



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBFA, BTU)

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2026-27/30

Dated 07.09.2026

To,

Shri A Robert J Ravi Ji,
Chairman & Managing Director, BSNL,
Corporate Office, New Delhi - 110001.

Subject: Request for revisiting the Pilot Organizational Restructuring Proposal for Uttarakhand Telecom Circle once again in view of the negative impact on the long term viability of BSNL – We demand Comprehensive Analysis of the impact on the larger aspects of revenue, profitability and Human Resource along with the cost benefit analysis for BSNL before finalizing and implementing any model, Regarding.

Reference: BSNL Corporate Office Letter No. BSNLC0-RSTG/15(14)/1/2020-RSTG-Part(1) dated 28.08.2026.

Respected Sir,

This is in reference to the previous discussion held on the subject and the subsequent clarification issued by Restructuring Cell vide letter under reference. We have carefully examined the aforesaid clarification. Though there has been some changes on certain operational aspects, several fundamental issues having direct bearing upon the revenue, profitability of the operations, changes in sanctioned strength, Career Progression Policy and Promotional avenues, transfer policy, working conditions, residential accommodation, field deployment and service conditions of employees, employee benefits, implementation of 3rd PRC and resolution of residual issues of 2nd PRC etc have largely remained unaddressed. **Our observation on BSNL communication under reference is attached herewith as Annexure-A.**

While BDM fully appreciates the need for reforms that genuinely improves service delivery, operational efficiency and customer satisfaction but at the same time, we are of categorical view that any such restructuring in BSNL, which is already passing through serious financial and operational challenges, needs to be based upon **objective data, financial prudence, operational requirements and measurable outcomes**, rather than merely geographical redistribution of manpower. **The larger aspects of the impact on Revenue, Profitability and Human Resource which are crucial to run the company should not be ignored and there needs to a comprehensive examination of these aspects along with the cost benefit analysis in long run.** *The Organisational restructuring should be an outcome of a business and operational assessment and should not become an objective in itself.*

From the communication issued by BSNL, there is no clarity on these crucial aspects. None of the submissions of the unions and associations have been taken into account except few cosmetic changes. **Further, Management has once again gone back on its assurance of having a thorough discussion before finalizing the draft and has issued the communication unilaterally without any information to the stake holders. The current pilot proposal is unlikely to serve the best interest of BSNL as well as its employees and hence cannot be accepted.** We hereby submit our strong protest on this unilateral approach of management and **demand immediate roll back of this proposed pilot proposal.**

The proposed structure envisages changes in deployment of executives and other manpower, creation/reallocation of functions and movement of personnel and a drastic shift from the current hierarchy of Corporate→Circle→BA→OA. **The proposal also marks a shift from current setup of placing the manpower based on the revenue generation to that of placing them as per the needs of the rural connectivity which may have steep financial implications and apparently negative impact on the Profitability of BSNL.** The clarification issued vide reference remains completely silent on this aspect.

Even during meetings with unions and association, Management Side could not present anything on the anticipated impact (Positive or Negative) despite repeated requests. These changes will have long term impact on the viability of BSNL and on its profitability/revenue. Future of employees of BSNL remains associated with the future of BSNL and hence they deserve to remain informed about the reasons behind such policy decisions and its larger impact on the Profitability, Revenue, HR aspects and long term viability of the company.

Management assurances, didn't engaged meaningfully with all the stakeholders before concluding on the pilot proposal. It is very clear that the sole intent of management is to implement the pilot without getting into any cost-benefit analysis and without studying the consequences arising out of this implementation. **This is a very discouraging development considering the long term viability of the company and the fact that all the HR related decisions and issues pertaining to the financial benefits of the employees including the 3rd PRC and Residual issues of 2nd PRC have been kept pending in the name of affordability, profitability and revenue of BSNL.**

Hence, **we demand immediate roll back of the current proposal and request for a time bound discussion on the different aspects and concerns highlighted** in the enclosed annexure. In case, Management prefers to implement the pilot ignoring the calls for structured discussions and informed decisions, **we shall be constrained to launch a Nation-Wide Campaign for "Saving BSNL & Its Employees"**. We remain duty-bound to protect the interests of BSNL and its employees against the likely implications of the questionable decisions which are not likely to serve the best interests of BSNL.

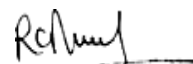
We sincerely hope that Management will take due cognizance of the concerns raised vide the enclosed annexure and will immediately put the unilateral implementation on hold. We also demand that management should immediately engage into meaningful discussions with all the stake holders on the larger aspects of Profitability, Revenue, and HR related aspects, career Progression and extension of the pending financial dues pertaining to implementation of 3rd PRC and residual benefits of 2nd PRC before concluding anything on the Final Pilot Restructuring Model.

With Regards

Encl: As above



(Chairman)
General Secretary, AIGETOA
8373967633



(Convener)
General Secretary BTEU BSNL
9415000770

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 K Balaji Ji, JS (Admin),** Sanchar Bhawan, Ashoka Road New Delhi for kind information.
- 5. Shri Surendra Kumar Pandey Ji,** General Secretary, Bharatiya Mazdoor Sangh (BMS), Dattopant Thengadi Bhawan, New Delhi for kind information and request for urgent intervention with the higher authorities on the Matter.
- 6. Shri Ashok Kumar Ji,** All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi for kind information and request to take up the matter with BMS Central Headquarters.
- 7. Shri Rajiv Kumar, Director (Finance), BSNL Board** for kind information and necessary intervention in this matter.
- 8. Shri Kalyan Sagar Nippani Ji, Director HR, BSNL Board** for kind information and necessary intervention in this matter.
- 9. Shri Rajeev Kumar Kaushik Ji, PGM (Restg/SR/Pers) BSNL,** New Delhi for information and necessary action please.
- 10. Shri Animesh Mitra, Convener AUAB with a request to go through the submissions and sit together with all leaders for a Joint Action Program to address the pressing concerns.**