



Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

C-41/ Bangla Sahib Road, New Delhi - 110001

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Editor - Chandeshwar Singh

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EDITORIAL

" Justice Delayed is Justice Denied"

"Justice must not only be done, but must be done in time; for delayed justice ultimately transforms into injustice." This universal principle of jurisprudence has today become the most accurate reflection of the suffering, struggle, and waiting of thousands of BSNL employees. Their long-pending legitimate demands have for years fallen victim to administrative procedures, delays in decisions, and indifference. Consequently, frustration, discontent, and deep anxiety about the future are naturally growing among the employees.

The wage revision of BSNL employees has been pending since 1st January 2017. This is not merely a matter of salary increase, but a question connected to the employees' self-respect, social security, and the future of their families. After a long wait of nearly nine years, persistent struggle by employee organizations, and numerous rounds of negotiations, an agreement on pay scales for non-executive employees was finally reached on 8th October 2025. This was a new ray of hope for the employees, but unfortunately, administrative delay has dimmed that hope as well. After keeping the agreement pending for nearly six months, it was approved by the BSNL Board and sent to the Department of Telecommunications, yet even today, the wait for a final decision continues.

At every opportunity, the company's financial condition or profit-loss arguments are used to defer the just expectations of employees. However, it must be remembered that the true strength of any public sector undertaking lies not in its buildings, equipment, or balance sheets, but in those employees who, even in adverse circumstances,

kept the institution alive, maintained its services continuously, and protected its existence.

The reality is that rising inflation has made the lives of employees extremely difficult. For fulfilling children's higher education, medical needs, marriages, and other social obligations, most employees are compelled to take loans. A large portion of their salary goes towards loan installments, and with the remaining amount, maintaining a respectable standard of living for the family is becoming increasingly difficult. This is not just an economic crisis, but also a matter of mental stress, social insecurity, and uncertainty about the future.

Apart from wage revision, the most serious issue pending for years in BSNL is that of promotions. **For any employee, promotion is not merely a salary increase, but an acknowledgment of their capability, respect for their experience, and a direction for their future.** Yet today, for many BSNL employees, this right has become a distant dream.

After VRS-2020, in the name of manpower restructuring, many live positions were abolished. As a result, the natural career progression of employees has been nearly halted. In particular, thousands of young, energetic, and highly educated employees of the Junior Engineer cadre have been facing career stagnation for years. A large number among them are engineering graduates and diploma engineers, whose talent and capabilities are not being fully utilized.

The committee constituted on Rule-
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8, Rule-9, and other administrative matters submitted its recommendations nearly two years ago. Significantly, implementing these recommendations would not impose any additional financial burden on BSNL. Despite this, their being kept pending for years raises the question: when decisions are not hindered by financial reasons, then why this delay in justice?

The question of promotion from Junior Engineers to the JTO cadre has also been in a state of indecision for a long time. Preventing the advancement of eligible employees by citing the absence of vacancies is neither in the interest of the organization nor fair for the employees' future. Most Junior Engineers have already completed far more service than the eligibility requirement for the departmental examination and are fully prepared to contribute their capabilities to the organization.

Our organization is not only raising problems but also presenting practical and forward-looking solutions to them.

The first suggestion is that a departmental internal competitive examination should be conducted for all eligible Junior Engineers. Employees who achieve the prescribed qualifications should be provided with the necessary training and promoted in a phased manner to the JTO cadre, and their previous posts should be abolished. This will not impose any significant additional financial burden on BSNL.

A similar arrangement should be implemented for employees of the T.T. and A.T.T. cadres as well, so that eligible, trained, and competent employees get the opportunity for timely career progression and the organization receives experienced and skilled human resources.

The second suggestion is that engineering graduates should be promoted to the JTO cadre under the "Walk-in-Grade" arrangement, and diploma engineers should be promoted after a prescribed service period

and screening examination, followed by training. This will provide the organization with trained, experienced, and full-time executive officers, and will also give a new direction to employees' careers.

This is not a hypothetical proposal. Similar arrangements were successfully implemented in the Department of Telecommunications during the manpower restructuring in the 1990s. Therefore, these can be practically adopted even today.

Today, the need is not for assurances but for time-bound decisions. **Employees do not need sympathy but justice; not just assurances but rights; not just waiting but a respectable future. If BSNL is to be established as a strong, competitive, and self-reliant public sector undertaking, then justice must be done to its most valuable resource-its employees.**

A just decision taken today will not only secure the future of the employees but will also provide new strength, new direction, and new credibility to BSNL's future. Employee morale is the greatest capital of any organization. If this capital is respected, BSNL will not only become financially robust but will also establish its reputation as an ideal public sector undertaking.

Now is the time for decision. History does not remember how many assurances were given, but it does remember when and how justice was delivered.

Otherwise, history will once again say-
"Delayed justice is, indeed, justice denied."

TELECOM

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ORGANISATIONAL NEWS

Demonstration at Chennai today against the wrong attitude of CGM (i.e. 01-06-2026):-

On 01/06/2026 a powerful Demonstration was held by NFTE - BSNL at Anna Road BSNL compound against the wrong attitude of the CGM, Mrs D Thilagavathi towards the trade unions in Chennai Telephones Circle . This is the third demonstration out of six decided by the Circle Union. All India Union's President C K Mathivanan addressed the demonstration and warned the Circle Administration for violating the rights and privileges of recognized unions and associations.



Com. CKM addressing the gathering



View of Dharna Programme

Update on AUAB meeting held on 05/06/2026: A meeting of the AUAB CHQ was held on 05/06/2026 at the NFTE BSNL Office, New Delhi, to discuss review the past decisions and to decide the future course of action on all the HR issues including 3rd PRC issue. The meeting was presided over by Com. Chandeshwar Singh, Chairman and Com. Animesh Mitra, Convenor, briefed the participants on the present status and future strategy regarding the issue. Com. M.S. Adasul (GS, SNEA), Com. Abhishek Jain (GS, AIBSNLEA), Com Samir Khare, (AGS SNEA), Com. Arvind Pal (JSC SNEA), Com. Lokendra Ganoliya (AGS, SEWA), Shri Pawan Kumar Meena, (CS SEWA NTR) Com. Rasheed

Khan (President, TEPU), Com. Kanhaiya Gupta (CT, DEWAB) and some other leaders of the unions and associations attended this meeting shared their views. During the discussion, the details of discussions are as follows. • After detailed deliberations, it was decided to intensify efforts for early implementation of 3rd PRC/ Wage negotiations with DoT authorities before launching any agitational programme during the Monsoon Session. • AUAB leaders will meet the concerned authorities to ascertain the latest status of the 3rd PRC and press for the relaxation of the Affordability Clause. • The meeting also decided to submit a letter to the CMD BSNL, highlighting instances of arbitrary transfers in some circles in violation of the existing transfer policy. • The meeting also raised serious concern on the vacant posts of CGMs in more than 50% Circles and decided to take up matter with CMD BSNL for filling these posting with Regular CGMs. • The meeting also discussed in depth and decided to go ahead with conversion of SPS to NPS and accordingly submit views to BSNL Management. • The leaders expressed satisfaction over sustained efforts of AUAB, which contributed significantly to the settlement of the IDA arrears issue and meeting conveys sincere thanks and gratitude to all the executives and employees in BSNL for their prolonged patience and strong faith. After elaborate discussions from 1130 hrs to 1300 Hrs meeting concluded with summarisation of discussions and to go ahead with above decisions uniformly by Convenor Shri Animesh Mitra with vote of thanks.



