



# Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

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**BDM/2026-27/10**

**Dated 25.05.2026**

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

**Subject: Notice for the "Organizational Action Programs" in view of non-resolution of the crucial issues related to BSNL Revival and Survival leading to the complete frustration in the employees and continuous breach of trust in resolving the long pending HR issues despite firm assurance by BSNL - Regarding.**

**Reference: (Various Communications made to BSNL Management are stated below)**

1. GS-AIGETOA/2026-27/12 Submission of Delhi Declaration dated 29.04.2026.
2. BDM-2025-26-41 Pre Notice Dated 27.03.2026.
3. BDPS/MOC/Pension Delinking/2026-27/1 Date: May 22, 2026.
4. AIGETOA Letter no. GS-AIGETOA-2025-26/114 dated 13.03.2026, Reminder regarding the complaint against functioning of PGM (Estt/Recruitment/admin/Trg) and continued posting of the officers on sensitive post beyond the stipulated CVC guidelines.
5. BDM Letter no. BDM/2025-26/40 dated 13.03.2026 regarding ambiguous and incorrect information being furnished by BSNL with respect to the reply of Parliament Question.
6. BDM Letter no. BDM/2025-26/37 dated 05.03.2026, Regarding Continuance of the SET Recruitment Process despite categorical assurance for deferment.
7. AIGETOA Letter no. GS-AIGETOA-2025-26/107 dated 24.02.2026 on the issue of Benevolent Fund Creation in BSNL.
8. AIGETOA Letter no. GS-AIGETOA-2025-26/107 dated 19.02.2026 for restarting the sports activities and allowing participation of BSNL employees in state/national tournaments & leagues.
9. AIGETOA Letter no. GS-AIGETOA-2025-26/103 dated 17.02.2026 on the implementation of one company one Policy and removal of pay/perks disparity between the two groups of employees working in same company i.e. BSNL.
10. Letter no. Letter no. GS-AIGETOA-2025-26/101 dated 13.02.2026 with respect to inordinate delay in resolution of committed issues by Estt/Recruitment/Admin/Trg cell and posting of officers on sensitive post for a longer duration in contravention to the CVC guidelines.
11. BDM Letter no BDM/2025-26/29 dated 22.01.2026, Reminder for the Resolution of the issues as per the commitments made by Management.
12. BDM Letter no. BDM/2025-26/30 dated 22.01.2026, strong opposition of the SET Recruitment.
13. Letter from GS BMS to Hon'ble MoC vide letter no BMS/C-22/2026/008 Dated 06.01.2026 submitting to representation of facts by BSNL Management and non-implementation of assurances given to BDM & Hon'ble MoC.
14. Letter from Hon'ble MoC issued to GS BMS vide letter no. D.O No. 60-200/2025/SU-IV Dated 20.08.2025 conveying various steps being taken by BSNL to resolve the issues raised by BDM.
15. GS-AIGETOA-2025-26\_90 Letter to CMD 4G Issues & Premature 3G Shutdown dated 31.12.2025.
16. GS-AIGETOA-2025-26-82 Letter CMD- SA-Restoration of SIM Activation dtd 03.12.2025.

17. GS-AIGETOA-2025-26-80\_Letter to CMD on 4G Issues in Field Dated 02.12.2025.
18. BDM/2025-26/18 Dated 21.07.2025 - Stopping the Organisational Action Programs.
19. BDM-2025-26-20 Letter on Non-Resolution of Issue even after firm assurance by BSNL Mgmt. of further Organisational actions by BDM.
20. BDM-2025-26-25 Letter to Hon'ble MoC for Implementation of 3rd PRC dtd 31.10.2025
21. GS-AIGETOA-2025-26\_57 AIGETOA Representation HR Lapses and Transfer Irregularities 07.10.2025 Seeking enquiry into transfer retention, modification and cancellation issued by corporate office, Delhi.
22. GS BMS Letter to Hon'ble MoC on BDM Organizational actions - BMS-C-22-2025-186 dated 12.06.2025.
23. BDM-2025-26-13 Reply on Appeal\_09-04-2025 Agitation Notice Dtd 04.06.2025.
24. BSNL/7-1/SR/2023 Dated 02.06.2025 - Appeal to withdraw all organizational actions by AIGETOA and BTEU, proposed from 02-06-2025 to 17-07-2025 as per schedule vide letter dated. 20.05.2025.
25. BSNL/7-1/SR/2023 Dated: 30-05-2025–Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.
26. BDM-2025-26-10 Agitational Notice Dated 20.05.2025.
27. BDM-2025-26-09 Continuation of Provocative Actions by BSNL Management Dated 19.05.2025.
28. BDM-2025-26-08 submission of provocative actions by nodal cells dated 09.05.2025
29. BDM-2025-26-06 Letter to CMD Immediate withdrawal of orders Amidst Sensitive National Emergency Situation Dated 07.05.2025.
30. BSNL/7-1/SR/2023 Dated: 05-05-2025–Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.
31. BDM-2025-26-04 Agitational Notice Dated 01.05.2025.

