



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/2025-26/122**Dated: 30.03.2026**

To,

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

Subject: Immediate Review and Implementation of Unfreezing of IDA (from April 2020 to Current Rates) for Medical Reimbursement under BSNL MRS.

Respected Sir,

We wish to draw your kind and urgent attention to the long-pending issue concerning the unfreezing of Industrial Dearness Allowance (IDA) rates, which are presently fixed at April 2020 levels, for the purpose of medical reimbursement under the BSNL MRS policy.

Despite repeated representations and consistent follow-ups over the past two years, the matter remains unresolved. While assurances have been extended on multiple occasions indicating that the issue would be addressed in the forthcoming financial year, no concrete action has materialized so far. This continued delay has caused considerable concern and hardship among employees.

It is pertinent to highlight that the IDA was frozen during the COVID-19 pandemic, with April 2020 rates adopted as a temporary measure. However, with the normalization of conditions over the past two years, the continuation of this freeze is no longer justified. **The IDA rate has increased significantly from 160.70% (April 2020) to 233.20% (+3.5%) as of March 2026,** reflecting a substantial rise of approximately 75%. IDA is intended to offset the rising cost of living due to inflation, and its revision is essential for maintaining real income levels. **The denial of IDA revision for the past six years in medical reimbursement calculations has eroded the rightful benefits available to employees.**

Further, it is important to note that the BSNL MRS policy has already undergone restrictive changes, including the reduction of eligibility from 25 days of Basic + IDA to 15 days of Basic + IDA, which has adversely impacted employees, particularly those requiring essential medical support.

Medical reimbursement in a public sector organization like BSNL must not be viewed merely as a financial provision, but as a critical component of employee welfare and social responsibility. The prolonged delay in revising IDA rates for this purpose is, therefore, a matter of serious concern and calls for immediate corrective action.

Regn. No. HR/019/2018/02138

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

In view of the above, we strongly urge the management to take a decisive and positive step towards **unfreezing the IDA rates from April 2020 to the current applicable rates**, specifically for medical reimbursement under BSNL MRS, **with effect from 1st April 2026.**

We sincerely hope that the management will recognize the urgency and importance of this issue and extend timely relief to employees facing increasing medical expenses.

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 Bhavan, New Delhi for kind information.
2. **Dr. Pemmasani Chandra Sekhar Ji**, Hon'ble Minister of State for Communications and RD, Government of India, Sanchar Bhavan, New Delhi for kind information.
3. **Shri Amit Agrawal Ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
4. **Shri Surendra Kumar Pandey Ji**, General Secretary, Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi for kind information.
5. **Shri Kalyan Sagar Nippani Ji**, Director HR BSNL Board for kind information and consideration in this matter.
6. **Shri Ashok Kumar Ji**, All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi for kind information.
7. **Shri Rajeew Kumar Kaushik Ji**, PGM (SR) BSNL, New Delhi for kind information with a request for urgent necessary action.