

# TELECOM

Organ of National Federation of Telecom Employees (BSNL)  
(Regd. No. 4906 dated : 17.9.2001)

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

Com. Chandeswar Singh, General Secretary: Residence: 25706166, Mobile: 9868256622, 09431200383

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## EDITORIAL

### BSNL's Progress and the Legitimate Expectations of Its Employees

The financial performance of BSNL during the financial year 2025-26 has brought renewed optimism and confidence among employees, executives, and all stakeholders associated with the organization. After facing years of challenges, resource constraints, and intense competition from private telecom operators,

BSNL has demonstrated encouraging financial growth and stability. This achievement is not merely reflected in figures and balance sheets; it is a testimony to the dedication, perseverance, and unwavering commitment of thousands of BSNL employees who stood by the organization during its most difficult times.

BSNL has always been more than just a telecommunications company. As a public sector enterprise, it has consistently balanced commercial objectives with national responsibilities. From remote villages and hilly terrains to border areas and underserved regions where private operators often hesitate to invest, BSNL has continued to provide reliable communication services. Behind this vast network lies the relentless effort of its workforce, whose commitment has ensured that connectivity reaches every corner of the nation.

Over the years, BSNL employees have worked under challenging circumstances. Despite shortages of manpower, increasing workloads, technological transitions, and market competition, they continued to perform their duties with professionalism and sincerity. They maintained services, addressed customer concerns,

expanded networks, and contributed significantly to revenue generation. During natural disasters, floods, cyclones, and other emergencies, BSNL personnel worked tirelessly to restore communication networks, often putting public service above personal comfort and convenience. Such dedication reflects the true spirit of public service.

The encouraging financial results of FY 2025-26 have naturally generated hope among employees that their long-pending issues will now receive the attention they deserve. These expectations are neither unreasonable nor excessive. They arise from a sense of fairness and recognition for the invaluable contributions made by employees towards the organization's revival and growth. One of the most significant concerns remains the pending wage revision, which has been due since 1st January 2017. Nearly a decade has passed, yet employees continue to await a revised pay structure. During this period, the cost of living has increased substantially, inflation has affected household budgets, and financial responsibilities have grown. Despite these realities, BSNL employees have continued to discharge their responsibilities with dedication and professionalism.

Wage revision is not merely a financial issue. It is closely linked with employee morale, dignity, and motivation. Every employee who contributes years of dedicated service to an organization

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**AUAB DEFFERED Sanchar Bhawan March Programme on  
12.06.2026. Fresh Dates will be Intimated**

**Contd. from pre. page**

expects that his or her efforts will be acknowledged and rewarded fairly. A timely wage revision is not only an economic necessity but also an affirmation of the organization's commitment to its workforce.

Apart from wage revision, employees are also looking forward to the resolution of several long-standing human resource issues. Promotion-related matters continue to remain pending for many deserving employees. Career progression is a vital component of professional satisfaction, and delays in promotions often impact motivation and productivity. Promotions are not just changes in designation; they represent recognition of an employee's experience, competence, and contribution to the organization.

Similarly, there is a growing need to review and rationalize transfer policies to ensure transparency, fairness, and consistency. Employees expect a system that treats all individuals equitably and provides opportunities based on clearly defined principles. The implementation of a modern promotion policy, resolution of cadre-related anomalies, and other human resource development initiatives are equally important for strengthening employee confidence and organizational efficiency.

It is important to acknowledge that the positive financial trajectory of BSNL has not emerged in isolation. Employees have played a pivotal role in achieving these results. Whether in network operations, customer service, maintenance, sales, or administrative functions, employees have consistently contributed towards organizational growth. Their efforts have helped BSNL navigate difficult phases and position itself for future opportunities.

Any organization's greatest strength lies in its human resources. Technology, infrastructure, and financial investments can yield meaningful results only when supported by a motivated and committed workforce. Employee welfare should therefore be viewed not as an expenditure but as an investment in the future of the organization. A workforce that feels valued and respected is more likely to contribute enthusiastically towards achieving organizational goals.

The Government of India, the Department of Telecommunications, the Department of Public Enterprises, and BSNL Management should

therefore take a constructive and forward-looking approach towards resolving employee concerns. In particular, obstacles affecting the implementation of wage revision need to be addressed with sensitivity and urgency. The affordability-related conditions governing wage revision may require reconsideration so that a practical and equitable solution can be reached for BSNL employees.

The time has come for positive action. Just as employees stood firmly with BSNL during its challenging years, the organization and the government must now respond to the aspirations and expectations of its workforce. Mutual trust, respect, and cooperation are essential for ensuring sustainable growth and long-term success.

