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(भारतीय दूरसंचार मंच)
(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBEA, BTU)
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BDM/2026-27/27 **Dated 17.08.2026**

To,
Shri Narendra Modi Ji,
The Hon'ble Prime Minister of India
Government of India
New Delhi.

Subject: Seeking kind intervention for time-bound implementation of the recommendations of the Committee on Public Undertakings (COPU) for comprehensive operational and Human Resource reforms in BSNL and removal of disparity in policies between different set of employees.

Respected Sir,

With utmost respect, we wish to draw your kind attention to the Sixth Report of the Committee on Public Undertakings (2024–25), Eighteenth Lok Sabha, on Bharat Sanchar Nigam Limited (BSNL), presented to Parliament on 18 December 2024. The Report contains important observations and recommendations concerning the revival, operational strengthening and long-term sustainability of BSNL, including a detailed examination of its financial performance, telecom services, technology transition and Human Resources. The relevant observations and recommendations of the Committee are reproduced below:

1. The Report submitted by the Committee on Public Undertakings contains the following recommendation at Point No. 13 of Chapter 1:

"13. The Committee note and appreciate BSNL's comprehensive efforts in up skilling its workforce through various training initiatives. However, the Committee concerned with the Government's response regarding the non-implementation of the 3rd Pay Revision Committee (PRC) recommendations and the inability to increase the superannuation contribution. While the Committee is aware of the DPE guidelines on affordability, a prolonged stagnation in pay and benefits can severely impact employee morale and motivation, which is counterproductive to the Company's revival efforts. The Committee, therefore, reiterates its earlier recommendation and urges the Department of Telecommunications to engage with the Ministry of Finance to explore a one-time exemption or a phased implementation plan for BSNL employees. A motivated workforce is a prerequisite for a successful turnaround, and its welfare cannot be indefinitely postponed."

Despite the above recommendation, the 3rd PRC continues to be denied to BSNL employees on the ground of the affordability clause. The same should have been considered for an appropriate waiver, keeping in view BSNL's role in the development of the indigenous Swadeshi 4G stack, provision of services in commercially non-profitable areas, its role in nation-building, and the services rendered by the Telecom Warriors of BSNL during natural calamities, in border areas and in other situations of national importance.

2. As explained in Point B–6.7 of Chapter 6 and as recommended in Point 12.2 of Chapter 7 of the Sixth Report of the Committee on Public Undertakings (2024–25), Eighteenth Lok Sabha, presented on 18 December 2024, the Committee has observed:

"In view of the above Committee would like to suggest the Company to address the disparities between ITS and BSNL employees. BSNL should focus on harmonizing pay structures by aligning them with the 7th Pay Commission standards or as per the pay structures of the other similarly placed CPSUs. The Committee feel that enhancing superannuation benefits and pushing for the implementation of the 3rd Pay Revision Committee recommendations would help improve retirement security for BSNL employees. Regular promotions and clear career development pathways are essential to address stagnation, while expanding medical coverage and post-retirement benefits would improve overall employee welfare. Reviewing and adjusting allowances to remain competitive, seeking government support for financial assistance, and maintaining transparent communication with employees are also crucial for fostering equity and satisfaction within the organization, therefore the Company should reconsider their policy toward pay structure and allowances to address the disparity amongst BSNL employees"

In BSNL, there are significant disparities in the pay, promotion and pension structures of regular BSNL employees vis-à-vis employees on deputation from DoT. Regular employees continue to be denied even the full benefits of the 2nd PRC on the ground of BSNL's profitability, whereas employees on deputation are receiving the benefits of the 7th CPC from the same organisational revenue framework, defeating the very principle of ***"One PSU – One Policy."***

3. As per the pension-related circulars/orders issued by DoT in line with the Union Cabinet's decision dated 30.09.2000, including DoT Order No. 36-15/2000-Pen(T) dated 09.11.2000, Sub-rule (21) of Rule 37-A provides:

"Nothing contained in Rule (12) to (20) shall apply in case of Conversion of Department of Telecom Services and Telecom Operations into BSNL, in Which case the pensionary benefits including family pension shall be paid by the Government."

Moreover, as per Sub-rule (22), BSNL has been paying pension contribution since its inception on the higher end of the pay scale instead of on actual pay.

However, retired employees of BSNL/MTNL are being denied pension revision by linking it to the profitability of BSNL/MTNL.

4. Further, the substituted **Rule 37-A(24)** of the CCS Pension Rules provided:

"The arrangements under sub-rule (23) shall be applicable to the existing pensioners and to the employees who are deemed to have retired from the Government service for absorption in Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited and shall not apply to the employees directly recruited by the Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited for whom they shall devise their own pension schemes and make arrangements for funding and disbursing the pensionary benefits."

However, no pension scheme was provided to BSNL-recruited employees from the inception of BSNL. After implementation of the 2nd PRC, a contribution towards the Superannuation Fund was introduced with prospective effect, thereby depriving employees of the benefit of accumulation that could have accrued had the scheme been implemented from the beginning. Thereafter, despite substantial improvement in the financial position of BSNL, the contribution has not been enhanced adequately, although it was assured that the contribution would be increased with improvement in the financial position and that arrears would also be considered. The relevant commitments can be verified from the records available with the Department.

