

Detailed Update on Meeting with BSNL Management on the Charter of Demands Submitted by Bharatiya Doorsanchar Manch (BDM) held on 05.06.2026

The meeting convened by Director (HR), BSNL on 05.06.2026 in response to the Organizational Action Programme notice served by Bharatiya Doorsanchar Manch (BDM) was held at the Board Room of BSNL Corporate Office. The meeting commenced at 5:00 PM and continued till around 8:15 PM.

The meeting was chaired by Director (HR) and attended by PGM (Pers), PGM (Estt), PGM (Legal) and representatives of the constituent organizations of Bharatiya Doorsanchar Manch.

At the outset, Director (HR) opened the meeting with emphasis on spirit of togetherness in the interest of BSNL and expressed that Management as well as DoT including the Hon'ble Minister are considerate to the demands raised by BDM.

BDM Representative highlighted that the organizational action programmes were announced only after prolonged inaction on various HR and BSNL viability-related issues despite repeated assurances from the Management. BDM emphasized that employees have shown patience and restraint for a considerable period, but the continued delay in resolution of long-pending issues has led to widespread disappointment and frustration among the workforce.

Thereafter, all issues contained in the Charter of Demands submitted by BDM were discussed in detail. **Management side apprised us that during the HR review meeting by Minister, the discussion was mainly focused on the agenda points submitted by BDM and Hon'ble Minister has been kind enough to extend categorical directions on some of the issues and informed us about the developments.** Apart from the charter of demands, several concerns relating to transfer policy deviations, Rule 8 and Rule 9 cases, individual grievances, policy inconsistencies, non-consideration of genuine hardship cases, and variations in implementation across circles were also deliberated upon extensively.

The issue-wise outcome of the discussions is summarized below:

1. Implementation of 3rd PRC by Granting Waiver of Affordability Clause

BDM strongly demanded implementation of the 3rd Pay Revision Committee recommendations for BSNL employees by granting waiver of the affordability clause, considering BSNL's strategic role in national telecom development, indigenous 4G/5G deployment and fulfilment of various social obligations.

Management informed that the matter is presently under consideration at DoT/MoC level and BSNL is actively pursuing the issue with the concerned authorities. It was informed that as desired by Hon'ble Minister, a status-note on 3rd PRC including the financial implication has been prepared and submitted to DoT. It was highlighted that the status note contains the recommendation for consideration with strong emphasis on AIGETOA/BDM stand of One Company One Policy: Parity in Pay, Perks and Pension i.e. if the currently applicable 7th CPC benefits are being extended to those governed by CDA scales, the 3rd PRC benefits also need to be extended to the employees of BSNL governed by IDA scales for parity.

2. Delinking of Pension Revision from Profitability of BSNL/MTNL

BDM demanded pension revision for BSNL/MTNL pensioners at par with Central Government pensioners and implementation of the relevant judicial pronouncements (Hon'ble PBCAT judgment).

Management stated that pension-related matters fall within the jurisdiction of DoT and the issue continues to be pursued at the appropriate level.

3. Settlement of Residual 2nd PRC Issues

BDM reiterated the demand for immediate settlement of all residual issues pending since 01.01.2007.

a) Standard Pay Scales (E2 & E3)

Management informed that the issue remains under consideration with DoT. Earlier stand of DoT was that matter is closed. **However, now directions have been given for re-examining the matter and concerned section of DoT has started working on the same.** It was also informed that as agreed earlier, our submissions and the documents submitted by us has been forwarded to DoT. **It was informed that DoT is revisiting the matter with a holistic view with an intent to extend positive relief.**

b) Full 30% Superannuation Benefit

Management conveyed that during the review meeting with Minister, enhancement of Superannuation Benefit has received positive consideration and will be examined further through the committee mechanism. **The committee has been directed to recommend on enhancement of SAB Contribution without any further delay.**

c) Post Retirement Medical Benefit (PRMB)

