

Update on BDM Forum Discussions with CMD BSNL and Senior Management - 22nd June, 23rd June 2025 & 24th June 2025

A detailed meeting was held on 23rd June 2025 under the chairmanship of CMD BSNL, with the participation of Director (HR), senior HR officials, and leaders from the BDM Forum including AIGETOA and BTEU. This follows earlier detailed discussions with Director (HR), PGM (Pers), PGM (Estt) and PGM (SR) wherein the minutes and appeals were issued earlier. The meeting lasted for almost 2 hours wherein threadbare discussions on the issues raised were done. Discussions of the Forum leaders was also held with Director (CFA), Director (Finance), PGM (Restg) on the issues raised vide part-A of the charter of demands on which a separate update shall be circulated.

1. The key takeaways of the meeting and discussions so far:

CMD BSNL has appreciated the concerns raised by Forum Leaders and acknowledged that the issues raised especially those pertaining to the **Social Security like 30 % Superannuation Benefits, PRMB and Death Relief Fund** deserve **attention going beyond the boundaries of affordability** and in the larger perspective of a secure future for the dependents of the employee also. **The assurance that management will take efforts to ensure that the contribution is raised to a significant proportion and the directions to the HR team to examine the possibilities in a time bound manner with reference to the rules and guidelines submitted by the BDM Leaders is definitely a welcome gesture but only if tangible output is visible in the form of recommendations.**

Management has also finally agreed to take up the issue of replacement of E1A and E2A by the standard pay scales of E2 and E3 and that of 3rd PRC with DoT in reference to the submissions made by Bharatiya Doorsanchar Manch. This is indeed another welcome change that after two long years, finally management has agreed to the request of the Bharatiya Doorsanchar Manch.

Management has also assured for the finalisation of the recommendations of the wage negotiation committee within next few days. Management side also gave a patient hearing on the subject in the exclusive meeting of the BDM representatives with the chairman and the members from the management side of the wage negotiation committee. In-depth discussions on the submissions of BDM with respect to the wage negotiation of the non-executives with special emphasis to finalisation of JE Pay Scale (NE-9) as 35400 as minimum basic was held with the wage negotiation committee. **The residual issue of JE Period Pay Loss was also highlighted before the Committee Members which was reciprocated well.**

A positive gesture with respect to **extending the mobile handsets to the JEs** in the field units was also shown by Management. **The issue of E1 plus 5 increments is to explained once again to the Establishment cell.**

2. On the issues related to the viability, management side had conducted detailed meetings with vertical directors and Forum leaders have deliberated the issues with the concerned team. On the issue of Swadeshi 4G, BDM appreciated that the indigenous system in place is big achievement not only for BSNL but also for the entire nation. At the same time, the recurrent issues pertaining to the indigenous 4G/5G network which are resulting in the churn of subscribers and the loss of revenue / profitability of BSNL must be taken care of was the demand of the forum. Management side informed that they are open to all feedback/suggestions from the BDM Forum **and assured action on the issues submitted by the leaders in the meeting.**

3. In the various meetings with CMD BSNL, vertical directors and the nodal officers on the issues raised by BDM, we have submitted our feedback on the critical concerns pertaining to the 4G/5G network, FTTH issues, Maintenance issues, vehicles unavailability, backhaul issues, issues related to the viability of the places chosen for installing the towers etc. and we expect that a time bound

resolution shall be extended for the same. We are looking forward to meeting with Director (Enterprise), Restructuring Cell and the nodal cell dealing with the recommendations of the COPU in the next week.

4. Point wise developments and the status on date as per assurances given in the meetings with CMD BSNL and Director (HR) in presence of PGMs from HR group is as stated below:

a. **BSNL Viability related issues:** As per Para 3 and 4 above.

b. **Implementation of 3rd PRC and Finalisation of Wage Negotiation:** The Forums submission with respect to the affordability waiver for BSNL shall be taken up with DoT. The Wage Negotiation Committee shall be asked to submit the report in next few days.

c. **Delinking of Pension Revision with Profitability of BSNL and Implementation of Hon'ble PCAT judgement:** Issue Pertains to DoT and accordingly Forum leaders were asked to pursue at appropriate forum.

d. **One Company, One Policy for all the employees in BSNL:** The Committee formed for the purpose viz Perks and Allowances for Executives and Non- Executives (Increase in Children Education Allowance, Professional upgradation allowance/skill upgradation allowance, Festival Allowance etc), TA/DA Revision and Monthly Transport is in the final stage of submission of the report and the same shall be submitted within 7-10 days.

