



राष्ट्र हित

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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 / 107**Dated 19.02.2026**

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

Subject: Facilitation of sports activities and participation of BSNL employees in State/National tournaments & Leagues.

Reference:

1. Letter dated 23.10.2024 from CS, AIGETOA, BSNL CO, New Delhi.
2. Letter dated 21.02.2025 from GS, AIGETOA, BSNL CO, New Delhi.
3. BSNLCO Letter 36-8/2018-BSNL(Sports) dated 29.04.2025.
4. Admn. Section Letter No. 36-8/2018-BSNL dated 29.04.2025
5. Admn. Section Letter No. BSNLCO-ADMN/74(14)/2/2021-Sports dated 16.12.2025

Respected Sir,

I write to seek your kind intervention in the important matter concerning facilitation of sports activities and participation of talented BSNL employees in State and National level sports tournaments and leagues. The issue is significant not only from the perspective of individual sportspersons but also in the larger Organisational interest of promoting sports culture, employee well-being, and positive work environment.

The matter was initially raised **with PGM (Admin), BSNL Corporate Office, New Delhi, vide letter under reference (1) and was further escalated vide letter under reference (2).** However, despite repeated representations, the issue remains unresolved, resulting in growing disappointment and demotivation among sportspersons.

It is a matter of serious concern that instead of resolving the issue, raising this genuine concern has led to an adverse outcome. **The participation of the BSNL Delhi CN-TX North Cricket Team in the prestigious Delhi & District Cricket Association (DDCA) Cricket League has been adversely affected, as the annual affiliation charges payable to DDCA were denied.** Consequently, the team has been rendered unable to participate in league matches. This has caused demotivation among employees and has negatively impacted morale, performance and sporting aspirations BSNL employees within the organization.

Reference is also invited to the Administration Section letter under **reference (4)**, vide which sports activities were suspended. However, it was clearly stated that players would be allowed to participate in National-level tournaments in the capacity of Coach / Technical Delegate.

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Subsequently, vide Administration Section letter under **reference (5)**, it was clarified that such participation as Coach / Technical Delegate would be permitted only after recommendations are received from the concerned Circles in the prescribed format.

It is submitted with concern that even after Circles have forwarded recommendations in the prescribed format, players are still not being permitted to participate as Coach/Technical Delegate. This has created avoidable uncertainty and dissatisfaction among sportspersons. A copy of the relevant correspondence is available on the intranet for ready reference.

In this regard, kind reference is invited to the BSNL Sports Compendium dated 20.12.2022, Page No. 36, Section X(2)(ii), which clearly provides that Special Casual Leave / On Duty facility is admissible to players, coaches, umpires, managers, technical officials, tournament coordinators, etc., nominated by the Sports Association for participation in International, National, and National-level tournaments. It further stipulates that participation orders for State-level events are to be issued by BSNL Circle Offices, while those for International/National/National-level events are to be issued by BSNL Corporate Office.

But it was surprising to note that despite the recommendation from the circles, even participation as officials in such tournaments are being denied by Admin Section which is in complete contravention the instructions issued by the very same section. We have come to know that a person who enabled MP State Team to win Syed Mushtaq Ali Trophy as coach was also denied Special Casual leave while ideally such outstanding sports person should get out of turn promotions. This tantamount to a certain type of autocracy in the system, wherein the concerned section is ignoring the prevalent instructions, citing flimsy grounds like participation in war rooms etc. **We request for a transparent enquiry into such decisions and fixing up the responsibility for such denial.** Participation of BSNL employees in recognized sports activities is fully aligned with existing BSNL policy. **It is also consistent with the Government of India's emphasis on promotion of sports and physical fitness under national initiatives such as "Khelo India" and "Fit India Movement".** As a Central PSU, BSNL is expected to reflect and support these national priorities but BSNL is doing the contrary.

BSNL has approximately 325 sportspersons recruited under the Sports Quota, including several international-level players who consistently represent and excel in national-level tournaments. Their continued achievements not only bring laurels to the organisation but also contribute to building a positive work environment within BSNL. The outstanding performance of these players reinforces the organization's commitment to nurturing talent, promoting sports culture, and strengthening its public image at the national level.

It is also pertinent to note that the financial outlay for sports activities is minimal when compared to the overall scale of BSNL's operations. However, the intangible benefits are substantial. Sports activities promote discipline, teamwork, leadership, stress management, and inter-unit coordination. At a time when BSNL is progressing on a recovery path and expanding its network footprint, sustaining employee confidence and unity is essential. Supporting sports activities strengthens Organisational identity and reinforces a positive work culture.

Participation and performance of BSNL teams in reputed tournaments such as the **DDCA Cricket League** carry national prominence and significantly enhance the corporate image of **Bharat Sanchar Nigam Limited**. Such sporting engagements serve as a powerful platform for

employee engagement, stress management, and Organisational branding, while fostering a strong sense of pride, unity, and belonging among employees.

In view of the above, we respectfully request that appropriate instructions be issued to facilitate participation of BSNL employees in recognized State and National level sports activities, including necessary administrative and financial support such as affiliation fees, in line with existing policy provisions.

We also request for a transparent enquiry into such decisions wherein the sports persons have been denied participation even as officials in prestigious level tournaments and fixing up the responsibility for such denial.

We sincerely hope that this long-pending matter will receive your favorable consideration so that a healthy and encouraging sports culture can continue within BSNL.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

1. Shri Kalyan Sagar Nippani, Director (HR) BSNL Board New Delhi for kind information and necessary consideration.
2. All Board of Directors, BSNL Corporate Office, New Delhi for kind information.