**Respected Sir,**

Your kind attention is invited to the letters under reference above vide which we have requested for your kind intervention on resolution of various long pending HR and operational issues pertaining to BSNL and its employees. **We are deeply concerned over the current state of affairs in BSNL which mostly pertains to the prolonged administrative inertia at various levels, declining service standards arising out of policy formulation & execution gaps, and the persistent non-resolution of long-pending genuine HR issues affecting BSNL employees.** The present situation continues despite repeated references, detailed representations and constructive submissions made by Bharatiya Doorsanchar Manch (BDM) in general, and AIGETOA and BTEU BSNL in particular. Over the past one year, through numerous communications, we have consistently highlighted serious deficiencies in HR, limited policy momentum, and issues directly impacting the long-term viability of BSNL but to no avail.

Our repeated cautions and multiple submissions have drawn attention to factors affecting the implementation of revival measures, unresolved issues related to BSNL Services, Revenue losses arising from administrative delays and arbitrary decisions, and procedural bottlenecks. Unfortunately, these concerns are now gradually materializing, **as evidenced through significant subscriber attrition through port-outs, and growing erosion of public confidence in BSNL.** Feedback and commentary from subscribers across various social media platforms further substantiate the concerns consistently raised by BDM, AIGETOA, and BTEU.

Another matter of grave concern is the sustained demoralization of BSNL's workforce. As consistently articulated in AIGETOA's HR-related submissions, **officers and employees continue to function**

**under severe constraints, without adequate resources and without proper Pay, Pension and Promotions.**

It is pertinent to recall that a series of communications, meetings, and assurances were extended by BSNL Management to Bharatiya Doorsanchar Manch last year, both with respect to HR issues as well as issues pertaining to BSNL viability. On the basis of these assurances, BDM repeatedly exercised restraint by deferring, postponing, and eventually discontinuing its organizational action programs.

**It is also relevant to mention that subsequent to the meeting of BMS delegation led by General Secretary BMS with the Hon'ble Minister of Communications on 17<sup>th</sup> July 2025, whose timely intervention and assurances were received positively, the forum decided to stop the organizational action programs initiated under the platform of Bharatiya Doorsanchar Manch.** At that time, it was assured that final decisions had already been taken by various committees and that the issues were pending only for concurrence from higher authorities, with commitments that resolutions would be implemented in a time-bound manner, preferably within two to three weeks.

However, despite the passage of considerable time and repeated reminders, no tangible progress is visible, particularly on HR-related issues. **Employees who had shown restraint and reposed faith in the assurances provided, now feel deeply disappointed.** Several reminders have been issued to the BSNL Management-highlighting growing demotivation and unrest among employees but without any meaningful response from the management.

Even basic but operationally essential issues-such **as the revision of Touring Allowance/Daily Allowance (TA/DA) Limits of 1996 rates**-remain undecided and continue to gather the dust on files. The continuation of a **DA ceiling as low as ₹145 per day**, which is insufficient even for a single meal, places employees in an untenable position while on official tour/duty. **Such oversight of basic yet critical issues adversely impacts morale, efficiency and overall organizational performance and clearly reflects the level of indifference within the BSNL HR framework towards employee's genuine concerns.**

BSNL may be the only organization where Policy-Makers at higher levels including the highest chair of CMD BSNL **enjoy full benefits of the 7th CPC** (and now poised for receiving the 8th CPC benefits) **without any consideration to affordability or viability**, while the executing workforce remains deprived of even the basic assured entitlements & **receives nothing except constraints on viability and revenue growth.** This disparity has been highlighted even by the Parliamentary Committee in its 6th Report submitted to the 18th Lok Sabha on 18th December 2024.