BSNL's journey of transformation and growth is still unfolding. This journey should not be measured solely by revenue growth, profitability, or financial indicators. It should also reflect the aspirations, dedication and sacrifices of the employees who have worked tirelessly to strengthen the organization. Meaningful progress will be achieved when financial success is complemented by employee satisfaction, professional growth, and a sense of dignity and recognition.

The resolution of long-pending issues such as wage revision, promotions, transfer policy reforms, and other human resource matters will not only boost employee morale but will also contribute significantly to making BSNL stronger, more competitive, and better prepared for future challenges. Ultimately, the true success of BSNL will be reflected not only in its financial achievements but also in the confidence, satisfaction, and pride of the employees who form the backbone of the organization.

# TELECOM

## Editorial Board

Com. Chandeshwar Singh, General Secretary  
E-mail: csingh465@gmail.com

**Website : [www.nftechq.co.in](http://www.nftechq.co.in)**

## Central Headquarters

Office : 23353245, 23315677

Fax : 23351877

Com. Rajmouli : 09440064440

Com. Rajpal : 9868818282

## ORGANISATIONAL NEWS

### **CIRCLE EXECUTIVE COMMITTEE MEETING OF TELANGANA ON 23-05-2026:-**

The CEC of Telangana begun with Flag Hoisting Ceremony, Com. B.Sunita, Circle President hoisted NFTE Flag. At first all have paid rich tributes to Com. Om Prakash Gupta. The Meeting was organized in Circle Union Office Kachiguda. Out of 10 SSAs' 8 SSAs' District Secretaries and representatives attended the meeting (except Nalgonda and Karimnagar) along with All India Invitee and Majority of Circle Office Bearers were present in the Meeting.

Com. B.Sunita, Circle President inaugurated the Meeting with her opening remarks and explained the agenda points. Circle Secretary has explained in detail the developments taken after CEC and NEC in the Circle. The difference of opinion were there in the organization in between CEC and NEC werer discussed with Comrades of HTD and Khammam in presence of Circle President on 22.05.2026. After three hours discusion all have agreed that the issue is closed. CS conveyed thanks to Circle President and Comrades of HTD and Khammam.

In the CEC Meeting CS has given a brief report on 3rd Wage Revision, Promotion Policy, Transfer Policy and VRS. All the District Secretaries/ Representatives participated in the debate and expressed their opinion with valuable inputs.. In some SSAs in the Circle, management is ordering transfers on pick and choose basis. Unfortunately the BA heads were ignoring the advise of higher officers in the matter. Corporate Office have not issued guidelines on tranfer policy till date. But the local officers blindly harrassing the staff on the name of tranfers only. In some BAs officers were not forwarding transfer applications of officials to Circle Office for years togetner but they are doing favour to selected officials of their choice. It is happening in Sangareddy BA and Nizambad. It is quite unfortuante.

After thorough discussion on the issues the CEC decided to start preparation for struggle after 20th of this month for justice in transfers and settlement of long pending issues., othewise

CEC opnioned and advised CS to have a dilague with the Management along with other recognized union to have temporary guidelines to be formulated in the Circle like A.P. for smooth running till the guidelines come from Corporate office.

If, at all the management is adamant then NFT will launch an agitational programme in CGMT Office in June, 2026, before this the issue is to be brought to the notice of General Secretary for needful action in the matter.

Comrade Potharju ATT have donated Rs.1000/- to Circle Union in the Meeting. Com. T.Durga Rao, DS & ACS Khammam also donated

Rs.2,000/ to cirle uiionand also he will donate a nw mikeset to Cirle Union. CS Conveyed sincere thanks to both. Aftert luch braek meeting endedwith vote thank by C.S.



*View of Flag hoisting Ceremony*



*View of Dias*



***View of Participants in the Meeting***

The Annual Meeting of Srinagar (GWL) OA was organised at Srinagar (GWL) on 22-05-2026. In this meeting, New District body was unanimously formed in which **Com. Jogendra Singh, Com Ashish Chaudhary & Com Pankaj Sharma** were elected as **President, District Secretary & Treasurer** respectively. In this meeting, Com Nitin Walia, CHQ Secretary, New Delhi, Com Deepak Singh Rauthan, Circle President & Com. Jatin Walia, Circle Secretary of NFTE (BSNL) Uttarakhand Circle were also present in the meeting. Com. Deepak Singh Rauthan, Circle President & Com. Jatin Walia, Circle President explained in detail the organizational position of the Circle, issues taken up by the circle union and all India issues. The meeting ended with a vote of thanks by the Circle Secretary.

