

	BHARAT SANCHAR NIGAM LIMITED (A GOVERNMENT OF INDIA ENTERPRISE) SR Cell, Corporate Office 8 th Floor, Bharat Sanchar Bhawan, Harish Chander Mathur Lane, Janpath, New Delhi-110001
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BSNLCO-COMN/11(21)/18/2026-SR

Dated: 10.09.2026

ORDER

Subject: Incident dated 08.09.2026 in the chamber of PGM (Pers), BSNL Corporate Office – appointment of Ad-hoc Disciplinary Authority – reg.

Reference is invited to the report dated 09.09.2026 submitted by Shri Shambhu Prasad Singh, PGM (Establishment), BSNL Corporate Office, regarding the incident that took place on 08.09.2026 in the chamber of Shri R. K. Kaushik, PGM (Pers), BSNL Corporate Office. A copy of the said report along with its annexures is enclosed.

2. As reported, on 08.09.2026, a group of nine officers assembled in the chamber of PGM (Pers) during office hours in connection with certain demands relating to the relieving action carried out by the Personnel Wing on 07.09.2026 and other matters. The matter involves officers working under different controlling/disciplinary authorities but arises out of the same incident.

3. In view of the commonality of the incident and in the interest of uniformity, consistency and proper consideration of the matter, it has been decided that the matter be dealt with by a single Disciplinary Authority.

4. Accordingly, Shri Vivek Dua, PGM (CNP/Corporate Marketing), BSNL CO, is hereby entrusted with the functions of Ad-hoc Disciplinary Authority in respect of the following officers in connection with the incident dated 08.09.2026:

Sl. No.	Name of Officer	Designation	HRMS No.	Present Unit/Office
1	Ravi Shil Verma	AGM (T)	204093	O/o GM (IT-CFA)
2	Pawan Akhand	DM (T)	300802	O/o PGM (Radio)
3	Rajeev Meena	DM (T)	701831	O/o PGM (GSM-NWP)
4	Vivek Kumar Singh	DM (T)	900758	O/o GM (CNO)
5	Harjnder Singh	AGM (T)	204625	O/o PGM (Radio)
6	Badri Kumar Mehta	AO	401973	O/o PGM (Txn-CFM)
7	Sunil Kumar Gautam	DM (T)	802963	O/o CGMT CNTx-N, ND
8	Rakesh Kumar Meena	DM (T)	902098	O/o CGMT CNTx-N, ND
9	Praveen Saini	AGM (T)	99104636	O/o PGM (Radio)

During the course of examination of the matter, if the involvement of any other officer in the aforesaid incident comes to notice, the Ad-hoc Disciplinary Authority shall also exercise the aforesaid functions and powers in respect of such officer, in accordance with the BSNL Conduct, Discipline and Appeal Rules, 2006.

5. The Ad-hoc Disciplinary Authority shall examine the matter in accordance with the BSNL Conduct, Discipline and Appeal Rules, 2006 and other applicable rules/instructions and shall, on consideration of the material available on record, take such action as may be deemed appropriate and warranted under the Rules.

6. The Ad-hoc Disciplinary Authority shall, where considered necessary, initiate disciplinary proceedings against any of the officers concerned and conduct or cause to be conducted the disciplinary enquiry in accordance with the prescribed procedure. The Authority shall consider the individual role and responsibility of each officer separately and shall ensure that the proceedings are conducted fairly and in accordance with the principles of natural justice.

7. The Ad-hoc Disciplinary Authority shall have the authority to call for and examine relevant records, obtain statements or explanations from the officers concerned and other persons having relevant knowledge of the matter, and take such further steps as may be necessary for proper examination and disposal of the disciplinary matter in accordance with the BSNL CDA Rules, 2006.

8. The Ad-hoc Disciplinary Authority shall thereafter take such further action as is permissible under the BSNL CDA Rules, 2006, including passing an appropriate order, as may be warranted on the facts and circumstances of the case.

9. The present entrustment is strictly confined to the disciplinary matter arising out of the incident dated 08.09.2026 and shall not be construed as a general alteration, modification or re-delegation of the disciplinary powers otherwise assigned under the existing delegation of powers in BSNL.

This issues with the approval of Competent Authority.



(Asha Bawalia)
DGM (SR)
BSNL Corporate Office
New Delhi

Encl.: As above.

Copy to:

1. Shri. Vivek Dua, PGM (CNP/Corporate Marketing), BSNL CO – for necessary action.
2. PGM (Pers), BSNL Corporate Office.
3. PGM (Admin), BSNL Corporate Office.
4. Concerned officers/Sections.
5. Office copy.

Confidential

To,
The Director HR, BSNL

Subject: Report regarding dharna by AIOGETOA on 8.9.2026 in the office chamber of Sh. R. K. Kaushik, PGM (Pers), BSNLCO

Sir,

At around 1:30 PM on 8.9.2026, the undersigned was directed to visit the chamber of PGM(Pers) Sh R. K. Kaushik, to see whether he was facing any problem and if so to assist him.

2. Accordingly, the undersigned visited the chamber of Sh R. K. Kaushik PGM(Pers) at around 1:35 PM. In the chamber of PGM (Pers) nine officers, perhaps all belonging to AIGETOA, were present. The list of officers is attached as annexure. After discussion, it transpired that they were aggrieved by the relieving orders issued by Pers Wing on 7.9.2026 evening. They were alleging that relieving orders have not been issued in a transparent manner. Further, they also alleged wrong doings on part of some officers of Pers Section and wanted them to be transferred out of Pers Branch immediately.

3. PGM(Pers) conveyed to them that all relieving has been done impartially as per Pers Branch records and if some case has been missed out inadvertently, such officers will also be relieved immediately, if AIGETOA gives the names of such officers. However, AIGETOA refused to give any such list, and in turn, wanted Pers Branch to give certificate that all officers have been relieved.

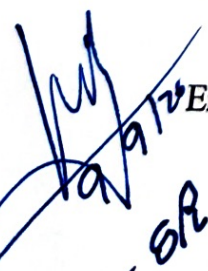
4. During discussion, the AIGETOA members were initially adamant for immediate action on their demands and were telling that they will continue to sit in the chamber of PGM(Pers) till the action is taken on their demands. Some of the members were getting agitated and raising voices also. The presence of nine members had also made the atmosphere intimidating. However, we continued to handle the situation politely without reacting to their unworthy behaviour. After prolonged discussion and persuasion, they could be convinced to give some time to look into their concerns. They left the chamber at around 3.00 PM after they were assured that all their grievance will be looked into by this weekend.

With regards,


9/9/2026
(Shambhu Prasad Singh)
PGM (Admin), BSNLCO

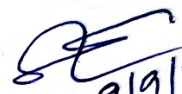
(शम्भु प्रसाद सिंह)
(SHAMBHU PRASAD SINGH)
प्र. महाप्रबंधक (प्रशासन)
Pr. General Manager (Admn.)
भारत संचार निगम लि. निगमित कार्यालय, नई दिल्ली
B.S.N.L. Corporate Office, New Delhi

Enclosed: as above


9/9/26
Dm-ER

List of AIGETOA members:

1. Shri Ravi Shil Verma
2. Shri Pawan Akhand
3. Shri Rajeev Meena
4. Shri Vivek Singh
5. Shri Harjinder Kumar
6. Shri Badri Kumar Mehta
7. Shri Sunil Gautam
8. Shri Rakesh Kumar Meena
9. Shri Praveen Saini


9/9/26