e. **Issuance of Revised Presidential Orders for replacement of the initial two scales of JTO/JAO Equivalent with E2 (20,600-3%-46500) and SDE/AO scales with E3 (24,900-3%-50,500) :** The Submissions of the Forum with respect to the objections raised by DOT on the issue shall be taken up by BSNL with DoT for further examination at their end maximum by next week.

f. **30% Defined Contribution towards Superannuation Benefits as per the recommendation of DPE:** The demand of the Forum for enhancement of at least 2-3 % SAB Contribution shall be examined and explored with a holistic consideration without linkage to the affordability clause and in line with the DPE rules and other government guidelines highlighted by the BDM. The issue to be expeditiously examined and recommended.

g. **Creating the mandatory PRMB fund:** Establishment cell has been directed to examine the matter and submit the same to CMD BSNL for further discussions with the Forum Leaders.

h. **Creation of Death Relief Fund:** The gravity of the issue raised by BDM in the backdrop of untimely demise of the employees of BSNL was acknowledged by the management side. It was assured that issue shall be given a positive consideration by arranging the necessary funds.

i. **Settlement of the Pay-Loss issues (22820):** The Revised Committee with the replaced members shall be immediately notified to examine the inputs submitted by Forum and submit the recommendations. The issue of JE period pay loss for the JEs promoted as JTOs have further been discussed with the Wage Negotiation Committee Members from management side as a residual issue of 2nd PRC.

j. The Demand of the **Forum to provide Mobile handsets to the JEs** shall be examined for reconsideration by the Management Committee.

k. **Fixing the appropriate JE Pay Scale and revision of NEPP for Non-Executives:** The issue of JE Pay Scales (2nd & 3rd PRC) was discussed with the management side of the wage negotiation committee and the inputs of the BDM has been noted. The wage negotiation committee shall be asked to finalise the report in next few days. The submissions of the BDM for revision in NEPP has been discussed with Establishment cell and the inputs of the Forum has been noted.

l. **Redressal of the stagnation issues** pertaining to the employees of BSNL: The issue has been referred to the wage negotiation Committee.

m. **Restoration of medical Coverage:** The case for increasing the limit cannot be considered as of now due to financial constraints. However, BDM's request for calculating the limit on the current DA rates shall be given positive consideration expeditiously.

n. **Promotions for all eligible executives and non-executives:** Concerned section has been asked to explore the options by convening the meeting of all the stake holders.

The forum suggestions for ensuring the promotions of all eligible to be examined with a positive perspective. The forum suggestions of doing away with the proposed three tier hierarchy and replacement with a model which can be implemented in the existing framework of the post-based promotions was also noted and assured to be examined with a positive perspective. In fact, the proposal of the BDM if agreed will ensure promotions from JE to JTO, JTO to SDE, JAO to AO, SDE to AGM and AO to CAO within the ambit of existing framework without disturbing the reservation guidelines as well as the government of India rulings on the subject. If the stay on DGM promotions is vacated, DGM Promotions can also be held.

Further, the committee for deliberating and recommending on the List 12 and 13 seniority issue was also asked to submit its report maximum within 2 weeks. Similarly, the pending PWD promotions was also to be expedited.

A meeting shall be held next week with PGM Pers on the promotional issues.

Forum was asked to take all efforts to settle the legal cases and bringing all to a common understanding to minimise the litigations.

o. **Implementation of E1 instead of NE12:** Highest Non-Executive scale has to be below the lowest Executives scale. Hence, the issue is being referred to the Wage Negotiation Committee for examination.

p. **Intervention at highest level with EPFO authorities to ensure that the EPF higher pension options of BSNL Executives are accepted:** The case will be looked into and the needful directions shall be passed on to the circles by next week. Director (Finance) has assured to take up the matter with the Central Provident Fund Commissioner.

q. **Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated notified by DoT before formation of BSNL:** The issue pertains to DoT and the earlier submissions of Unions and Associations including AIGETOA & BTEU BSNL have been forwarded to DoT already.

r. **Starting the welfare activities :** Management agreed to give a positive consideration.

s. **Consideration of modification requests, retention on immunity grounds (12th Class, Self PWD/Care giver, Self-Medical /Care giver, Consideration of choice circles only, violation of transfer policy and Association immunity), Issuance of Transfer orders of executives completing hard tenure and issuance of OTP orders of the executives back to their parent circles:** The cases highlighted by the association have been noted. Management side has assured that all the genuine requests are under consideration and the same shall be issued soon. **The remaining OTP cases including for those displaced in long stay shall also be considered in a phased manner.** The Tenure orders shall be issued immediately.

t. **Issue of Rule 8 and rule 9 cases in the surplus (Incoming)/ Deficit (Outgoing) circles as well as removal of the discriminatory clause with respect to the special LICE batches:** Management has agreed to find the way out and the same shall be incorporated in the transfer policy to be issued soon. **Director HR shall be extended authority to decide on such cases on a case-to-case basis.** Association request for removing the discriminatory clause for special LICE JTOs shall also be considered and examined.