5. BSNL executives at the initial levels, viz. JTOs/JAOs and SDEs/AOs, are still working in interim pay scales instead of the standard E2 and E3 pay scales, which were required to be extended to them with effect from 01.01.2007. **The BSNL Board, in 2016, recommended E2 and E3 pay scales for the JTO/JAO and SDE/AO cadres, but orders for implementation of the same have not been issued by BSNL.**

In fact, BSNL may be the only PSU where executives recruited/promoted after 01.01.2007 have three different types of initial basic pay due to this anomaly. Despite consistent persuasion with DoT, the issue continues to remain pending. Other PSUs have resolved similar issues by upgrading the applicable pay scales, whereas in BSNL, no such resolution has been effected, resulting in substantial pay losses to executives recruited/promoted after 01.01.2007.

6. The employees of BSNL have consistently been victims of an inadequate career progression framework, wherein the situation has become so precarious that many professionally qualified executives, with qualifications ranging from M.Tech., B.Tech., CA, ICWA, MBA, LLB, M.Sc., M.Com., Diploma and PGDCA, etc., have received only one or no promotion during their entire career spans ranging from 7 to 30 years.

The COPU has rightly observed that BSNL employees have faced challenges relating to timely promotions and career growth and has recommended regular promotions and clear career development pathways to address stagnation. The Committee has further recommended that BSNL should address disparities in pay structures, allowances, superannuation benefits, medical coverage and post-retirement welfare, including the extension of the 3rd PRC recommendations with an appropriate affordability waiver.

We, therefore, most respectfully request your kind intervention for directing BSNL/DoT to ensure the time-bound implementation of the COPU recommendations in respect of BSNL, particularly through the following measures:

1. **Immediate consideration and implementation of the 3rd PRC** with an appropriate waiver of the affordability clause, in accordance with the recommendation of the COPU. The BSNL Board has already made its recommendation in this regard, and the matter is pending with DoT.
2. **Delinking of pension revision from pay revision** of existing executives, in accordance with the assurances given at the time of formation of BSNL.
3. **Extension of the standard E2 and E3 pay scales** to the initial two cadres of BSNL, in line with the BSNL Board's recommendations of 2016, along with resolution of the pay losses being faced by various categories of employees.
4. **Regular and time-bound promotions and clear career progression pathways** to eliminate stagnation and ensure optimum utilisation of experienced executives and employees, as mandated by the COPU.
5. **A structured succession planning and leadership development policy**, enabling BSNL to systematically groom and utilize its own experienced and professionally qualified manpower for higher managerial responsibilities instead of relying on external recruitment. Recruitment at higher levels should be avoided, except where specialized expertise is genuinely unavailable within BSNL.
6. **Improvement in pay, allowances and superannuation benefits**, in accordance with the recommendations of the COPU, to implement the principle of **"One PSU – One Policy"** in BSNL.

7. **Operational empowerment and faster decision-making at appropriate levels**, enabling field units to respond effectively to customer requirements, network faults, competition and emerging business opportunities.

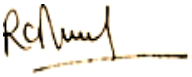
Sir, the Government has made enormous financial and strategic investments in BSNL. The full benefit of these investments will depend upon translating financial revival into operational excellence, technological competitiveness and a motivated, professionally empowered workforce.

BSNL's infrastructure and spectrum can deliver the desired results only when supported by an agile organisation, efficient operational systems, empowered field units and employees who have confidence in their career and future. Despite the infusion of substantial funds and continuous monitoring at the highest level, the desired results have not yet been achieved. One of the major reasons for this has been the consistent denial of adequate opportunities and resources to the regular internal executives of BSNL. The implementation of the Parliamentary Committee's recommendations, particularly with regard to operational strengthening and Human Resource reforms, can therefore become a crucial step towards securing the long-term revival and sustainability of this vital national strategic asset.

We, therefore, humbly seek your kind and personal intervention for the expeditious and time-bound implementation of the recommendations of the COPU, with special emphasis on comprehensive operational reforms, Human Resource reforms, career progression, succession planning and employee motivation in BSNL.

With regards,

(Chairman)
General Secretary, AIGETOA
8373967633



(Convener)
General Secretary BTEU BSNL
9415000770

Copy to:

1. **Shri Jyotiraditya M. Scindia Ji,** Hon'ble Minister of Communications, GoI, Sanchar Bhavan, 20 Ashoka Road New Delhi for kind information.
2. **Dr. Pemmasani Chandra Sekhar Ji,** Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information.
3. **Shri Baijayant Panda Ji,** Hon'ble Chairperson, Standing Committee on Public Undertakings, for kind information and kind consideration.
4. **Dr. Pramod Kumar Mishra Ji,** Principal Secretary to the Hon'ble Prime Minister, New Delhi, for kind information and with a request for kind intervention.
5. **Shri Amit Agrawal Ji,** Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information.
6. **Shri Surendra Kumar Pandey Ji,** General Secretary, Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi for kind information.
7. **Shri Ashok Kumar Ji,** All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi for kind information.
8. **Shri A Robert J Ravi Ji,** Chairman and Managing Director, BSNL, New Delhi for kind information.
9. **Shri B G Patel Ji,** National Coordinator, Bharatiya Doorsanchar Manch (BDM) for necessary action and persuasion with all concerned on behalf of BDM.