AUAB meeting in NFTE office New Delhi

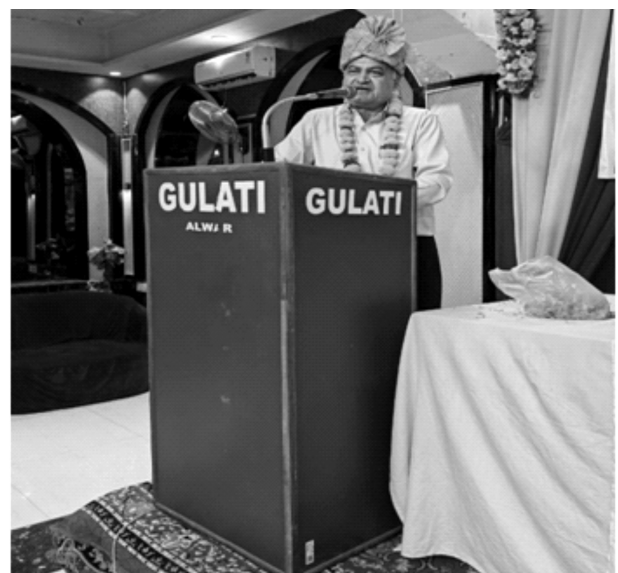
Eight circle conference of Rajasthan held on 6th and 7th June 2026 at Hotel Mayur, Alwar under the presidentship of Com Lal Chand Meena circle President:- The conference begins with flag hoisting. The National as well as the NFTE flags were hoisted jointly by Com. C.Singh GS and Com. Lal Chand Meena CHQ Vice president. After the flag hoisting the delegate session was composed and with satisfaction of the quorum, the President directed Com. R.G.Dixit circle secretary to place his key notes along with the activities of the union for the last tenure. Accordingly com Dixit CS deliberated his initial speech in brief and explained the agenda points before the house After acceptance of agenda notified earlier reports on activities and audited accounts were placed by the CS. The audited accounts presented by CS as the circle treasurer was absent due to illness.. Out of 22 District secretaries 17 participated in the conference. All the District secretaries and some of the circle office bearers participated in debate which continued before and after lunch break. At about 6.45 pm both the reports were passed and approved by the house unanimously after satisfactory reply of the CS on the questions raised by the participants.. The meeting was adjourned upto 10 am of 7 th June 2026. **On second day**, the President called Com. Chandeshwar Singh GS to address the gathering of participants/workers. Com Singh exhorted and explained all the HR related pending issues in General and issue of 3 rd wage revision in particular. He was also spoke about 10th MV and our organisational position in the country. After lunch break from 1.30 to 3.00 pm, the agenda of election for office bearers for next tenure was declared by the President. The delegates were given sufficient time to come with unanimity and the list of 21 office bearers were placed before the President signed by all the District secretaries as proposers and seconders. Then after the President declared the list elected unanimously by the house. **Com. Lal Chand Meena, Com R.G.Dixit and Com S.K. Mishra were elected circle President, circle secretary and circle Treasurer respectively.** The conference was concluded with full enthusiasm after a vote of thanks by Com Lal Chand Meena.



Flag hoisting ceremony



View of dias



Com. R.G. Dixit addressing the conference



G.S addressing the conference



View of the meeting

G.S. attended the circle conference of the NFTEBSNL Punjab circle:- The circle conference of Punjab circle held on 10th&11th June 2026 under the presidentship of Com Sarabjeet Singh circle President at Hoshiyarpur in a well decorated meeting hall. Delegates from all the District except Patiala were attended the meeting. Com Surjeet Singh circle secretary initiate the meeting with his key notes on activities in last tenure and placed the notices as well report of last tenure before the house. Simultaneously the Audited accounts was also placed in the house by the circle secretary. The President called the District secretaries one by one and the spoke upon both reports. Some of the circle office bearers were also participated in debate. Some question were raised by the speakers. Com Surjeet Singh CS replied on each and every questions raised by the DSs and office bearers. After completion of the speech of circle secretary both the reports

were passed unanimously by the house. Com Chandeshwar singh GS was requested by the President to address the meeting Com Singh very elaborately explained the long pending HR issues including wage revision. One hour speech of GS explained every issue very nicely which satisfied the curiosities of the delegates. The PGM BA Hoshiyarpur in his address share the status of all streams of the BSNL services .He reported the activities on growth and revenue earning by the BA. The meeting was adjourned for lunch break with a direction by the President to assemble in the meeting hall at 4pm. After lunch the President called some senior leaders to report upon the organisational setup in Punjab circle. Com Mohinder Singh senior leader and DS of Pathankot very nicely and elaborately explained the ground level status of our union in Punjab circle. At late evening agenda of election of office bearers was taken by the President and he directed the assembled house of the delegates to on the election process. After a deep discussion among District secretaries and other activists of BA 21 members team of office bearers were elected unanimously headed by **Com Sarabjeet Singh, Com Surjeet Singh and Com Param preet Singh as circle President, circle secretary and circle Treasurer respectively.** The conference was ended with a vote of thanks by Com Surjeet Singh.



G.S with guests in the meeting



View of dias



Com. Surjit Singh addressing the meeting



View of the meeting hall



View of audience

GS attended circle conference of NFTE BSNL Jharkhand circle Ranchi on 14th & 15th June 2026. The conference begins with flag hoisting. The National as well as the NFTE flags were hoisted jointly by Com. Chandeshwar Singh GS and Com. Mahabir Singh circle secretary. Delegates session composed in well decorated auditorium in circle office premises and Com Ajad Prasad presided over the delegates session and other sessions. Com Mahabir Singh circle secretary placed the notices with agenda items in the house and delivered his initial opening speech as directed by the President. All the District secretaries and office bearers participated in discussion on the reports of circle secretary and audited accounts which was placed by Com Dhananjay Kumar Singh circle Treasurer. After Discussion on both the reports, were passed unanimously with clapping by the assembled members in the meeting hall. At 01.30pm house adjourned for lunch with the

direction of the President to reassemble the house at 3pm. Accordingly after lunch break participants again assembled in the house. Open session... An Open session was also organised by the reception committee. **Open session** was inaugurated with lamp lighting by Shri Vipul Agrawal CGMT jharkhand , GS NFTE ,shri A.K.Samanta GM (HR),Shri Umesh sah PGM,shri Ramashray prasad PGM, Shri A.K.Das PGM,shri pradeep Raj IFAand leaders of circle level unions and Associations viz from SNEA shri Ajay Kumar CS,shri vikash Kumar Gupta President, from AIGETOA ,shri Arvind Kumar CS From SEWA BSNL brothers Raj Kumar Hembram CS ,shri Ram Kumar Ram circle Presiden and District secretary &Dis President. Com Mahabir Singh CS NFTE. After inaugural function house was composed. All the officers and leaders of unions and Associations felicitated by the reception committee. **Silver jubilee celebrations ---** On completion of 25 years as circle secretary of com Mahabir SINGH CS JKD the reception committee arranged cake cutting. All guests associated with com Mahabir Singh in cake cutting. The function of silver jubilee celebrated with full enthusiasm by all the participants in the open session. Open session was addressed by Shri Vipul Agrawal CGMT jharkhand,com Mahabir Singh circle secretary and all the leader of the unions and Associations present in the Open session. At late evening agenda of election was announced by the President and all the District secretaries with consultation of their delegates members a list of 21 office bearers was given to the President. President read the names in the house and asked for any objection. After getting no objection from the house the President declared the all listed names of office bearers elected unanimously.**Com Ajad Prasad, Com Mahabir Signgh, and com Dhan jay Pandey elected as circle President, circle secretary and circle Treasurer respectively** The team of activists of Ranchi BA and circle office Ranchi BA worked together and played a vital role to make the conference a unique one.

The meeting was ended with a vote of thanks by Com Suresh Kumar Singh District secretary Ranchi BA.



Flag hoisting ceremony



View of comrades at flag hoisting place



View of dias



View of the meeting hall



G.S and Com. Mahavir Singh CS addressing the meeting



Reception committee honouring G.S

On 20/06/2026 at Flower Bazaar telecom compound the CEC meeting of Chennai Telephones NFTE - BSNL was held and finished the agenda points for the proposed formal meeting with the CGM on 02/07/2026 after a gap of three years. The meeting also decided to enroll new members in to the union as the membership process has begun on 16/06/2026 and will end on 15/07/2026. The executive committee also unanimously decided to begin indefinite relay hunger strike from August 5 if the management doesn't agree to implement our demands including holding periodical meetings with the recognised unions and Council meetings of both Circle and Local Councils. The CEC meeting congratulated the comrades who have enthusiastically supported and participated in the demonstrations at Six centers including at the CGM 's office despite the management's threats and strong police presence and locking the main entrance gates of the CGM office in Purasawalkam on 12/06/2026.



Com. CKM addressing the meeting



Com. CKM with Comrades of chennai



View of the meeting

Circle executive committee meeting of NFTE BSNL UP East circle on 20 th June 2026:- GS reached Prayagraj (Allahabad) on 19th June evening to attend the meeting. The CEC begins at 10.30 hours on 20th June under the president ship of Com. Shushil Kumar Shrivastava. First of all com Sanjay Dubey shared the notice circulated earlier for the CEC meeting and explained each and every agenda in detail. In between the GM BA Prayagraj entered in the meeting and very high profile welcome was given to him by all the assembled participants of the meeting. Due to paucity of time to GM BA and engagement in office, he addressed the meeting and motivated all the participants to contribute better at this Turing point to bring the BSNL in net profits. After completion of the speech of GM BA, the president directed the house that all the District secretaries will take part in the debate on the agenda issues and they have to report the present organizational status of BA/OA. Seventeen District secretaries and seven office bearers took part in the debate. The house adjustable for lunch break. After lunch again the house was assembled at 3.30 pm. Com JN Gupta patron and General secretary addressed the meeting.. GS in his one hour speech exhorted and explained all the long pending HR issues including wage revision and suffering of JE Cadre . The GS demanded extension of deputation period up to 5 years under rule- 9 transfer and relaxation under rule-8 transfer in this regard surplus to surplus circle that is from more surplus to lesser surplus circle . Regarding promotional avanues GS pointed out that without evolving a new mechanism the promotion through LICE for JE to JTO cadre. In this regard we may draw the attention of management towards the restructuring of the man power in DOT period. When the employees

in TTA cadre were sent directly for JTO training who had BSC qualification with physics and math. At present the JEs are engineering graduates or Diploma in engineering. The graduates maybe sent to JTO training as walk in group and the Diploma holders may promoted After 10 years of continuous service. This method can help the company a matching saving formulas as all the JEs almost have crossed the JTO scale. The GS urged upon the top level management to take up the issues of JE cadre on top priority. The meeting was ended with a vote of thanks by Com. Sidh Nath pandey DS Prayagraj who was the host of the meeting and arranged the meeting with full enthusiasm and grand success.



