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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2026-27 / 28**Dated: 29.06.2026**

To,

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

Subject: Request for Revision of Minimum Eligibility Service under BSNL Sabbatical Scheme-2026 from 10 Years to 7 Years of Regular Service-Reg.

Respected Sir,

At the outset, we sincerely appreciate the efforts of BSNL Management in introducing the BSNL Sabbatical Scheme-2026, which provides employees with a structured mechanism to address personal, academic, professional, and family obligations while also contributing to manpower rationalisation and cost optimisation of the Company. The scheme reflects a progressive HR approach aligned with evolving workplace requirements.

However, we wish to respectfully submit a concern regarding Clause 5.1 of the Scheme, which prescribes completion of ten (10) years of regular service as the minimum eligibility condition for applying for sabbatical. After examining sabbatical and similar long-duration leave provisions in few other Public Sector Undertakings and Government institutions, it is observed that the eligibility criterion adopted by BSNL is relatively restrictive.

A comparative view is as follows:

- 1. CSIR (Council of Scientific and Industrial Research) – Sabbatical eligibility after 6 years of service for eligible scientific staff.**
- 2. ONGC / IOCL / BHEL / SAIL – In similar PSU frameworks, special leave or sabbatical-type provisions are generally considered after 5–10 years, often with flexibility based on organisational needs.**

From the above, it is evident that 10 years represents the upper end of eligibility norms, whereas several comparable organisations have adopted a more employee-friendly threshold in the range of 5 to 7 years. In the present context of BSNL, revising the eligibility from 10 years to 7 years would offer several benefits:

- 1. Better Workforce Flexibility:** Employees in mid-career stages often require temporary disengagement for higher education, skill enhancement, entrepreneurship, family responsibilities, or dependent care.

2. Improved Employee Motivation and Retention: A more accessible sabbatical policy improves morale and enhances employee trust in organisational welfare measures.

3. Alignment with Modern HR Practices: Many leading organisations now recognise that professional reskilling and personal growth opportunities are most relevant between 7–15 years of service.

4. No Additional Financial Burden on BSNL: Since sabbatical under the scheme is treated as Extraordinary Leave without pay and without qualifying service benefits, lowering the eligibility threshold does not create direct financial liability for the Company.

5. Support to Organisational Rationalisation: Earlier access to sabbatical may further aid manpower optimisation in surplus areas while preserving experienced human resources for future requirements.

In view of the above, AIGETOA earnestly requests the Management to kindly reconsider Clause 5.1 of the BSNL Sabbatical Scheme-2026 and revise the minimum eligibility condition from:

**“Completion of 10 years of regular service”
to
“Completion of 7 years of regular service.”**

Such a revision would make the scheme more practical, equitable, and aligned with prevailing practices in comparable PSUs, while fully preserving the objectives of manpower optimisation and cost efficiency.

We sincerely request your kind consideration and favourable intervention in this matter.

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 Shambhu Prasad Singh Ji, PGM (Estt/Admin/Rectt/Training) BSNL CO, New Delhi for kind necessary action please.