**District Conference of Haridwar OA(Uttarakhand Circle):-** District Conference of Haridwar OA was organized at Conference Hall, on 08.05.2026 under the Presidentship of Shri Kedar Singh, President of Haridwar OA Branch. At first all have paid rich tributes to Com. V.K. Sharma, Former-Member of NEC from Uttarakhand Circle. Election was held in the meeting, where **Com. Praveen and Com. Ashish** were elected as **President and Secretary** in the election. **Com. Pawan Kumar** was elected as **Treasure** unanimously in the meeting. In this meeting, Com Nitin Walia, Secretary CHQ New Delhi, Com. Deepak Singh Rauthan, Circle President, Com Jatin Walia, Circle Secretary, Com Kamal Mishra, Treasurer, Com Devendra Singh Bhandari, Asstt. Circle Secretary of NFTE (BSNL) Uttarakhand Circle & Com Pankaj Bhattacharya, District President and Com. Sirish Thakur, Asstt. District Secretary, NFTE BSNL, Circle Office, Dehradun Branch were also present. Com. Deepak Singh Rauthan, Circle President & Com. Jatin Walia, Circle Secretary explained in detail the organizational position of Uttarakhand Circle, issues taken up by the circle union and all India issues. The meeting ended with vote of thanks by the Circle Secretary.



***View of the Meeting Hall***



***View of newly elected Office Bearers***



***View of newly elected Office Bearers***



***View of the Meeting***

On 5th of May 2026, a massive May Day celebration was jointly organized by NFTE -BSNL and NFTCL in Chennai Telephones on the very birthday of the greatest Communist leader Dr Karl Marx who was instrumental for the Worldwide May Day celebrations since 1890 . The function of 136th May Day organised at the K K Nagar telephone exchange compound was jointly presided by the Circle Presidents M K Ramasamy and N Danapal . More than 220 comrades very enthusiastically participated . At the begining both Union flags were hoisted by Circle Secretaries N Muneer Ali and S Anandan respectively and a new pillar stone was opened by General Secretary C Singh. National President C K Mathivanan in his lengthy address elaborated the history of May Day and its significance for the working people. In his concluding speech Com C Singh explained the current issues of BSNL employees and the challenges faced by all the working people of our country due to the anti labour policies persued by the Narendra Modi government. Sister union leaders Boobalan ( SNEA / CHTD ) , Valanarasu ( SNEA / Tamilnadu ) and Kannappan ( AIBSNLPWA ) addressed the May Day celebrations. On behalf of both NFTE & NFTCL comrades K M Elangovan, C Ravi, P Sundaram, P Shanmugam, T Sathya, P S Sunil, T Dhansingh and others spoke. K K Nagar Branch Secretary T Krishnan proposed vote of thanks.



**AI president addressing the gathering**



**G.S & AI president addressing the Meeting**



**G.S & AI president with Comrades**



**G.S opened newly constructed Pillar Stone**



**View of the Meeting**



**View of Audience**

**Reports and Photos of May Day Celebrations at Different Places in the Country**



**Adilabad (Telangana)**



**Telecom House, Kachiguda (Hyderabad)**



**Hyderabad Telecom District BSNL Bhawan**



**Guwahati (Assam)**

Photos of agitational action on 20-05-2026 at different places in the country on the call of AUAB -- Photos related to agitiational programme viz human chain, demonstrations and Dharna in the Country.



**Eastern Court, New Delhi.**



**Eastern Court, New Delhi.**



**Bihar Circle**



**Bihar Circle**



**Sangareddy (Telangana)**



**Khammam**



**Adilabad**



**Nizamabad**



**Karimnagar**



**Mahaboobnagar**



**Sangareddy**



**Nalgonda**



**Bikaner (Rajasthan)**



**Warangal**



**Raipur (Chhatisgarh)**



**TF Alipore (Kolkata)**



**Bhopal(M.P.)**



**CGM office Kolkata Telephone Circle**



**Hassan (Karnataka)**



**Assam**



**UP (East)**



**Jabalpur (M.P.)**

**UP (West) circle conference:-** Circle conference of NFTE (BSNL) of UP (West) circle held on 23rd and 24th April 2026 under the Presidentship of Com Amit Goud circle President. After flag hoisting ceremony the delegate session was composed and attendance was verified by the President. Com Sompal Saini circle secretary placed the activities of the last session and the audited account was placed by the circle treasurer.. Both the reports were approved by the house after some queries by the delegates and satisfactory reply given by the circle secretary. **The open session:-** Open session was also