CS U.P (E) honouring G.S



CS submitting memento to G.S



View of the meeting hall



View of the meeting hall

An Emergency General Body Meeting of the Hyderabad District Union was held today (i.e. 24-06-2026) at 3:00 PM at the Hyderabad District Union Office, Adarsh Nagar, under the presidentship of Comrade P. Paran Jyothi. The meeting was attended by Com. B. Sunitha, Circle President; Com. A. Rajamouli, Circle Secretary; Com. V.K. Muthu, District Secretary, HTD; and other senior comrades. Majority branch secretaries and circle office bearers and district office bearers attended the meeting. Com. V. K. Muthu, explained the organizational position of HTD, transfer issue and LDR Bhavan (NFTE) issue. Some of the branch secretaries and office bearers shared their views. Circle president and circle secretary have given a note on the all India issues including membership verification in BSNL. Com. P. Param Jyoti, District President, has given key address and advised all to be vigilant to face the challenges. The meeting concluded with a vote of thanks proposed by Com. N. Venkateshwar, Circle Vice-President, Telangana Circle.



Com. A. Rajmouli CS addressing the meeting

Important Meeting of AUAB with Joint Secretary Admin DoT on 09-06-2026:- A meeting of All Unions & Associations of BSNL (AUAB) Leaders was held with Shri K Balaji, Joint Secretary (Admin.), DoT, in presence of Shri Raiti Madhav Rao, Director (PSU), DoT.

From AUAB this meeting was attended by Com.C. Singh, Chairman AUAB & GS NFTE, Com. Animesh Mitra Convenor, AUAB & GS BSNLEU, Com.M. S. Adasul, GS SNEA and Com. N. D. Ram, Former GS & Chief Patron, SEWA BSNL.

At the outset we submitted a Memorandum requesting for approval of 3rd PRC/Wage negotiation for BSNL Workforce. During discussions we have submitted all relevant documents of our demand for approval of Pay/Wage revision without application of affordability clause for BSNL as Strategic PSU of GoI and PSU working for Government Project without looking in loss profit.

We have a very fruitful discussion on the following points:-

- (1) Status and approval of Wage Negotiations by Unions.
- (2) Request for approval of 3rd PRC.
- (3) Issues related to Pension Revision.
- (4) Stopping SET Recruitment and any other lateral entry including contract GMs in Finance wing and need review of any lateral entry as per practical requirement of BSNL.
- (5) Points related to growth and development of BSNL and some other HR issues of BSNL Workforce.

The meeting started at 16:15 hrs. concluded at 17:20 hrs. with fruitful discussions and we are hopeful for some positive development on these issues. Details of the meeting will be shared shortly.



AUAB leaders with joint secretary, DOT

LETTERS FROM BSNL MANAGEMENT / GOVT.

Strict Compliance with MoF, Dept. of Expenditure instructions for timely payment of Wages to Outsourced Contractual Manpower and monitoring of Contractor Accountability-reg.

No: BSNLCO-RSTG/21(11)/3/2020-RSTG Dated: 01.06.2026 To, All Chief General Managers Territorial & Core Network Circles BSNL

Kindly find enclosed here with letter dated 12.05.2026 from O/o CLC New Delhi, Ministry of Labour and employment in respect of above mentioned subject for taking appropriate action as applicable.

This is issued with the approval of the competent authority. Encl: As above

Strict Compliance with MoF, Dept. of Expenditure Instructions for Timely Payment of Wages to Outsourced/ Contractual Manpower and Monitoring of Contractor Accountability-reg.

File No.25(08)/2026-IR Dated: 12.5.2026 To The CMDs/MDs, All CPSUs

Kind attention is invited to the recent instructions dated 08.05.2026 (copy attached) issued by the Ministry of Finance, Department of Expenditure regarding timely payment of wages/ salaries to outsourced and contractual manpower engaged by Government organizations and Public Sector Undertakings.

The circulars reflect the Government's emphasis on ensuring timely payment of wages, protection of workers' welfare, accountability of contractors, and strict monitoring by principal employers. The instructions also underline the need for appropriate action against defaulting contractors, including debarment from future contracts in cases of repeated violations.

In view of the above, it is requested that necessary directions may kindly be issued to all concerned offices and units under your organization for strict implementation of these instructions in both letter and spirit.

It is further requested that effective monitoring mechanisms may be put in place to ensure timely wage disbursement to outsourced manpower and strict compliance by all contractors engaged by the organization.

Timely payment of wages is essential for safeguarding the dignity and livelihood of contractual workers and for promoting fair and responsible labour practices in public sector establishments. Encls: as above.

Issuing of instructions regarding timely payment of wages/ salary to manpower engaged as per Code of Wages, 2019.

No.F.2/6/2026-PPD Dated 08.05.2026 To Government of India, Ministry of Finance, Department of Expenditure, Procurement Policy Division, 709, Chanderlok Building, Janpath, New Delhi

The undersigned is directed to refer Ministry of Labour & Employment (MoLE) DO No. P-11023/08/2025-WC(E-181329) dated 19.01.2026 regarding the instructions to be issued with respect to the subject matter and to say as under:

(i) Procuring entities are advised to adhere to Instructions, as placed at Annexure-I, with respect to timely payment of wages/ salary and other statutory payments to manpower/employees engaged directly/ through contractor as per Code on Wages, 2019 and other Labour Codes.

(ii) In case of any clarifications with respect to the instructions placed at Annexure-I, the same may be referred to Ministry of Labour and Employment.

(iii) It is requested that the instructions may be brought to the notice of all organizations, Constitutional/ Statutory bodies under their administrative control including autonomous bodies as well as Central Public Sector Enterprises (CPSEs) etc.

2. This issues with the approval of Competent Authority.

Annexure - I

Instructions on timely payment of wages/salary to manpower/employee engaged directly/through contractor as per Code on Wages, 2019

Government of India has consolidated 29 Labour laws into **four comprehensive Labour Codes**, namely (i) the Code on Wages, 2019, (ii) the Industrial Relations Code, 2020, (iii) the Occupational Safety, Health and Working Conditions Code, 2020, and (iv) the Social Security Code, 2020 and these have been **made effective from 21.11.2025**. These reforms aim to improve protections for workers including Contract Workers, by ensuring stronger wage safeguards, expanded social security and better working conditions under a transparent and streamlined compliance system.

The Ministries/Departments & organizations have been engaging manpower either through outsourcing agencies/contractors or by directly hiring contractual manpower for different nature of wages to the workers as mandated by the law as enshrined in the afore-mentioned labour codes.

In particular, the **Code on Wages**, 2019 lays down provisions relating to minimum wages to all employees and timely payment of wages. In this context, and in order to ensure full compliance with statutory provisions, it is directed for implementation of the following:

1. All contractors engaged in the Ministries/ Departments/ Field offices/ Autonomous/ Statutory bodies may be instructed to disburse wages/ salary of their employees deployed in the respective offices on time and evidence of the same should be verified by the DDOs concerned every month.

2. As per Section 55(3) of the OSH&WC code, 2020, the principal employer is responsible for ensuring that the contractor pays wages timely in accordance with the Code.

3. Section 17(1) of the Code on Wages, 2019 enjoins that the employer shall pay or cause to be paid wages to all the employees irrespective of wage ceiling, based on the type of the employment as follows:

WAGE PERIOD	TIME LIMIT FOR PAYMENT OF WAGES
Daily	End of shift
Weekly	Before weekly holiday
Fortnightly	Within 2 days of end of fortnight
Monthly	Within 7 days of next month

4. The contractor shall disburse the wages through bank transfer or electronic mode as per timelines in para 3 above and inform the principal employer electronically of the amount so paid.

5. All the manpower hiring RFPs/ Contracts should have penalty provisions in case of non-compliance by the contractor of the statutory requirement of timely payments to be made to the contractual employees.

6. All Principal employers shall ensure that sufficient funds are made available for timely payment to outsourced manpower before entering into such contracts.

7. The principal employers on entering into contracts on GeM or otherwise should immediately block/earmark funds for the payment of outsourced manpower for the complete contract period or till the end of the financial year, whichever is earlier.

8. For manpower contracts where payments are on the basis of reimbursement of wages to contractors, all principal employers must ensure that the contractors after making payment to its employees by 7th of each month submit their bills not later than 10th of the same month. All DDOs to ensure that these bills are cleared, not later than 15th of the same month.

9. In case the payment is delayed inordinately, the principal employer shall pay directly to the contract workers as per terms and conditions, which shall be clearly included in the contract agreement. Further in such cases where the contractors fails to make payment and the Principal employer has to step in to make direct payments action will be taken to blacklist the contractor by the ministry and for repeat offence the contractor will be blacklisted from all the ministries and departments of Government of India in terms of Rule 151 of GFRs, 2017 and the

guidelines issued by DoE in this regard.