*Management side stated that existing mechanism of BSNLMRS takes care of this issue. We contended that as of now, BSNLMRS appears to be a better mechanism but is not secured for future. We stated the example of Gratuity Trust, Leave Encashment Trust and stated that during the toughest days of BSNL, if such trust would not have been in place, the retirement benefits of the employees retiring in those days would have suffered immensely. The same problem for BSNL recruits who are not covered by CGHS scheme could not be ruled out in case of liquidity crunch for BSNL. A PRMB trust would keep BSNL Recruits secure in future. **It was agreed that issue will be examined once again vis-à-vis the existing mechanism in light of the contentions raised by BDM.***

d) Pay Loss of Rs. 22,820

It was informed that the currently the matter is subjudice. Management side also informed that multiple litigants have filed the cases and in almost all cases, the decision has been extended in favour of BSNL. **We stated that appeal has been filed in Hon'ble High Court Delhi and the same has been admitted also. Hon'ble High Court in its order of March 2025, has categorically upheld the contention of AIGETOA that the issue is not of Fitment benefit but instead it's a case of pay-fixation.** We requested committee to examine in that perspective. It was agreed to be examined by the committee formed for the purpose and submit the report expeditiously.

e) JE Period Pay Loss Issues

Management agreed to review the matter but stated that it's a very old issue. **However, during discussion, it was established by BDM that there is a definite pay loss and need for additional increments even going by the existing ruling of BSNL.** Management also acknowledged this fact and assured to look into the matter in a best possible way.

f) Five Additional Increments for BSNL Recruited JTOs/JAOs/JEs

PGM (Estt) informed that the HR Committee will examine the matter with a holistic view.

g) Revision of TA/DA and Transport Allowance

Management informed that the issue has been included in the mandate of the newly constituted Committee and efforts shall be made to conclude the matter in the shortest possible time as per the directions given by Hon'ble Minister.

h) Unfreezing of Medical Reimbursement

Management agreed that the issue will be examined along with other medical-related matters through the committee.

4. One Company - One Policy (Removal of Parity)

BDM strongly raised the issue of disparity in pay, perks and promotional avenues between regular BSNL employees and officers on deemed deputation.

Management agreed with the principle of "One Company – One Policy" and assured that the examination of the matter in the larger HR committee framework. *It was informed that as desired by Hon'ble Minister, a status-note on 3rd PRC including the financial implication has been prepared and submitted to DoT. It was highlighted that the status note contains the recommendation for consideration with strong emphasis on AIGETOA/BTEU/BDM stand of One Company One Policy ie Parity in Pay, Perks and Pension i.e. if the currently applicable 7th CPC benefits are being extended to those governed by CDA scales, the 3^d PRC benefits also need to be extended to the employees of BSNL governed by IDA scales for parity.*

5. Internal Managerial Hierarchy, Promotions and Career Progression

BDM demanded creation of a strong internal managerial hierarchy, timely promotions, settlement of seniority disputes, revision of NEPP and extension of notional promotions to eligible PwBD executives.

Management informed:

- + AIGETOA's Proposal for creation of an Internal Managerial Hierarchy has been accepted.**
- + A committee has been constituted for review of NEPP as per demand of BTEU.**
- + Promotion and career progression-related matters shall be examined and expeditiously resolved through the HR Committee.**
- + HR structure and managerial framework will also be reviewed.**
- + The review DPC of the PWBD Candidates shall be expedited.**

6. Scrapping of SET Recruitment Process

BDM reiterated its demand for withdrawal of the SET Recruitment Process due to its adverse impact on internal career progression and employee morale.

*No specific commitment was conveyed by Management on this issue and instead advised to take up the matter with DoT as the Recruitment has been notified under exclusive mandate of DoT. We contended that Similar type of exclusive mandate has been given on the issue of promotions also but management has been citing legal issues for delay. Why the same legal issue has not been explained by them to DoT. We informed that this matter is also subjudice as the court case has been filed by Team AIGETOA on the matter. We categorically stated that it's a non-negotiable issue for us and the earlier assurance of the management will have to be fulfilled. **We accordingly told management to convey the resentment of executives of BSNL to DoT. Our categorical demand is to stop this SET recruitment immediately else promote all the JTOs/JAOs/SDEs/AOs and place them above the SETs to be recruited.***

7. Submission of Pending Committee Reports

BDM strongly demanded submission and implementation of all pending Committee Reports.