conducted under the Presidentship of Com. Amit goud and initial key notes were placed by the circle secretary. Com Chandreshwar Singh GS and com Mahabir Singh AI secretary attended the Open session and addressed the huge gathering of workers including women employees. The GM (HR) and admin also addressed the meeting... Both the CHQ leaders exhorted and explained the organisational position and HR issues related to employees . The open session ended at 18.30 pm with a concluding speech of the President.. Next day on 24 th April 2026 the delegate session took place at 11.00am. After completion of listed agenda the item of election was announced by the President. Only one panel has come signed by all the District secretaries. The President asked for any other Panel and given 10 minutes time for it .. After getting no other list, the President announced the list elected as office bearers unanimously in which Com. Amrish verma, Com Sompal Saini and Com Neeraj Sharma elected as President, circle secretary and circle Treasurer respectively.. Thus the conference was concluded in very grand manner.



**View of Dias**



**Felicitation to Com. Sompal Saini, C.S**



**View of newly elected Office Bearers with G.S**

## Obituary



**A senior leader Com. V.V.S. Murthy of AP Circle is no more:-** Comrade V.V.S. Murthy expired in Hyderabad on 28-05-2026 at the age of 83 years. He born in 1943. Throughout his service career, he served as a dedicated and committed leader of NFTE from Krishna District (A.P.) Circle. He also rendered valuable services in the past as Assistant General Secretary at the AIBSNLPWA Central Headquarters. He retired from Vijayawada Telecom Division in the cadre of Chief Section Supervisor. Comrade Murthy also worked as the NFTE District Secretary during the 1980s and played a significant role in strengthening the trade union movement as well as the pensioners' organization. His dedicated services to NFTE and AIBSNLPWA will always be remembered. His contributions will continue to inspire future generations of comrades. With lifelong dedication, honesty, and selfless service towards employees and pensioners. He helped our organization at the time of IDA declaration after every three months in his carrier. He was himself calculating IDA formula with devotion. NFTE CHQ pays respectful homage to Com. V.V.S. Murthy and share the grief of the family – Red Salute Comrade.

## LETTERS FROM BSNL MANAGEMENT / GOVT.

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

**No: BSNLCO-RSTG/21(11)/3/2020-RSTG-Part(3)  
Dated: 1905.2026 To, Territorial & Core Network  
Circles All Chief General Managers 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.

### Revision of Industrial Dearness Allowance (IDA) Rates for Executives holding Board level & below Board level posts Non-Unionized Supervisors and Non Executives in Central Public Section Enterprises (CPSEs) - Effective from 01.01.2026.

**F.No. BSNLCO-A/11(18)/1/2024-ESTAB Dated the 21st May, 2026 To, All Heads of Telecom Circles & All Heads of Other Administrative Units.**

The undersigned is directed to forward herewith DOT OM No. 61-1/2026-SU dated 21.05.2026, conveying the approval of competent authority for revision of IDA payable to Executives and Non-executives, drawing pay in 2007 IDA pay scales, to **236.7% of Basic pay w.e.f. 01.01.2026**, in terms of Ministry of Finance, Department of Public Enterprises (DPE) OM No. W-02/0037/2025-DPE(WC)FTS-14505 dated 27.02.2026 (copy enclosed). The same may be implemented in respect of Board level and below Board level Executives and Non-Executive employees in BSNL drawing pay in IDA pay scales revised w.e.f. 01.01.2007.

**Revision of Industrial Dearness Allowance (IDA) Rates for Executives and Non-Unionized Supervisors of CPSEs-Effective from 01.01.2026.**

**No. W-02/0037/2025-DPE(WC)/FTS-14505 Public Enterprises Bhawan, Block 14, CGO Complex, Lodhi Road, New Delhi-110003 Dated: 02.2026**

The undersigned is directed to convey the revised rates of Industrial Dearness Allowance (IDA) applicable to executives holding Board level and below Board level posts and Non-Unionized Supervisors of Central Public Sector Enterprises (CPSEs) following the 1987, 1997, 2007, and 2017 pay scales, **effective from 01.01.2026.**

2. The quantum of IDA payable from 01.01.2026 at a neutralization rate of ₹2.00 per point shift for increase of (99) points, may be Rs.198/- and at Average AICPI 9710, DA payable may be Rs. 18010/- to the executives holding Board level post, below Board level post and non-unionized supervisors following IDA pattern in the CPSEs of **1987 pay scales.**

3. The rates of Dearness Allowance payable w.e.f. 01.01.2026 to executives holding Board-level posts, below Board-level posts, and non-unionised supervisors of CPSEs are 468.5% for those following the 1997 pay scale, 236.7% for the 2007 pay scale, and 53.4% for the 2017 pay scale.