10. All DDOs should generate reports from GeM/PFMS and monitor all contracts under their jurisdiction for timely payment to outsourced employees and reimbursement to the contractors.

11. The Secretaries of all Ministries/ Departments should review timely payment of wages in their SOMs.

Guidelines on Debarment of firms from Bidding - amendment reg.

***F.No.2/6/2026-PPD(ii) Dated 08.05.2026
Government of India, Ministry of Finance,
Department of Expenditure, Procurement
Policy Division, 709, Chanderlok Building,
Janpath, New Delhi***

Attention is invited to this Department's OM No. 1/20/2018-PPD dated 02.11.2021 (copy enclosed), vide which guidelines on debarment were issued. In this context, the following amendments have been made in the said guidelines:

Para No.: 5 b

Amended Provisions: Firms shall be debarred if it is determined that the bidder has:

(i) breached the code of integrity as per Rule 175 of GFR 2017; or

(ii) in respect of employees engaged under the contract, failed to—(1) pay wages; or

(2) remit statutory contributions towards social security, as required under applicable laws, and the procuring entity has been required to make payment of such wages or contributions due to default by the bidder.

Para No.: 5 h

Amended Provisions: The Ministry/ Department will maintain a list of debarred firms, which will also be displayed on its website, and shall report all such cases of debarment to GeM. GeM shall maintain a consolidated database of such debarred firms.

Para No.: 11

Amended Provisions: Where a Ministry/ Department is of the view that business dealings with a particular firm should be banned across all

the Ministries/ Departments by debarring the firm from taking part in any bidding procedure floated by the Central Government Ministries/ Departments, the Ministry/ Department concerned, should after obtaining the approval of the Secretary concerned, forward to DoE, a self-contained note setting out all the facts of the case and the justification for the proposed debarment, along with all the relevant papers and documents. DoE will issue the necessary orders after satisfying itself that proposed debarment across all the Ministries/ Departments is in accordance with Rule 151 of GFR, 2017. This scrutiny is intended to ensure uniformity of treatment in all cases.

Provided that in cases arising out of violations specified under Rule 151(i)(b) of GFR, 2017, the identification and processing of such cases shall be carried out in the manner specified below:

a. Where a bidder has been debarred on more than one occasion by one or more procuring entities on grounds specified in Rule 151(i)(b) of GFR, 2017, GeM shall identify such cases and forward the details, along with relevant records, to the Ministry of Labour and Employment.

b. Ministry of Labour and Employment shall examine the cases referred by GeM to verify whether the conditions specified under Rule 151(i)(b) of GFR, 2017 are satisfied and whether due process has been followed in the debarment proceedings. Where the Ministry of Labour and Employment is satisfied, it shall recommend the case to DoE for debarment across all Ministries/ Departments. Where it is not satisfied, the case shall be returned to GeM. In such cases, debarment by the concerned Ministry/ Department shall continue, but debarment across all Ministries/ Departments shall not apply.

c. DoE shall examine the recommendations received from the Ministry of Labour and Employment and take a decision as deemed fit. Where it is decided to debar a bidder across all Ministries/ Departments, a speaking order shall be issued to that effect. The order of debarment issued by DoE shall be published on GeM portal.

All related provisions of Procurement Manuals issued by this Department shall be deemed to be amended accordingly and in case of any

inconsistency, these amendments shall prevail.

Inspection of Reservation Rosters/ Registers - Regarding.

***No. BSNLCO-SCT/11(11)/1/2026-CLO/SCT
Dated: 01.06.2026 To, 1) All Head of Telecom
Circles/Administrative Units, BSNL. 2) Cadre
Controlling Units, BSNL Corporate Office, New
Delhi.***

With reference to the subject referred above, it is mentioned that instructions have been issued by DOP&T from time to time for inspection of Reservation Rosters annually maintained in Offices with a view to ensuring proper implementation of the reservation orders.

2. It is observed that Reservation Rosters/Registers are not being properly maintained at Corporate/Circle/BA level. It is, therefore requested to duly prepare, approve Reservation Rosters/Registers pertains to your Circle/Branch and may be provided to the concerned CLO/LO/DLO for inspection please.

3. The Compliance report in the matter may please be furnished to the undersigned.

Constitution of a Committee to examine issues relating to Medical Facilities, revision of TA/DA, Superannuation Benefits (SAB) and IDA-related matters – reg.

***No. BSNLCO-A/11(11)/4/2025-ESTAB Dated:
02.06.2026 To Chairman/Members/Convenor of
the Committee***

The undersigned is directed to convey the approval of the Competent Authority for constitution of a Committee comprising the following officers to examine issues relating to Medical Facilities, revision of TA/DA, Superannuation Benefits and IDA-related matters:

- (i) Pr. General Manager (Estt.) - Chairman,
- (ii) Pr. General Manager (Pers.) - Member,
- (iii) Pr. General Manager (EF) - Member
- (iv) Pr. General Manager (Legal) - Member,
- (v) DGM (Estt.) - Convenor.

2. The Committee shall examine the aforesaid

issues in the context of the prevailing policies and the current financial position of the Company and submit its recommendations to the Competent Authority.

3. Consequent upon the constitution of the above Committee, all the existing Committees constituted earlier by the Establishment Branch for examination of matters relating to revision of various perks and allowances shall stand dissolved with immediate effect.

4. This issues with the approval of the Competent Authority.

Consideration of crucial date for compassionate appointments for inclusion under the CCS (Pension) Rules.

***No. 57/05/2021-P&PW(B)/Compassionate/10593
Dated 22/06/2026***

The undersigned is directed to say that the proposal has been received in this Department for consideration of employees appointed on compassionate ground for inclusion under old pension scheme in accordance with the principle underlying the DOPPW OM dated 03.03.2023 by fixing a date of advertisement in their case. It was also requested by the staff side during the meeting of National Council (JCM) held on 25.02.2025 under the Chairmanship of Secretary (Pension) that the facility of coverage under OPS be extended to compassionate ground appointees who had submitted their application before 01.01.2004 but were appointed after 01.01.2004. Further, it was highlighted that there is no Notification/Advertisement in the case of appointments on compassionate grounds.

2. After inter-ministerial consultation and examination in consultation with the Department of Expenditure and DoPT, it has been decided that the date of application for Compassionate Appointment shall be considered as the crucial date for compassionate appointments provided that the applicants were eligible to be considered for appointment at the time of their application.

The family member who is eligible for being considered for appointment and have

applied for compassionate appointment on or before 31.12.2003, shall be considered under CCS (Pension) Rules, 2021 by the concerned Ministries/Departments.

3. All Ministries/Departments are requested that the above instructions may be considered in all such cases of compassionate appointments.

4. This issues in consultation with Ministry of Finance, Department of Expenditure Vide ID Note No.1(7)/EV/2019 dated 21.05.2026.

5. In their application to the employees of Indian Audit and Accounts Department, these orders are issued after consultation with Comptroller and Auditor General of India, as mandated under Article 148(5) of the Constitution.

Reminder - Verification of Employee Data and Payment of Insurance Benefits under BSNL Gratuity and Leave Encashment Schemes.

Comp. No. 6885: BSNLCO-CA/11/18/2020-CA-ERP-FICO Dated: 27/05/2026 To All Circle Heads/IFAs All BSNL Territorial and non-Territorial Circles

Kindly refer to this office letter of even dated 13.03.2026 followed by reminder dated 08.04.2026 regarding verification of employee data and submission of required documents for payment of insurance benefits under the BSNL Gratuity and Leave Encashment Schemes.

In this regard, it was requested to verify the details of deceased employees i.e. beneficiary, bank details of such deceased employees for FY 2020-21 to 2025-26 for which consolidated list of employees was also provided to Circles for due verification for further updation of bank details of the beneficiaries (legal heir/nominee) in IT0009 by the Payroll DDOs. It was also requested to forward the scanned copies of attested Death Certificates of the concerned employees to CA Section in one consolidated lot for submission to LIC for settlement of claims.

However, the required information/documents from your office are still awaited.

You are therefore requested to expedite the verification process and submit the required

details/documents at the earliest on **email: agmca1bsnlco@gmail.com** without any further delay.

This may please be treated as **MOST URGENT.**

Pay-fixation of TTAs appointed as DR JTO (2007 Batch) - reg.

No.: BSNLCO-A/16(21)/16/2024-ESTAB Dated: 15.06.2026 To, All Heads of Telecom Circles. Bharat Sanchar Nigam Limited.