Management informed that a Holistic HR Committee has been reconstituted to examine major HR issues including and they will be submitting the reports expeditiously:

- + Enhancement of Superannuation Benefit
- + Revision of TA/DA
- + Medical Facilities
- + IDA Related Matters

8. Withdrawal of Charge Sheets Issued to Chennai Telecom Circle Office Bearers

BDM strongly opposed disciplinary action against association representatives.

Management agreed to review the matter positively and informed that necessary action for withdrawal shall be initiated immediately.

9. Lifting Ban on Compassionate Ground Appointments

BDM demanded lifting of the ban on Compassionate Ground Appointments.

No specific commitment emerged during the discussions.

Transfer Policy Related Issues

Apart from the Charter of Demands, BDM raised several transfer-related grievances and policy deviations. The details are placed in the sheet attached herewith.

Rule-8 and Rule-9 Cases and addressing of the issues arising out of Surplus and Deficit Circle criteria:

Management informed that processing of Rule-9 requests under Rule-8 framework has been moved to an online system for greater transparency and expeditious disposal. It was informed that modified transfer policy shall now be looked onto by DoT and they have constituted a committee for the same. However, Management agreed to incorporate provisions to address the issues arising out of the Surplus and Deficit Circle criteria for the genuine and merit worthy cases especially wrt medical and spouse grounds for Rule 8 and Rule 9 cases pertaining to JTOs/JAOs/JEs etc. For the Special LICE JTOs, initially management denied to extend any relief but later on our insistence agreed to re-examine the issue.

LICE for JE to JTO

Management agreed to conduct all the pending LICE for JE to JTO.

BSNL Viability Related Issues

1. Appointment of Regular CMD

BDM demanded immediate appointment of a regular CMD for BSNL.

Management informed that the matter is presently under consideration at DoT level and the submissions of BDM has been taken note of by Hon'ble Minister. **Accordingly, BDM will pursue the same at appropriate levels.**

2. Promotion of BSNL 4G Services

BDM demanded mandatory use of BSNL services by Government Departments, PSUs and organizations wherever telecom reimbursement from Govt exchequer is provided.

Management stated that the indigenous 4G rollout is progressing rapidly and the matter requires further discussion with DoT and the Government. **Accordingly, BDM will pursue the same at appropriate levels.**

3. White Paper on BCG Exercise

BDM sought transparency regarding the BCG organizational transformation exercise. It was agreed to share the details to the extent rules permit.

4. Implementation of COPU Recommendations

Management informed that recommendations of the Committee on Public Undertakings (COPU) wrt HR issues have been examined and is being tried to be implemented based on feasibility. We requested for incorporating the recommendations w.r.t operations also.

5. Mobile Handsets for Non-Executives and JEs

BDM demanded provision of mobile handsets and reimbursement facilities to non-executive field staff. Matter was agreed to be re-examined.

6. Conversion of SPS fund to NPS:

*It was informed that the aforesaid proposal has been rejected by management committee of the board citing that both the schemes can not co-exist. We expressed surprise on the decision of management which in fact would have saved lots of money for BSNL. **We gave specific examples of PSU where the conversion from SAB to NPS has been implemented on optional basis and stated there is no point in denying the same facility to BSNL employees. We also stated that BDM favours NPS over SPS fund and requested to submit the proposal again. Management agreed to re-examine the matter.***

While BDM acknowledges the positive approach shown by the Management during the discussions and appreciates the willingness displayed to address several long-pending issues, it was categorically conveyed that employees are now looking for implementation and not merely assurances.

BDM pointed out that similar commitments have been extended on several occasions in the past; however, many crucial HR and organizational issues continue to remain unresolved. The workforce expects concrete action in the form of orders, implementation schedules and visible outcomes.