4. Further, as per the information available on the PE Survey Portal, no CPSE is presently reported to be under the 1992 pay scale and, accordingly, DA orders for the said pay scale are not being issued. However, in the event any CPSE subsequently furnishes verifiable data establishing coverage under the 1992 pay scale, the admissible DA shall be computed strictly in accordance with the applicable norms and conveyed to the concerned administrative Ministry/Department for necessary action.

5. All concerned Ministries/Departments shall verify the applicability of the relevant pay scales and corresponding IDA OMs before extending DA, ensure that updated pay-revision status is furnished on the PE Survey Portal, and note that while DA rates are computed and notified by DPE as per the prescribed formula, their extension and

implementation in respect of individual CPSEs, including financial implications, shall rest with the concerned Administrative Ministry/Department.

6. This issues with the approval of the Secretary, Department of Public Enterprises.

**Revision of Industrial Dearness Allowance (IDA) Rates for Executives holding Board level & below Board level posts & non-unionized supervisors and Non-Executives in Central Public Sector Enterprises (CPSES) Effective from 01.04.2026-reg.**

**F.No. BSNLCO-A/11(18)/1/2024-ESTAB Dated the 22nd May, 2026 To, All Heads of Telecom Circles & All Heads of Other Administrative Units**

The undersigned is directed to forward herewith Ministry of Finance. Department of Public Enterprises (DPE) OM No. W-02/0037/2025-DPE(WC)/FTS-14505 dated 24.04 2026 on the above subject with regard to revision in IDA rates from existing 236.7% to 238.3% w.e.f. 01.04.2026. The same may be implemented in respect of Board level and below Board level Executives and Non-Executive employees in BSNL drawing pay in IDA pay scales revised w.e.f. 01.01.2007.

**Revision of Industrial Dearness Allowance (IDA) Rates for Executives and Non-Unionized Supervisors of CPSES - effective from 01.04.2026.**

**No.W-02/0037/2025-DPE(WC)/FTS-14505 Public Enterprises Bhawan, Block 14, CGO Complex, Lodhi Road, New Delhi-110003 Dated:24.04.2026 To, All Administrative ministries/Department of the Government of India**

The undersigned is directed to convey the revised rates of Industrial Dearness Allowance (IDA) applicable to executives holding Board level and below Board level posts and Non-Unionized Supervisors of Central Public Sector Enterprises (CPSES) following the 1987, 1997, 2007, and 2017 pay scales, **effective from 01.04.2026.**

2. The quantum of IDA payable from 01.04.2026 at the old system of neutralization @ Rs.2.00 per point shift for increase of (46) points,

may be Rs. 92/-and at Average AICPI 9756, DA payable may be Rs. 18,102 to the executives holding Board level post, below Board level post and non-unionized supervisors following IDA pattern in the CPSEs of **1987 pay scales**.

3. The rates of Dearness Allowance (DA) payable w.e.f. 01.04.2026 to executives holding Board-level and below Board-level posts, as well as non-unionized supervisors of CPSEs following the 1997, 2007, and 2017 pay scales, shall be 471.2% for the 1997 pay scale, 238.3% for the 2007 pay scale, and 54.1% for the 2017 pay scale.

4. All administrative Ministries/Departments of Government of India are requested to bring the foregoing to the notice of the CPSES under their administrative control for necessary action at their end.

5. This issues with the approval of the Secretary, Department of Public Enterprises.

**Post Restructuring Circle-wise Sanctioned Strength in r/o Junior Telecom Officer (Telecom)/ Junior Engineer (Telecom)/ Telecom Technician/ Assistant Telecom Technician Regarding.**

**No. BSNLCO-A/16(13)/1/2020-ESTAB Dated: 16.04.2026 To, All Heads of Telecom Circles/**

**Core Networks & Other Administrative Units of BSNL.**

**Ref: letter no. BSNLCO-A/16(13)/1/2020-ESTAB dated 20.01.2022**

Kindly refer to this office letter of even number dated 20.01.2022 vide which the sanctioned strength in respect of cadres JTO(T) / JE(T) TT/ATT with effective from 01.02.2020 were circulated.

2. In suppression of this office letter dated 20.01.2022, the updated Sanctioned Strength of JTO(T) / JE(T)/ TT/ ATT cadres is enclosed herewith for further necessary action. [Only the Sanctioned Strength of Sikkim, Kolkatta TD and West Bengal circle are bifurcated /updated. The Sanctioned Strength of remaining circles remains the same.]