It has come to the notice of this office that the circles/units have adopted different methodology for fixation of pay of erstwhile TTAs on joining as JTOs (2007 Batch). The issue of adopting different methodology in pay-fixation of erstwhile TTA has also come under the scrutiny of Hon'ble CAT/ Hon'ble High Court during the course of proceeding before these judicial fora. This office has, therefore, collected the pay fixation details of these erstwhile TTAs appointed as DR JTOs through 2007 exam. It has been noted that in majority of the cases the instructions issued by this office for fixation of pay of the erstwhile TTAs on their appointment as direct recruit JTOs has not been followed. Even different methodology has been adopted in fixation of pay within the same circle. The discrepancies noticed on analyzing the pay details received from the circles, which are against the pay-fixation norms and also contrary to the instructions issued by BSNL CO, are summarized below:

a. The initial pay of Rs.19020/-have not been followed. In some cases, the pay has been fixed at minimum of E1 IDA Scale i.e. at Rs. 16400/- and in others it has been fixed randomly at any amount.

b. Pay fixed after allowing one/two increment(s) on the pay drawn as TTA for fixing pay in JTO grade, which is not admissible in the case of employees joining BSNL through direct recruitment after 01.01.2007.

c. Fitment benefit as per 68.8% (Pay fixed at Rs.21620/-) or 78.2% IDA (Pay fixed at Rs.22820/-) merger allowed, which is not applicable to the employee joining service after 01.01.2007.

d. In a number of cases, the rationale for

fixing pay is not discernible as it appears that no pattern has been followed.

2. The discrepancies noted above are indicative only as the pay details of all erstwhile TTAs appointed as DR JTO have not been furnished. All the circles/units are, therefore, requested to thoroughly examine the pay-fixation of erstwhile TTAs appointed as DR JTO through 2007 exam and re-fix their pay scrupulously in accordance with the pay-fixation rules and instructions issued by this office. The re-fixation of pay shall be done centrally at the circle office level in order to avoid further discrepancy and this

exercise shall be completed within 10 (ten) days from the date of issue of this letter. A sample pay-fixation indicating different scenarios is enclosed as Annexure for ready reference. A certificate to the effect that pay-fixation in respect of all the TTAs appointed as DR JTOs has been rechecked and necessary corrective measures have been taken shall also be furnished to this office.

3. This issues in supersession of this office letter of even number dated 13.04.2026 on the subject, with the approval of competent authority.

ANNEXURE

I. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is below Rs.19020 on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA (7100-200-10100)	Pay in revised scale of TTA 13600-25420	Pay in E1 revised scale of JTO 16400-40500
			68.80%)	(78.20%) (68.80%) (78.20%)
01.01.2007	TTA	7100	15590	16450
01.04.2007	TTA	7300 (Increment)	16060	16950
01.04.2008	TTA	7500 (Increment)	16550	17460
01.04.2009	TTA	7700 (Increment)	17050	17990
27.04.2009	JTO(DR)			19020 19020

II. Pay-fixation in cases where the revised pay drawn in TTA grade is below Rs.19020 as per 68.8% IDA merger for fitment and above 19020 as per 78.2% IDA merger for fitment on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA (7100-200-10100)	Pay in revised scale of TTA 13600-25420	Pay in E1 revised scale of JTO 16400-40500
			68.80%)	(78.20%) (68.80%) (78.20%)
01.01.2007	TTA	7900	17340	18310
01.04.2007	TTA	8100 (Increment)	17860	18860
01.04.2008	TTA	8300 (Increment)	18400	19430
01.04.2009	TTA	8500 (Increment)	20020	18960
27.04.2009	JTO(DR)			19020 20020

III. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is above 19020 on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA	Pay in revised scale of TTA	Pay in E1 revised scale of JTO
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(7100-200-10100)			13600-25420	16400-40500
			68.80%)	(78.20%) (68.80%) (78.20%)
01.01.2007	TTA	8100	17780	18770
01.04.2007	TTA	8300 (Increment)	19340	18320
01.04.2008	TTA	8500 (Increment)	19920	18870
01.04.2009	TTA	8700 (Increment)	20520	19440
27.04.2009	JTO(DR)			19440 20520

Note: - The revised IDA pay with 68.8% IDA merger for fitment was admissible during the period from 01.01.2007 to 09.06.2013. The revised IDA pay with 78.02% IDA merger for fitment was implemented notionally w.e.f. 01.01.2007 and on actual basis w.e.f. 10.06.2013.

Monitoring of statutory provisions of Labour Laws / EPFO-ESIC etc.

No: BSNLCO-RSTG/21(11)/3/2020-RSTG-Part(3) Dated: 19.05.2026 To All Chief General Managers, Territorial & Core Network Circles, BSNL

BSNL Corporate Office has issued various advisories/ directions/guidelines to the field units of BSNL regarding adhering with the applicable Labour Laws/Acts, wherein it has been clearly stipulated inter alia with others, that the responsibilities of BSNL as Principal employer and accordingly compliance of laws depend upon the terms and conditions incorporated in the SLA-based outsourcing tenders.

A meeting was held under the Chairpersonship of the Secretary, Ministry of Labour and Employment, on Labour welfare and statutory compliance of CPSUs and Industries, wherein strict compliance with wage payments and other statutory provisions has been emphasised.

In this regard, all concerned are advised to ensure the compliance with all labour laws including timely payment of wages, social security measures (EPFO/ESIC), statutory compliance etc.

This is issued with the approval of competent authority.

Scrutiny of Property Returns - reg.

No. 29-1/2023-VA Dated: 03-03-2026 To, All PGM/GM (Vigilance), BSNL Circles / Units

A Management Audit of Vigilance Unit (MAVU) was carried out from 25.02.2026 to 26.02.2026

by CVC Audit Team. During the audit CVC Audit Team has observed that number of property returns scrutinized vary from Circle to Circle and average property returns scrutinised in last two years is less than 13%, that is less than the CVC norms (at least 20%).

In this context as pointed out by CVC Team and in accordance with CVC manual it has been decided that henceforth, all the circles should ensure that the number of property returns scrutinised must not be less than 20% of total property returns from current year onwards including the ongoing scrutiny work carried out by field units.

This issues with the approval of CVO BSNL.

Scrutiny of Property Returns -reg.

File No.22 -0512A26IVAIAudit (ii) Dated: 26.05.2426 To All PGM/GM (Vigilance), BSNL.

Ref.: This office letter No;29-112023-VA dated 03.03.2026 (Copy enclosed).

Management Audit of Vigilance Unit (MAVU) of BSNL was conducted on 25th and 26th February 2026. Consecutively CVC has given its recommendations in its MAVU Audit Report.

In view of the recommendations given in the Audit Report as a part of preventive vigilance measures and this office letter no.29-1/2023-VA dated 03.03.2026 referred above, it may be ensure that the number of property returns scrutinized must not be less than 20% of total property returns IPR of December 2025 onwards.

It is reiterated that at least 20% of total property returns must be scrutinized so that each

employee may be covered in span of 5 years.

This is issued with the approval of CVO, BSNL.

CFA physical growth targets for FTTH services for the financial year 2026-27 - reg.

No. BSNLCO-BBIN/13(20)/3/2020-NWO-BB-IN-BSNL-CO Dated: 18.06.2026 To, The Heads of all Telecom Circles/The Heads of BAs and

Metro TDs BSNL

Kindly find enclosed the quarterly targets for Net FTTH Connections (Annexure-A) for FY 2026-27.

This is for your information and necessary action please.

This is issued with the approval of the Director (CFA), BSNL Board.
Enclosure: As above

Annexure-A

Circles	Net FTTH Achievements Target				
India	2026-27	Q1	Q2	Q3	Q4
	1273608	213943	293914	340625	425125
ANDAMAN NICOBAR	4182	836	1046	1046	1255
ANDHRA PRADESH	39066	7813	9767	9767	11720
ASSAM	6878	1376	1719	1719	2063
BIHAR	52157	7413	10871	16386	17486
CHENNAI TD	34857	6971	8714	8714	10457
CHHATTISGARH	13417	2683	3354	3354	4025
GUJARAT	29908	5982	7477	7477	8973
HARYANA	129867	25973	32467	32467	38960
HIMACHAL PRADESH	12755	1012	2239	3750	5753
JAMMU AND KASHMIR	5157	1031	1289	1289	1547
JHARKHAND	8496	1699	2124	2124	254
KARNATAKA	41804	6730	9713	13114	12247
KERALA	150673	30135	37668	37668	45202
KOLKATA TD	26481	5296	6620	6620	7944
MADHYA PRADESH	44071	3727	7158	13539	19648
MAHARASHTRA	24005	4801	6001	6001	7201
NORTH EAST-I	7164	1433	1791	1791	2149
NORTH EAST-II	5439	1088	1360	1360	1632
ODISHA	28713	5743	7178	7178	8614
PUNJAB	146136	16049	29766	41723	58599
RAJASTHAN	62253	12451	15563	15563	18676
SIKKIM	197	39	49	49	59
TAMILNADU	188606	37721	47152	47152	56582
TELANGANA	4860	972	1215	1215	1458
UTTAR PRADESH EAST	113543	12658	22648	34079	44158

UTTAR PRADESH WEST	40856	4326	7639	11758	17133
UTTARAKHAND	19483	1468	3180	5574	9261
WEST BENGAL	32584	6517	8146	8146	9775

Note - The FTTH targets are inclusive of the Bharat Net targets

Inter/Intra Circle Transfer & Posting of staff in ALTTC, BBNW, CNTX, ITPC & QA&INSP Circles-regarding.