The latest example of this prevailing discrimination was visible once again when differential treatment was given to the implementation of Revised CDA (Pertaining to employees on deputation from DoT) and the Revised IDA (Pertaining to the regular employees of BSNL. **While the revised CDA was straight away implemented, the revised IDA was made to pass through the scrutiny of BSNL Board and DoT despite both the expenditures being met through the same BSNL revenue Account which cannot be termed as selectively fragile for one group and affordable for those on deputation.**

We have also been made to understand that the various committees constituted for resolution of HR and service matters have completed the groundwork and that concurrence from the competent authority is awaited before final recommendations. If this is indeed the case, such excessive procedural intervention at higher levels could have been avoided to enable timely decision-making. If, alternatively, committee reports have not been finalized even after more than one year, it indicates a serious lapse in administrative discipline and responsibility. **Both scenarios warrant immediate attention, corrective action, and fixation of accountability.** Such prolonged delays undermine the sincere revival efforts of the Government of India for BSNL, create disillusionment among employees and erode employee's and pensioner's confidence despite the Government's continued and unprecedented support to BSNL.

It is imperative for the management as well as DoT to recognize that the prolonged decline of BSNL **can no longer be attributed solely to the external competitive market conditions**. Delayed decision-making, ineffective execution of approved measures, continued neglect of stakeholder inputs, involvement of BSNL in the fulfillment of social responsibility and non-commercial objectives have also significantly contributed to the present revenue position of BSNL. **A strategic PSU like BSNL being allowed to run through an ad-hoc arrangement by way of additional charge at the apex level for almost two years now are the factors which necessitate immediate attention.**

Perhaps delay in resolving the pressing issues was not enough, management went one step forward **undermining the qualifications, experience and unparalleled commitment of BSNL employees by choosing to recruit fresher's with same qualification and zero experience and place them above the heads of similarly or even greater qualified experienced executives**. Nothing can be more unjust than placing fresher's above the experienced executives with similar or higher qualification. Management took a complete U-turn on its commitment made to defer the SET recruitment process which clearly indicates the inconsistent approach of management on this as well as other issues.

Despite repeated attempts to reach to the management for resolution through amicable means and to represent the issues with sufficient justification, supporting documents and proper reasoning, management has not made any efforts to resolve the issues. A final communication to this effect was served to management vide letters under reference at serial no. 1, 2 and 11.

Thereafter, meetings were held with the constituents of the Bharatiya Doorsanchar Manch on dated 19<sup>th</sup> May 2026 and 25<sup>th</sup> May 2026. Sensing no hope for any amicable resolution through discussions and deliberations, constituents of the Bharatiya Doorsanchar Manch (BDM) have decided to resume the postponed organizational action programs for settlement of the long outstanding issues as listed below.

#### **DEMANDS:**

- 1] **Implementation of 3rd Pay Revision Committee (3rd PRC) recommendations for BSNL employees** by waiving off the affordability clause, in view of BSNL's status as a Strategic PSU involved in fulfilling the various social/telecom objectives of government and its pivotal role in the "Make in India" initiative for Swadeshi 4G/5G technology development. BSNL has been serving the nation with pride and its employees have dedicated itself to the cause of nation by serving to the remotest and farthest corners of the nation. Be it national calamity, be it Geo Political Situation, be it National Emergency, BSNL employees have always worked with "Nation First Policy". Moreover, the policy making and execution for BSNL has been handled by government mostly through the officers on deputation from DoT and hence loss or profit for BSNL has never been entirely into the hands of its internal employees.

In view of the unique position of BSNL as the flag bearer of the Atmanirbhar Bharat in Telecom initiative and its involvement in nation building process through various social and strategic responsibilities, the affordability clause must be waived for BSNL as has been granted to other PSUs which have been formed for special purposes. BSNL board has already recommended and written to DoT for implementation of 3<sup>rd</sup> PRC.