3. This issues with the approval of competent authority.

**Enclosures:**

i. Circle-wise distribution of Sanctioned strength of JTO(T)- Annexure 'A'

ii. Circle-wise distribution of Sanctioned strength of JE(T)- Annexure 'B'

iii. Circle-wise distribution of Sanctioned strength of TT- Annexure 'C'

iv. Circle-wise distribution of Sanctioned strength of ATT- Annexure 'D'

Circle-wise distribution of Sanctioned Strength of JTO (T)									
Annexure-A									
Junior Telecom Officer (T) Sanctioned Strength as on 01.02.2020									
S. N.	Circle	Territorial	CN (1178)	Trg Centre (63)	ITPC (117)	BBNW (13)	INS & QA (92)	Nodal Centre	Total
1	2	3	4	5	6	7	8	9(111)	10
1	A&N	46					2		48
2	Andhra Pradesh	530	80				3		613
3	ASSAM`	210	25	6			4		245
4	BIHAR	238	30				4		272
5	Chattishgarh	155	22						177
6	CNTX-N		113				2		115
7	CTD (Chennai)	299							299
8	CTD (Kol)	344						25	369
9	Gujarat	679	42			5	3		729
10	Haryana	282	22			5	3		312

11	Himachal Pradesh	141	28				1		170
12	Jharkhand	148	30				2		180
13	J&K	156	24				4		184
14	Karnataka	792	91	6		66	12		967
15	Kerala	1084	47	4			5		1140
16	Madhya Pradesh	441	63	13		5	6		528
17	Maharashtra	926	112	6	39	15	6	30	1134
18	NE-I	106	17				3		126
19	NE-II	105	9				3		117
20	odisha	310	38			10	2		360
21	Punjab	369	38		22	5	3	28	465
22	Rajasthan	469	40				5		514
23	Sikkim	38							38
24	Telangana	390	88	4	32	5	5		524
25	Tamil Nadu	698	80	4			4	28	814
26	UP (East)	414	76			5	4		499
27	UP(West)	295	32	14		5	2		348
28	Uttarakhand	140	19				1		160
29	West Bengal	216	55	6	24	5	3		309
	<b>Total</b>	<b>10021</b>	<b>1221</b>	<b>63</b>	<b>117</b>	<b>131</b>	<b>92</b>	<b>111</b>	<b>11756</b>

Circle	JTO**
CNTX-N	392
CNTX-E	153
CNTx-W	239
CNTX-S	386
CNTX-NE	51
<b>Total</b>	<b>1221</b>

\* Distribution of core Network sanctioned strength in the respective territorial circles is shown in column 4 above.

Circle-wise distribution of Sanctioned Strength of JE(T)					
Annexure-B					
Junior Engineer (T) Sanctioned Strength as on 01.02.2020					
S. N.	Circle	Territorial	CN(749)	Nodal Centre(16)	Total
1	2	3	4	5	6
1	A&N	19			19
2	Andhra Pradesh	403	30		433
3	ASSAM	93	10		103
4	BIHAR	77	25		102
5	Chattishgarh	61	12		73
6	CNTX-N		35		35
7	CTD (Chennai)	314			314

8	CTD (Kol)	398		4	402
9	Gujarat	474	23		497
10	Haryana	130	19		149
11	Himachal Pradesh	59	19		78
12	Jharkhand	65	25		90
13	J&K	102	18		120
14	Karnataka	680	83		763
15	Kerala	1176	40		1216
16	Madhya Pradesh	248	23		271
17	Maharashtra	748	58	4	810
18	NE-I	44	19		63
19	NE-II	34	7		41
20	Odisha	151	25		176
21	Punjab	277	25	4	306
22	Rajasthan	296	15		311
23	Sikkim	7			7
24	Telangana	302	41		343
25	Tamil Nadu	558	53	4	615
26	UP (East)	174	60		234
27	UP(West)	161	20		181
28	Uttarakhand	73	24		97
29	West Bengal	102	40		142
	<b>Total</b>	<b>7226</b>	<b>749</b>	<b>16</b>	<b>7991</b>

Circle	JE**
CNTX-N	235
CNTX-E	115
CNTX-W	116
CNTX-S	247
CNTX-NE	36
<b>Total</b>	<b>749</b>

\*\* Distribution of core Network sanctioned strength in the respective territorial circles is shown in column 4 above.