No. BSNLCO-PETS/11(11)/4/2020-PERS1 Dated: 15/06/2026 To The CGMT, ALTTC/ BBNW/ CNTX-N/ CNTX-S/ CNTX-E/ CNTX-W/ CNTX-NER/ ITPC/ QA&INSP

Ref: 1. BSNLCO-PETS/12(11)/1/2025-PERS1 Dated: 18.12.2025 2. BSNLCO-PETS/12(11)/1/2025-PERS1 Dated: 09.05.2026 3. BBNW CO/BG/Staff Corr/2025-26/99 Dated: 17.02.2026 4. CNTSCO-11/11/28/2022-HR AND ADMIN CNTX-S CO: Dtd.05.03.2026, 26.05.2026 5. ITPCCO-11/20(20)/1/2024-ADMIN Dated 17.03.2026 6. CNTXW-11/19/1/2023-HR and ADMN-CO 20.04.2026 7. CNTX-N E File Computer No. 747490 8. QAIN-COMM/11(23)/10/2026-BNG/E632670/20 Dated 20.05.2026

I am directed to refer this office letter dated 18.12.2025(ref: 1) and 09.05.2026 (ref:2) wherein instructions regarding Inter/Intra circle transfer & postings of staff in BBNW, CNTX & ITPC Circle were issued. As per para ii) of the letter under reference 1, circle heads were requested that any transfer or deputation involving movement of an officer from one Territorial Telecom Circle to another within circles viz, BBNW, CNTX, QA/ALTTC or ITPC etc. shall be processed and approved exclusively by BSNL Corporate Office.

On examination of said proposals, it is found that the same are being sent to this office without justifications. The justification is required for examination of proposal(s) as per guidelines.

Accordingly, concerned Circles are requested to submit transfer/posting/deputation proposals with detailed and proper justification viz.,

1. Stay particulars of the executive concerned;
2. Requirement and rationale for the proposed transfer;

3. Administrative and/or organizational requirements;

4. Sanctioned strength, working strength, and vacancy position; and

5. Any other relevant factors necessitating the transfer, etc.

The proposals should clearly indicate how the transfer would support organizational requirements.

Medical cases, if any, shall be processed strictly in accordance with the instructions issued vide this office letter No. BSNLCO-PERS/12(11)/1/2025-PERS-I dated 30.06.2025 and subsequent instructions issued from time to time. This issued with the approval of competent Authority.

Collection of vacancy of JAOs for Vacancy Years 2025 and 2026-regarding

No. BSNLCO-SEA/23/11/2026-SLA Dated: 17.06.2026 To All Heads of Territorial Circles & Administrative Units, BSNL

All Territorial Circles are requested to furnish the following information in respect of the JAO cadre to ascertain the exact vacancy position in the cadre for the Vacancy Years 2025 and 2026, including category-wise break-up:

1. Vacancy position for the Vacancy Years 2025 and 2026.

2. Category-wise break-up of vacancies indicating:

Unreserved (UR)

Scheduled Caste (SC)

Scheduled Tribe (ST)

Other Backward Classes (OBC-NCL)

Persons with Benchmark Disabilities (PwBD)

The aforesaid information may kindly be provided in the following proforma:

Name of Circle :																
Vacancy Year	Sanctioned Strength (including that of Non- Territorial Circles)					Working Strength (including that of Non- Territorial Circles)					Net Vacancy (including that of Non-TerritorialCircles)					
	UR	SC	ST	OBC	PwBD	UR	SC	ST	OBC	PwBD	UR	SC	ST	OBC	PwBD	TL
2025																
2026																

It may be ensured that the vacancy statement furnished by the Territorial Circles also includes vacancies pertaining to Non-Territorial Circles/Units under their jurisdiction, wherever applicable.

The above information may please be furnished latest by 30.06.2026 through e-mail at bsnlseaco@gmail.com and hard copy thereafter.

The matter may be accorded TOP PRIORITY.

LETTERS TO BSNL MANAGEMENT / GOVT.

Request for Immediate Intervention and Review of Arbitrary Transfer Orders of Junior Engineers in Gujarat Circle.

**TF-07 Dated: 28-05-2026 to The Director (HR)
BSNL Corporate Office, New Delhi**

On behalf of NFTE (CHQ), we wish to draw your kind attention towards the serious resentment, mental stress, and widespread dissatisfaction prevailing among the Junior Engineers of Gujarat Circle due to the recently issued transfer orders.

It has been represented before the Union that the present transfer exercise has not been carried out in the true spirit of the prevailing transfer policy guidelines and lacks adequate transparency, equality, and adherence to the principles of natural justice. Many affected officials have reportedly not completed the prescribed tenure under the "Longest Stay" criteria, whereas several officials having comparatively longer stay in the concerned BA/SSA have been excluded from the transfer process. Such selective implementation has created a strong sense of discrimination and unequal treatment among employees, adversely affecting the organizational atmosphere.

It is also a matter of serious concern that no proper opportunity was provided to employees for exercising their options/willingness prior to the issuance of the transfer orders, despite the BSNL transfer policy emphasizing fairness and

transparency in such matters.

NFTE CHQ further believes that Gujarat Circle presently has adequate availability of Junior Engineers, and therefore, the large-scale transfers carried out in the present manner do not appear administratively necessary or justified.

Sir, the affected employees are already facing severe financial hardship and family-related responsibilities. Sudden transfers to distant stations within a short period will impose heavy financial burden, mental stress, disruption in children's education, medical difficulties, and serious hardship to dependent family members. Under the prevailing economic conditions, many employees are not financially positioned to immediately settle at new places of posting.

Further, considering the present financial condition of BSNL, such large-scale mass transfers do not appear appropriate from administrative as well as economic perspectives. These transfers are likely to impose additional financial burden upon the Company in the form of TA/TP claims, joining arrangements, and other administrative expenditures. Moreover, such actions may adversely affect work management, productivity, and employee morale. In the present circumstances, prudent and judicious utilization of the organization's financial resources is highly expected.

Particularly, the JE cadre employees have

always served the organisation with utmost sincerity, dedication, and responsibility even under extremely challenging conditions. They have played a vital role in maintaining BSNL services, network operations, and safeguarding consumer interests. Despite severe financial and administrative difficulties, these employees have continuously remained committed to the organisation. Therefore, their genuine grievances deserve humane, fair, and policy-based consideration.

In view of the above facts and circumstances, NFTE CHQ respectfully requests your good office to kindly intervene in the matter immediately and ensure the following:

1. Keep the implementation/relieving process of the impugned transfer orders in abeyance with immediate effect.
2. Direct Gujarat Circle Administration to review the entire transfer exercise in a fair, transparent, and non-discriminatory manner.
3. Ensure uniform implementation of the "Longest Stay First" principle for all concerned officials.
4. Provide proper opportunity to employees for exercising options/willingness before finalisation of transfers.
5. Reconsider, modify, or cancel the transfer orders issued against the affected officials.

We sincerely hope that your esteemed office will take a sensitive, just, and positive decision in the interest of employee morale, industrial harmony and the principles of natural justice.

Request for Immediate Stay on Mass Relieving of Junior Engineers through ERP and High- Level Inquiry into Transfer Irregularities in Gujarat Circle

Date:- 03-06-2026 To The Director (HR) BSNL Board, Corporate Office New Delhi

It is a matter of serious concern that the transfer process in BSNL Gujarat Circle is being conducted in complete violation of the principles of transparency, fairness, and established

administrative norms. From the representations submitted by the affected employees and the available facts, it is evident that the transfer system has been developed into a kind of "Transfer Industry", where rules and regulations are being replaced by individual influence and selective decision-making.

Despite repeated representations from the recognized union as well as individual employees, no effective corrective action has been taken so far. Serious issues have been raised regarding the implementation of stay particulars and compliance with transfer guidelines; however, no transparent or satisfactory response has been provided by the Circle Administration.

It is further evident that a clear "pick and choose policy" is being followed in the transfer process. Certain transfer orders have been cancelled or modified due to the special favour of the General Manager (Administration) or have been rescinded/alterd through administrative intervention, while similarly placed employees have been denied any relief. This situation is in clear violation of the principles of natural justice and is severely affecting the credibility of the organization's administrative framework.

At present, the process of mass relieving of Junior Engineers through the ERP system is being carried out without resolving pending grievances and without completing any proper inquiry into the alleged irregularities. This situation has become more serious as such practices have effectively developed into a "Transfer Industry." Furthermore, the simultaneous relieving of around 50 Junior Engineers at one time can in no way be in the interest of BSNL, as it is likely to adversely affect operational efficiency, create administrative instability, and generate industrial unrest.

In view of the above, it is earnestly requested that the following actions may kindly be taken immediately:

1. The process of mass relieving of Junior Engineers in Gujarat Circle through ERP may kindly be kept in abeyance with immediate effect.
2. A high-level independent inquiry may

be conducted into the alleged "pick and choose policy" and the development of a "Transfer Industry" in the Circle.

