally important. If similarly placed PSUs and Government organisations can provide such structured flexibility, there is no reason why BSNL employees should remain deprived of this progressive measure.

It will be pertinent to mention that despite categorical assurance in this regard, the final outcome has still not seen the light of the day despite for the reasons best known to the Establishment section, the nodal cell dealing with the matter.

We therefore, request that a comprehensive Sabbatical Leave policy be finalised and implemented at the earliest, ensuring uniform applicability across all circles under the principle of fairness and transparency.

With Regards

(Ravi Shil Verma)
General Secretary

Copy to:

1. Shri Kalyan Sagar Nippani, Director (HR), BSNL Board for kind information and necessary consideration.
2. Shri Rajeev Kumar Kaushik, PGM Pers, Corporate Office, BSNL for kind information.