***Hence we demand for granting the waiver of affordability clause for implementation of 3rd PRC in BSNL by considering it as a PSU formed to perform a specific agenda instead of examining the same under the lenses of profit/loss.***

- 2] **Delinking of Pension Revision with Profitability of BSNL/MTNL.** We demand for Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement. Once the employee of BSNL/MTNL superannuates

from the department, they draw the pension from consolidated fund of India and hence do not have any linkage with profit and loss of the PSU. **Hence the Pension Revision must be delinked with the Profitability of BSNL/MTNL.**

- 3] **Settlement of all residual issues of the 2nd PRC pending since 01.01.2007** viz issuance of revised Presidential Order for E2/E3 pay scales for JTO/JAO/SDE/AO equivalent grades, Full 30% defined contribution towards Superannuation Benefit, creation of the mandatory Post-Retirement Medical Benefit Fund (PRMB), settlement of pay-loss issues of JTOs/JAOs recruited/promoted post 1.1.2007 (22820, JE Period Pay Loss), extension of 5 additional Increments to BSNL Recruited JTOs/JAOs and JEs, Revision of 1996 TA/DA/Transport rules to current market rates, Unfreezing of Medical Reimbursement being frozen at 2020 DA rates during Covid-19 period. These issues have minimum financial implication and still they have been kept pending. Many committees have been formed for the purpose but the reports have been kept pending for more than one year. **We demand for implementation of the same.**
- 4] **Implementation of "One Company - One Policy: Parity in Pay, Perks and Promotions between Regular Employees of BSNL/MTNL vis-à-vis the employees on deputation from outside".**

Both, the Officers on Deemed Deputation to BSNL and the Internal Regular Employees of BSNL draw the salary and Perks from the Same Revenue Account of BSNL. While **Officers on deemed deputation to BSNL are getting all the benefits of 7<sup>th</sup> CPC** (Poised to get 8<sup>th</sup> CPC), **the regular absorbed/recruited employees of BSNL are being strictly denied even the basic entitlements** in the name of affordability.

There cannot be differential yardsticks for two different groups present in the same company. If affordable, it is for all, if non-affordable, it is for all. **Hence we demand for Implementation of One Company: One Policy for BSNL i.e. equal treatment for all.**

- 5] **Creation of an internal management hierarchy through timely promotions across all streams and cadres, Promotions for all eligible executives**, settlement of all pending seniority disputes in line with DoP&T guidelines and immediate issuance of all pending promotion orders, revision of NEPP and extension of applicable notional promotions to PWBD employees.

BSNL has been governed by the officers on deputation from DoT for all these 25 years. One of the root cause of the set back of the company is absence of an internal management hierarchy for BSNL despite presence of a large number of technically and professionally qualified executives recruited/absorbed by BSNL.

It's high time that management of BSNL must now be governed by the internal regular employees and **hence we demand for creation of Internal Managerial hierarchy and timely promotions for all eligible.**

- 6] **Immediate scrapping of the SET Recruitment Process**, which is viewed as an affront to the qualified and experienced workforce of BSNL. BSNL has chosen to **recruit fresher's with same qualification and zero experience and place them above similarly or even greater qualified experienced executives.** This is a huge injustice to the experience, commitment and qualification of the internal executives.

**Hence we demand the scrapping of the SET Recruitment Process which is extremely discriminatory in nature.**

- 7] **Immediate Submission of recommendations of all the pending Committee Reports on HR issues in line with the assurances made to AIGETOA & Bharatiya Doorsanchar**

**Manch (BDM)** and fixation of responsibility for unnecessary delay in submission of these Reports.

- 8] **Withdrawal of the charge-sheet issued to the Association Office bearers** of Chennai Telecom Circle.
- 9] Lifting ban on Compassionate Ground Appointments in BSNL.

**BSNL viability related Demands/Suggestions**

- 1] **Posting of a Regular CMD in BSNL/MTNL** to ensure continuity in implementation of various decisions, projects and government telecom initiatives, particularly those related to Atmanirbhar Bharat in Telecom.
- 2] **Immediate Steps to ensure mandatory use of Swadeshi 4G Service provided by BSNL for all the Government organizations and PSUs** including its employees wherever the reimbursement is made by the company/organization against the use of Telecom Services.
- 3] **Publishing of a white Paper on the outcome of the Consultant “BCG (Boston Consulting Group)” appointed for Organization Transformation in Strategic Area vis-à-vis the expenditure made** including the details of additional resources provided like Office Space, electricity etc. for their day to day working, detailed experience profile of the resources deployed in BSNL.
- 4] **Implementation of the recommendations given by the Committee of Public undertakings (COPU)** in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Lok Sabha and implementation of one company-one policy by ending the disparity between regular employees of BSNL vis-à-vis the employees on deputation.
- 5] **All the Non-Executives must be extended with mobile handsets to enable proper handling of faults and service requirements.** Many JEs have been entrusted with similar responsibilities to that of JTOs and hence they must also be extended with reimbursement of Mobile Handsets.