3. Complete stay particulars of all concerned employees may be made transparent and disclosed in the interest of fairness.

4. No employee should be relieved until the inquiry is completed and all grievances are duly examined and resolved. This matter is not limited to individual employees but directly concerns the transparency, credibility, and efficiency of the entire administrative system. Therefore, immediate and strict intervention is required in this regard. It is expected that appropriate and impartial action will be taken at the earliest in the interest of justice and organizational stability.

Issue of Transfers in Sanga Reddy BA Without Publishing Stay Particulars of Employees.

TF-38 Dated: 02-06-2026 To The Director (HR) BSNL, Corporate Office New Delhi.

The National Federation of Telecom Employees (NFTE) would like to draw your kind attention to the transfer orders recently issued by Sanga Reddy Business Area, Telangana Circle, on the basis of "Longest Stay at Station". Surprisingly, the stay particulars of the concerned employees were not published before issuing the transfer orders.

This has raised serious concerns regarding transparency in the transfer process and has led to apprehensions among employees that the transfers have been effected on a selective "pick and choose" basis. The Circle Union has already taken up the matter with the CGMT, Telangana Circle, but no positive outcome has been achieved so far.

It is also pertinent to mention that the new academic session has already commenced and the children of the affected employees have secured admissions in their respective educational institutions. Transfers at this stage would cause undue hardship to the employees and their families.

We, therefore, request your kind intervention

in the matter and solicit suitable directions to the CGMT, Telangana Circle, to ensure publication of stay particulars and adherence to the existing transfer policy in a transparent and fair manner until the revised transfer policy is issued by the Corporate Office. An early and favorable consideration of the matter will be highly appreciated.

Request for compassionate consideration for employees on deputation on intra circle transfer under Rule-9.

TF-20/3(a) Dated:-09-06-2026 To The Director (HR), BSNL, Board, New Delhi.

Kindly refer our letter of even number of dated 03-06-2026 through which we have submitted in details regarding suffering of employees particularly the JE(T) who are working in the circle other than their parent circle on deputations under Rule-9.

Further we wish to draw your kind attention towards the fact that the JEs posted under Rule -9 in the circle like UP (East) where only 17 are surplus in JE Cadre. Whereas the surplus in JE Cadre is more than UP (East) in their parent circle, where they have to join after reliving. Similar is the position of some other circles also,

We, therefore, request you to kindly arrange to extend the deputation period from 2 years to 4/5 years under the consideration of factual position and on compassionate basis.

Request for Immediate Intervention Against Selective Rule-8 Transfer Orders Issued Without Publishing Waiting List and for Conducting Fair Inquiry-case of Gujarat Circle.

TF-07 Dated: 29-05-2026 TO The Director (HR) BSNL Board, New Delhi

With utmost respect, it is submitted for your kind consideration that the Gujarat Circle Management has issued inter-circle transfer orders under Rule-8 policy in favour of five Junior Engineers to different circles vide Letter No. *GJCO-11/20(11)/15/2022-CJ-ADMIN/E-196353 dated 30.04.2026.

It is a matter of serious concern that the aforesaid transfer orders have been issued on a selective basis without maintaining transparency and without preparing or publishing the mandatory waiting list of employees seeking inter-circle transfer under Rule-8 policy. Despite repeated representations and requests submitted by several waiting employees, the Gujarat Circle Management has failed to prepare and publish any authenticated waiting list till date.

The action of the Gujarat Circle Management appears to be in clear violation of the guidelines and spirit of fairness envisaged in the Rule-8 transfer policy issued by the BSNL Corporate Office, New Delhi vide Letter No. (6-1/2007-Restg. dated 07 May 2008). Issuance of transfer orders without following the prescribed procedure and without ensuring transparency has caused deep dissatisfaction and frustration among the genuinely waiting employees.

It is also pertinent to mention that non-publication of the waiting list deprives employees of their legitimate right to know their position in the transfer queue and raises serious concerns regarding transparency, impartiality, and fairness in the implementation of Rule-8 transfer policy.

In the interest of justice, transparency, and equal opportunity for all employees, we humbly request your good office to kindly:

1. Immediately withhold the transfer orders issued by Gujarat Circle Management under Rule-8 policy until the prescribed Corporate Office guidelines and procedures are strictly followed.

2. Order a fair, impartial, and detailed inquiry into the matter to examine the irregularities and selective approach adopted by the Gujarat Circle Management while issuing the transfer orders.

3. Direct the Gujarat Circle Management to prepare and publish the complete waiting list of all employees seeking inter-circle transfer under Rule-8 policy so as to ensure transparency and equal treatment to all concerned employees.

We sincerely hope that your esteemed office will kindly intervene in this matter and take appropriate action to uphold the principles of justice, transparency, and equality for all

employees awaiting inter-circle transfer under Rule-8 policy.

Denial of Formal/Informal Meetings to the Recognized Union by the CGM, Chennai Telephones Circle for a Long Time - Reg.

TF-028 Dated: 18-06-2026 To The Director (HR) BSNL Board, Corporate Office New Delhi

It is submitted for your kind consideration that the recognized Union in Chennai Telephones Circle has been consistently denied formal as well as informal meetings with the Circle Administration for a long time.

During the tenure of the former CGM, Shri Pratibhan, no meetings were allowed with the Unions/Associations. Unfortunately, even after the posting of Smt. D. Thilagavathi as CGM, the same policy continues. Repeated requests made by the Union for discussions on staff grievances and employee-related issues have been turned down.

The administration has maintained that such matters can be discussed only in Council Meetings. However, it is a matter of serious concern that no Council Meeting has been conducted in the Circle for the last three years. As a result, employees' grievances remain unresolved, causing widespread dissatisfaction and resentment among the workforce.

The continued denial of dialogue reflects an autocratic approach and is adversely affecting industrial relations, employee morale, and the overall working environment in the Circle.

We, therefore, request your immediate intervention to ensure regular interaction between the administration and the recognized Union and to facilitate the redressal of long-pending staff grievances.

An early and positive action in the matter will be highly appreciated.

Request for extending the benefit of coverage under CCS (Pension) Rules, 2021 to similarly placed BSNL employees appointed on

compassionate grounds

**TF-015 Dated: 24-June-2026 To The Chairman
& Managing Director Bharat Sanchar Nigam
Limited New Delhi**

We would like to draw your kind attention to the instructions issued by the Department of Pension & Pensioners' Welfare, Government of India, vide O.M. No. 57/05/2021-P&PW(B)/Compassionate/10593, wherein it has been clarified that, in cases of compassionate appointment, the date of application for compassionate appointment shall be treated as the crucial date for determining coverage under the CCS (Pension) Rules, 2021, provided the applicant was eligible for consideration at the time of application.

The above decision recognizes the fact that delays in processing compassionate appointment cases are beyond the control of the applicants and such delays should not deprive them of the benefits otherwise admissible to them.

There are a number of similarly placed BSNL employees who had applied for compassionate appointment on or before 30.09.2000 but were appointed after 01.10.2000 due to administrative reasons beyond their control. Consequently, despite having become eligible for compassionate appointment prior to 01.10.2000, they have been

brought under the Employees' Provident Fund (EPF) Scheme and have been deprived of the pensionary benefits available under the CCS (Pension) Rules.

In the interest of equity, natural justice and uniform implementation of Government policy, it is requested that BSNL may kindly examine the matter and take up the issue with the Department of Telecommunications and the Government of India for extending the benefit of coverage under the CCS (Pension) Rules, 2021 to such similarly placed BSNL employees appointed on compassionate grounds.

Since the principle laid down by the Government of India is based on the date of application and not the date of appointment, denial of similar benefits to BSNL employees who suffered appointment delays for reasons beyond their control would amount to unequal treatment of similarly placed employees.

Such a decision would remove a long-standing anomaly and provide much-needed relief to the affected employees and their families.

We, therefore, earnestly request your kind intervention and personal consideration for taking up this matter with the competent authorities so that justice may be extended to the affected employees at the earliest.