Circle-wise distribution of Sanctioned Strength of TT					
Annexure-C					
Telecom Technician Sanctioned Strength as on 01.02.2020					
S. N.	Circle	Territorial	CN(936)	ALTTC(11)	Total
1	2	3	4	5	6
1	A&N	26			26
2	Andhra Pradesh	536	70		606
3	ASSAM	161	22		183
4	BIHAR	201	25		226

5	Chattishgarh	131	15		146
6	CNTX-N		33		33
7	CTD (Chennai)	353			353
8	CTD (Kol)	432			432
9	Gujarat	637	31		668
10	Haryana	216	19		235
11	Himachal Pradesh	103	33		136
12	Jharkhand	131	25		156
13	J&K	143	20		163
14	Karnataka	888	90		978
15	Kerala	1405	30		1435
16	Madhya Pradesh	400	39		438
17	Maharashtra	1028	97		1125
18	NE-I	73	5		78
19	NE-II	35	9		74
20	Odisha	276	25		301
21	Punjab	390	32		422
22	Rajasthan	464	42		506
23	Sikkim	11			11
24	Telangana	405	43		448
25	Tamil Nadu	733	68		801
26	UP (East)	386	76		462
27	UP(West)	257	34		302
28	Uttarakhand	115	15	11	130
29	West Bengal	199	38		237
	<b>Total</b>	<b>10165</b>	<b>936</b>	<b>11</b>	<b>11112</b>

Circle	TT**
CNTX-N	304
CNTX-E	112
CNTX-W	182
CNTX-S	301
CNTX-NE	37
<b>Total</b>	<b>936</b>

\*\*Distribution of core Network sanctioned strength in the respective territorial circles is shown in column 4 above.

Circle-wise distribution of Sanctioned strength of ATT					
Annexure -D					
Assistant Telecom Technician Sanctioned Strength as on 01.02.2020					
S. N.	Circle	Territorial	CN(936)	ALTTC(11)	Total
1	2	3	4	5	6
1	A&N	25			25

2	Andhra Pradesh	537	70		607
3	ASSAM	160	21		181
4	BIHAR	201	25		226
5	Chattishgarh	132	15		147
6	CNTX-N		33		33
7	CTD (Chennai)	353			353
8	CTD (Kol)	432			432
9	Gujarat	636	31		667
10	Haryana	215	19		234
11	Himachal Pradesh	104	33		137
12	Jharkhand	132	25		157
13	J&K	143	20		163
14	Karnataka	888	90		978
15	Kerala	1405	30		1435
16	Madhya Pradesh	399	39		438
17	Maharashtra	1029	98		1127
18	NE-I	73	5		78
19	NE-II	64	9		73
20	Odisha	276	25		301
21	Punjab	391	32		423
22	Rajasthan	463	42		505
23	Sikkim	11			11
24	Telangana	404	43		447
25	Tamil Nadu	734	68		802
26	UP (East)	385	76		461
27	UP(West)	257	34		302
28	Uttarakhand	116	15	11	131
29	West Bengal	199	39		238
	<b>Total</b>	<b>10164</b>	<b>937</b>	<b>11</b>	<b>11112</b>

Circle	ATT**
CNTX-N	304
CNTX-E	113
CNTX-W	183
CNTX-S	301
CNTX-NE	36
<b>Total</b>	<b>937</b>

\*\*Distribution of core Network sanctioned strength in the respective territorial circles is shown in column 4 above.

**Record of discussions at the meeting  
on organizational strengthening  
and asset monetization matters,  
chaired by the Hon'ble Minister for  
Communications on 9.4.2026**

**F.No. 7-20/2025-SU Sanchar Bhawan, 20, Asoka  
Road, New Delhi- 110001 Dated:..... .04.2026  
To, CMD BSNL New Delhi**

The Hon'ble Minister for Communications in a meeting chaired by him on 09.04.2026 considered and approved the following:

**“1. Developing BSNL’s internal cadre**

1.1 As per Cabinet decision, the deployment of ITS officers in BSNL is to decline this year onwards and reduce to zero. This requires succession planning, for which it is necessary to ensure that the internal cadre of BSNL gathers relevant experience at positions of higher responsibility. Further, institutional arrangements need to be in place to facilitate deployment in a well-considered manner.

**1.2 To foster the development of BSNL’s internal cadre, the following should be ensured:**

(a) Posting of senior executives at the level above General Manager should be done on the basis of panels recommended by an HR Management Committee to CMD, BSNL for various key functional posts / categories of posts. The said committee shall consist of the Director in-charge of HR matters, the senior most among the remaining Directors (other than CMD) and one Government nominee Director.

(b) Appointments at the circle-head level should be made preferably from the internal cadre. However, in cases of exceptional requirement or exceptional performance, BSNL may make a reasoned case for approval of competent authority in DoT.

(c) Promotions should be conducted at all levels on the basis of an annual, time bound calendar approved by the Board each year latest by April, and adherence to the same reviewed by the Board.