The success of the discussions will therefore be judged solely on the basis of actual resolution of issues and not on assurances alone.

BDM shall closely monitor progress on all commitments made during the meeting and continue its efforts at all levels till the legitimate demands of BSNL employees and pensioners are fully resolved.

We inform one and all that things have moved in a positive manner but they have not been resolved yet. The final resolution depends on the level of support and unity which we exercise.

Hence all CHQ, Circle and District Office Bearers of constituent BDM are requested to remain fully prepared and continue the organizational mobilization so that future programmes can be implemented effectively

With Regards

Team Bharatiya Doorsanchar Manch (BDM)

AIGETOA | BTEU BSNL | BDPS | STEWA | AIBSNLOBCEWA | FNTOBEA | BTU | DEWAB

Status of Transfer Discrepancies as discussed during Meeting

SN	Major Issues raised	Response of Management
1	Non-consideration of age relaxation provisions for executives above 56/58 years despite explicit provisions in the BSNL Transfer Policy 2008.	Under consideration but firm commitment not given. Further discussions shall be held.
2	Arbitrary cut-off dates and selective consideration of tenure completion , leading to unequal treatment of similarly placed executives.	Will be examined. Further Discussion Shall be held. Some consensus built up
3	Transfer of PwD executives despite existing protections and ERP entries.	Will be Considered
4	Ignoring caregiver and compassionate grounds , including cases involving cancer treatment and children with severe disabilities (despite existing protections and ERP entries.).	Will be Considered
5	Medical cases ignored despite valid documentation , while some verified medical cases remain pending without final orders.	Will be Considered
6	Eligible OTP applicants not considered , despite completing tenure and fulfilling policy conditions. Those applied on Company Cost should also be given consideration as per the notified transfer policy. Even tenure postings have not been considered at company cost. Many spouse cases have not been considered. All such cases must be considered with priority.	All the deviations noted with assurance to examine. Shall be discussed further. All related documents submitted with facts and data.
7	Pending non-territorial circle requests not acted upon despite recommendations from concerned CGMs.	Directions shall be given to circles
8	No opportunity provided to exercise choice before long-stay transfers (before issuing the orders, BSNL CO should have released the long stay list along with the Surplus/Deficit circles lists and three choices should have been asked from each executive being considered for long stay transfers).	Under Consideration. Further deliberations will happen
9	Multiple OTP requests ignored , including compassionate cases involving women employees and single parents.	Will be Considered
10	Selective implementation of approved medical and transfer cases , resulting in unequal treatment.	Will be examined and all genuine cases shall be considered based upon entry in ERP
11	Medical cases rejected without proper physical verification.	Will be re-examined and considered
12	Association office-bearer immunity not considered , despite ERP entries and approved immunity lists as per the REA rules.	Will be Considered on receipt of Performa through proper channel
13	RTTC/BRBRAITT-related OTP cases which were asked exclusively for training center assignments have been considered as normal OTP with transfers issued despite non-selection for the training assignments (OTP applied as per the BRBRAITT mail for all the applicants).	Corrections shall be issued
14	OTP cancellation requests ignored , even in cases involving age relaxation, medical grounds, and changed family circumstances.	Will be Considered
15	Discrimination between officers who complied with transfer orders and those who obtained retention.	Will be reviewed and Parity shall be ensured. However, further discussions required
16	Choice circles not considered after completion of hard-tenure service.	Will be re-examined and considered

17	Non-consideration of OTP requests of officers nearing retirement (58+/59+ years).	Will be Considered
18	Long-stay transfers issued despite prior hard-tenure service.	Will be Considered
19	Spouses have been placed in separate circles through current transfers despite scope of posting at same place.	Will be Considered
20	Service rendered in soft tenure places have not been considered while calculating long stay. Similarly, executives working in semi hard tenure stations have also not given requisite consideration.	Will be Considered
21	Non-territorial transfers within CGM's area are pending due to approval pending at Corporate Office.	Directions shall be given to circles

Team Bharatiya Doorsanchar Manch (BDM)