**PROGRAMS & SCHEDULE:**

Date	Activity
<b>9<sup>th</sup> June 2026</b>	X (Twitter) Campaign on “Implementation of 3 <sup>rd</sup> PRC in BSNL”
<b>16<sup>th</sup> June to 23<sup>rd</sup> June 2026</b>	Signature Campaign through Change.Org and submission of Signatures in support of the BDM call for action Programs.
<b>25<sup>th</sup> June 2026</b>	Lunch Hour Demonstration at CHQ/Circle/District Headquarters.
<b>26<sup>th</sup> June to 10<sup>th</sup> July 2026</b>	Submission of Memorandums by Employees through Postal Media & Online Portal to Hon’ble Prime Minister, Hon’ble Minister for Communications, Hon’ble Minister of State for Communications, Hon’ble Secretary DoT and CMD BSNL. Submission of Memorandum to Hon’ble Governors of the State, Hon’ble MPs of the Area, Hon’ble Ministers and District Collectors of the Area by the respective CSs/DSs.
<b>10<sup>th</sup> July 2026</b>	X (Twitter) Campaign on extension of Standard Pay Scales of E2 and E3 and issuance of revised Presidential orders iro JTO/JAO/Equivalent and SDE/AO/Equivalent grades.

<b>15<sup>th</sup> July 2026</b>	Press and Media Meet highlighting the grave injustice being faced by the employees of BSNL and the necessity of the action programs by the Bharatiya Doorsanchar Manch
<b>22<sup>nd</sup> July 2026</b>	One-day Mass Leave by all Employees in support of the demands.
<b>24<sup>th</sup> July 2026</b>	X (Twitter) Campaign on One Company- One Policy: Parity in Pay, Perks and Promotions between Internal employees of BSNL vis-à-vis the employees on deputation from outside.
<b>3<sup>rd</sup> &amp; 4<sup>th</sup> Aug 2026</b>	Day Long Hunger Fast by CHQ office Bearers and other volunteers at BSNL Corporate Office.
<b>5<sup>th</sup> August 2026</b>	<b>"Chalo Delhi":</b> <b>Maha-Dharna by employees/pensioners of BSNL/MTNL across India at Jantar-Mantar Delhi followed by Parliament March in the presence of Central leadership of Bharatiya Mazdoor Sangh.</b>

We sincerely believe that still at this belated stage, management will seize the opportunity to restore trust and ensure immediate settlement of the BSNL viability related issues along with our long pending HR issues and address the serious concerns as above to maintain harmonious Employees - Employer relationship.

**With Warm Regards,**



**Ravi Shil Verma**  
(General Secretary)  
**AIGETOA**  
**8373967633**



**R C Pandey**  
(General Secretary)  
**BTEU BSNL**  
**9415000770**



**Hari V Sowani**  
(General Secretary)  
**BDPS**  
**9422324040**




**M Vijaya Kumar**  
(General Secretary)  
**AIBSNLOBCEWA**  
**9440012555**



**M Uday Kumar**  
(General Secretary)  
**STEWA**  
**9490000409**



**R K Gupta**  
(General Secretary)  
**DEWAB**  
**9868188979**



**Kalu Ram**  
(General Secretary)  
**FNTOBEA**  
**9413205627**



**Vikas Mohan**  
(General Secretary)  
**BTU**  
**9013328642**

**Copy to:**

1. The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.
2. The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.
3. The Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention with special emphasis with respect to demand nos. 1 to 3 and suggestions.
4. The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.

5. The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
6. The Organizing Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
7. All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and intervention please.
8. The General Secretary, Delhi State, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
9. All Functional Directors of BSNL Board Director CFA/CM/Finance/HR/EB for kind information please.
10. The General Secretary, MTNL Mazdoor Sangh kind information and necessary support.
11. The General Secretaries of Unions and Associations of BSNL for kind information and necessary support for the larger cause of BSNL Employees.
12. The PGM (SR) BSNL CO, New Delhi for kind information and n/a please.