5. Management side's assurance that all necessary steps will be taken to address the issues raised by the BDM Forum as stated above is definitely a positive step but at the same time, management is reluctant on issuance of minutes as some corners have objected on the same. **Instead of the minutes, they have issued an appeal which is more of a generic nature but reflects positive thoughts. Click here for the appeal>>>>.**

6. Management has desired that the forum must give some time to them by postponing the action programs for delivering a tangible outcome on the issues as stated above especially with respect to the **30 percent**

SAB contribution, Perks and Allowances including the increase in monthly transport allowance, Promotions of all eligible including the settlement of seniority issue of List 12 & 13, Taking up the standard Pay scale & 3rd PRC issues with DoT in the next 10-15 days. We also hope that the wage negotiation committee shall be concluding their discussions and submit the recommendations within next few days.

7. The discussion with the CMD BSNL, Director HR and the HR team on dated 23.06.2025 has definitely ignited another ray of hope for us but is not the way forward till it attains finality in terms of the tangible output. It's good that the head of the organisation himself has extended assurance and directed the concerned cell to act on the issues in a time bound manner with holistic consideration categorically in the meeting. If management is serious in its approach, we believe that tangible output as a result of these discussions will be visible in next 10-15 days.

8. **However, in the absence of the immediate confidence building measures and output in the form of finalisation on the issues especially those pertaining to Pay Scales, Promotions for all eligible, Perks and allowances, 30 Percent SAB, BDM cannot take a call on withdrawing the programs. We do believe that mutual dialogues can only resolve the issues but intent of resolution must be there. All the positivity created vanishes when we see the actions which have been taken post these meetings in this week.**

The actions taken in last few days appear to be on the contradictory side especially with respect to the issues like unilateral orders on network ambassador which in fact is a gross violation of the employee rights and additional check on existing hierarchy. Then another significant orders where management has categorically assured positive action was with respect to the resolution of the 147 reversal orders. **Despite assuring to resolve the 147-reversal issue in positive, management has issued a speaking order which is negating the resolution of this seniority dispute.** In this scenario, it becomes difficult to assume that management will settle the other seniority disputes in a positive manner.

It is very clear that pers section is acting on the advice of few officers who have been holding the key sensitive posts on rotational basis by rotating the chairs from one sensitive post to other in complete contravention to the CVC guidelines. Till these officers are there, there cannot be any respite to the seniority disputes as most of them are the root cause of all these complexities in HR Matters. Additionally, **rumours of execution of further mass transfers through a new unilateral transfer policy**—which may cause further unrest and are **completely unacceptable** to the Forum. Added to that non-issuance of retention, cancellation, modification and tenure completion orders despite assuring on a daily basis and whole week being passed after meeting creates doubts even if we want to move forward with positivity.

Management always advocates about meritorious employees for which it, itself devised limited internal examinations. But completely failed to safeguard the interest of these employees, first in 2020 by the then CMD, snatched their rightful seniority. And this time management snatched the chances of promotions for many LICE qualified AGMs by throwing them far away from their existing circles in complete contravention to the rules and guidelines and by ignoring their grievances and genuine compelling reasons. For the First time in the history, persons have been penalised for passing the exam in the form of withholding of EPP and nothing can be more shameful than this. These 19 officers should not consider themselves alone. AIGETOA stands firmly with them and assures to take all actions to nullify this injustice. We are exploring the legal options as well.

The attendance portal update which apparently has made the handsets vulnerable was also not required but the same has been done as if putting multiple checks on the employees is the only priority for the management. No one is afraid of such checks but it definitely exposes the actual intent. Had so much focus would have been given to the operational and HR issues, such type of action programs by various forums would have never been required.

9. Hence before any such consideration of postponement/withholding of the organisational action programs, management has to come up with concrete confidence building measures. Since few programs have been put on hold, rearrangement in the action program and publication of a revised schedule is also a necessity. Accordingly, Forum shall be holding a meeting with all the circle representatives in the weekend to discuss the next course. **Dialogue with management will continue, but so will our preparedness for action. A revised schedule for the resumption of action programs shall be circulated.**