संपादकीय

" न्याय में देरी, न्याय से इनकार के समान है"

"न्याय केवल किया ही नहीं जाना चाहिए, बल्कि समय पर किया जाना चाहिए। क्योंकि विलंबित न्याय अंततः अन्याय का ही रूप ले लेता है।" विधिशास्त्र का यह सार्वभौमिक सिद्धांत आज बीएसएनएल के हजारों कर्मचारियों की पीड़ा, संघर्ष और प्रतीक्षा का सबसे सटीक प्रतिबिंब बन गया है। वर्षों से लंबित उनकी न्यायोचित मांगें प्रशासनिक प्रक्रियाओं, निर्णयों में विलंब और उदासीनता की शिकार होती रही हैं। परिणामस्वरूप कर्मचारियों के मन में निराशा, असंतोष तथा भविष्य को लेकर गहरी चिंता स्वाभाविक रूप से बढ़ती जा रही है।

बीएसएनएल के कर्मचारियों का वेतन पुनरीक्षण 1 जनवरी 2017 से लंबित है। यह केवल वेतन वृद्धि का विषय नहीं, बल्कि कर्मचारियों के आत्मसम्मान, सामाजिक सुरक्षा और उनके परिवारों के भविष्य से जुड़ा हुआ प्रश्न है। लगभग नौ वर्षों की लंबी प्रतीक्षा,

कर्मचारी संगठनों के सतत संघर्ष तथा अनेक दौर की वार्ताओं के उपरांत 8 अक्टूबर 2025 को नॉन-एक्जीक्यूटिव कर्मचारियों के वेतनमान पर समझौता संपन्न हुआ। यह कर्मचारियों के लिए आशा की एक नई किरण थी, किंतु दुर्भाग्यवश उस आशा को भी प्रशासनिक विलंब ने धूमिल कर दिया। समझौते को लगभग छह माह तक लंबित रखने के बाद बीएसएनएल बोर्ड से अनुमोदित कर दूरसंचार विभाग को भेजा गया, किंतु आज भी अंतिम निर्णय की प्रतीक्षा समाप्त नहीं हुई है।

प्रत्येक अवसर पर कंपनी की वित्तीय स्थिति अथवा लाभ-हानि का तर्क देकर कर्मचारियों की न्यायसंगत अपेक्षाओं को टालने का प्रयास किया जाता है। किंतु यह स्मरण रखना होगा कि किसी भी सार्वजनिक उपक्रम की वास्तविक शक्ति उसकी इमारतों, उपकरणों

शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ का शेष

अथवा बैलेंस शीट में नहीं, बल्कि उन कर्मचारियों में निहित होती है, जिन्होंने विपरीत परिस्थितियों में भी संस्था को जीवित रखा, उसकी सेवाओं को निरंतर बनाए रखा और उसके अस्तित्व की रक्षा की।

वास्तविकता यह है कि बढ़ती महंगाई ने कर्मचारियों के जीवन को अत्यंत कठिन बना दिया है। बच्चों की उच्च शिक्षा, चिकित्सा, विवाह तथा अन्य सामाजिक दायित्वों की पूर्ति के लिए अधिकांश कर्मचारी ऋण लेने को विवश हैं। वेतन का बड़ा भाग ऋण की किश्तों में चला जाता है और शेष राशि से परिवार का सम्मानजनक जीवन-यापन कठिन होता जा रहा है। यह केवल आर्थिक संकट नहीं, बल्कि मानसिक तनाव, सामाजिक असुरक्षा और भविष्य की अनिश्चितता का भी प्रश्न है।

वेतन पुनरीक्षण के अतिरिक्त बीएसएनएल में वर्षों से लंबित सबसे गंभीर विषय प्रोन्नति का है। किसी भी कर्मचारी के लिए पदोन्नति केवल वेतन वृद्धि नहीं होती, बल्कि उसकी योग्यता की स्वीकृति, उसके अनुभव का सम्मान और उसके भविष्य की दिशा होती है। किंतु आज बीएसएनएल में अनेक कर्मचारियों के लिए यह अधिकार एक दिवास्वप्न बनकर रह गया है।

बीआरएस-2020 के उपरांत जनशक्ति पुनर्गठन के नाम पर अनेक जीवंत पदों को समाप्त कर दिया गया। परिणामस्वरूप कर्मचारियों की स्वाभाविक कैरियर प्रगति लगभग अवरुद्ध हो गई। विशेष रूप से जूनियर इंजीनियर संवर्ग के हजारों युवा, ऊर्जावान एवं उच्च शिक्षित कर्मचारी वर्षों से कैरियर में ठहराव का सामना कर रहे हैं। इनमें बड़ी संख्या इंजीनियरिंग स्नातकों तथा डिप्लोमा इंजीनियरों की है, जिनकी प्रतिभा और क्षमता का समुचित उपयोग नहीं हो पा रहा है।

रूल-8, रूल-9 तथा अन्य प्रशासनिक विषयों पर गठित समिति अपनी अनुशंसाएँ लगभग दो वर्ष पूर्व ही प्रस्तुत कर चुकी है। उल्लेखनीय तथ्य यह है कि इन अनुशंसाओं को लागू करने से बीएसएनएल पर कोई अतिरिक्त वित्तीय भार भी नहीं पड़ता। इसके बावजूद उनका वर्षों तक लंबित रहना यह प्रश्न उठाता है कि जब निर्णय आर्थिक कारणों से बाधित नहीं हैं, तो फिर न्याय में यह विलंब क्यों?

जूनियर इंजीनियरों से जेटीओ संवर्ग में प्रोन्नति का प्रश्न भी लंबे समय से अनिर्णय की स्थिति में है। रिक्तियों के अभाव का तर्क देकर योग्य कर्मचारियों की उन्नति को रोक देना न तो संगठन के हित में है और न ही कर्मचारियों के भविष्य के लिए उचित है। जबकि अधिकांश जूनियर इंजीनियर विभागीय परीक्षा की पात्रता से कहीं अधिक सेवा अवधि पूर्ण कर चुके हैं और संगठन को अपनी क्षमता देने के लिए पूर्णतः तैयार हैं।

हमारा संगठन केवल समस्याएँ नहीं उठा रहा, बल्कि उनके

व्यावहारिक एवं दूरदर्शी समाधान भी प्रस्तुत कर रहा है।

प्रथम सुझाव यह है कि सभी पात्र जूनियर इंजीनियरों के लिए विभागीय आंतरिक प्रतियोगी परीक्षा आयोजित की जाए। निर्धारित योग्यता प्राप्त करने वाले कर्मचारियों को आवश्यक प्रशिक्षण प्रदान कर चरणबद्ध ढंग से जेटीओ संवर्ग में प्रोन्नत किया जाए तथा उनके पूर्व पद समाप्त कर दिए जाएँ। इससे बीएसएनएल पर कोई उल्लेखनीय अतिरिक्त वित्तीय भार नहीं पड़ेगा।

इसी प्रकार की व्यवस्था टी.टी. तथा ए.टी.टी. संवर्ग के कर्मचारियों के लिए भी लागू की जाए, ताकि योग्य, प्रशिक्षित एवं दक्ष कर्मचारियों को समयानुकूल कैरियर प्रगति का अवसर प्राप्त हो सके तथा संगठन को अनुभवी एवं कुशल मानव संसाधन उपलब्ध हों।

द्वितीय सुझाव यह है कि इंजीनियरिंग स्नातकों को "वॉक-इन-ग्रेड" व्यवस्था के अंतर्गत तथा डिप्लोमा इंजीनियरों को निर्धारित सेवा अवधि एवं स्क्रीनिंग परीक्षा के उपरांत प्रशिक्षण देकर जेटीओ संवर्ग में प्रोन्नत किया जाए। इससे संगठन को प्रशिक्षित, अनुभवी एवं पूर्णकालिक कार्यपालक अधिकारी प्राप्त होंगे तथा कर्मचारियों के कैरियर को भी नई दिशा मिलेगी।

यह कोई काल्पनिक प्रस्ताव नहीं है। दूरसंचार विभाग में 1990 के दशक में जनशक्ति पुनर्गठन के दौरान इसी प्रकार की व्यवस्थाएँ सफलतापूर्वक लागू की जा चुकी हैं। अतः आज भी इन्हें व्यावहारिक रूप से अपनाया जा सकता है।

आज आवश्यकता आश्वासनों की नहीं, बल्कि समयबद्ध निर्णयों की है। कर्मचारियों को केवल सहानुभूति नहीं, बल्कि न्याय चाहिए। केवल आश्वासन नहीं, बल्कि अधिकार चाहिए। केवल प्रतीक्षा नहीं, बल्कि सम्मानजनक भविष्य चाहिए। यदि बीएसएनएल को एक सशक्त, प्रतिस्पर्धी और आत्मनिर्भर सार्वजनिक उपक्रम के रूप में स्थापित करना है, तो उसके सबसे मूल्यवान संसाधन-उसके कर्मचारी के साथ न्याय करना ही होगा।

आज लिया गया एक न्यायपूर्ण निर्णय केवल कर्मचारियों का भविष्य ही सुरक्षित नहीं करेगा, बल्कि बीएसएनएल के भविष्य को भी नई शक्ति, नई दिशा और नई विश्वसनीयता प्रदान करेगा। कर्मचारियों का मनोबल ही किसी भी संगठन की सबसे बड़ी पूंजी होता है। यदि इस पूंजी का सम्मान किया गया, तो बीएसएनएल न केवल आर्थिक रूप से सुदृढ़ होगा, बल्कि एक आदर्श सार्वजनिक उपक्रम के रूप में भी अपनी प्रतिष्ठा स्थापित करेगा।

अब निर्णय का समय है। इतिहास यह याद नहीं रखता कि आश्वासन कितने दिए गए, बल्कि यह याद रखता है कि न्याय कब और कैसे किया गया।

अन्यथा इतिहास एक बार फिर यही कहेगा – "न्याय में देरी, वास्तव में न्याय से इनकार के समान है"।