2. In this regard, BSNL is requested to take necessary action in respect of the above.

**No.: BSNLCO-COMN/14(12)/4/2023-RSTG  
Dated: 27.04.2026**

**Minutes of Meeting (MoM) of Strategic  
Review and Planning Meet (SRPM)  
held on 23rd April 2026**

**Introduction:** FY 2025-26 Strategic Review and Planning Meet, focusing on BSNL's growth, operational excellence, and future direction, was held on 23 April 2026 at Vigyan Bhawan, Maulana Azad Road, New Delhi- 110001.

**Attendees:** The meeting was chaired by Hon'ble Union Minister of Communications and Development of North Eastern Region, Shri Jyotiraditya M Scindia, in the presence of Hon'ble Minister of State for Communications and Rural Development, Dr. Chandra Sekhar Pemmasani, Seeretary (Telecommunications) Shri Amit Agarwal, CMD BSNL Shri A. Robert J. Ravi, Directors of BSNL Board, CGMs of Territorial and Non-Territorial Circles and senior officers from DOT and BSNL.

**1) Opening and Welcome**

The meeting commenced with welcome of the Hon'ble Union Minister, Hon'ble Minister of State and all dignitaries.

The BSNL Annual Strategic Review and Planning meet focused on evaluating the past year's "transformative" shift from a 3G to a 4G player and setting aggressive targets for the upcoming fiscal year. While there were significant achievements in operational efficiency, leadership expressed serious concerns regarding the stagnation of core business revenue.

**2) Financial and Operational Highlights**

**Profitability and Cost Control:** EBITDA saw a substantial increase of around 35%. This was largely driven by a 7.6% reduction in operating expenses and an increase in other income.

**Revenue Concerns:** Core business growth remained flat at 3%. The fourth quarter (Q4) was particularly disappointing, as all three main business engines-Enterprise Business (EB), Consumer Mobility (CM), and Consumer Fixed Access (CFA)--missed their targets.

**Segment Performance:**

**Enterprise Business:** A standout performer, growing by 14.4% and achieving 84.5% of its fiscal target.

**Consumer Mobility:** Performance was poor, achieving only 70% of targets with a negative 1.2%.

**Consumer Fixed Access:** Recorded negative growth of 4.5%, primarily because Fiber-to-the-Home (FTTH) is not expanding quickly enough.

**Network Improvements:** Indicators showed progress, with BTS uptime increasing by 2.7% and number of instance where "Mean Time To Restore" (MTTR) for BTS faults over four hours decreasing by 15%. OLT uptime increasing by 1.9% and now is at the level of 97.4% uptime.

**3) Circle Performance Highlights and Issues:** The meeting highlighted varying performance across different circles:

#### Top Performers:

**Odisha** received the "Overall Best Award" for achieving 21% revenue growth and strong performance in the enterprise segment.

**Jharkhand and Assam** were recognized for exceptional EBITDA growth of 130% and 131% respectively.

**Kerala** reported the highest profit.

**Circles "On Watch":** Seven circles were explicitly placed "on watch" due to disappointing results or leadership transitions: **Maharashtra, Rajasthan, Andhra Pradesh, Haryana, Uttarakhand, Andaman & Nicobar, and Sikkim.**

#### 4) Feedback and Suggestion Session

During the feedback and suggestion session, Chief General Managers (CGMs) from various regions raised specific operational, administrative, and infrastructure concerns to BSNL leadership.

#### a) Network and Technology Feedback

**4G Rollout in Metro Areas:** The Chennai CGM reported that despite having 2G and 3G coverage, the lack of 4G BTS has led to frequent call drops in metro areas.

**Vendor Performance:** UP West highlighted that vendor RVNL was not supporting Operation and Maintenance (O&M) of BharatNet, which

hindered customer retention.

**Infrastructure Connectivity:** UP (West) also noted that agencies like Railtel were refusing to provide lease dark fibre lines even after purchase orders were accepted, negatively impacting network stability. UP(W) urged for more batteries for to improve BTS uptime. Fiber hiring demand raised in Mizoram and J&K by the concerned CGMS.

#### b) HR and Administrative Suggestions

**Posting of GMs:** CGM(WB) requested for posting of two numbers of GMs in West Bengal as BA heads and one more GM (BA Head) each was requested by CGM (Bihar) & CGM Assam.

**Additional Charge of A&N Telecom Circle:** WB CGM requested to be relieved of additional charge of A&N Telecom Circle.

**Discretionary Budgeting:** A suggestion was made to allot CGMs a budget of 1% of the previous year's revenue under defined conditions for urgent local expenditures.

**Subsidy Retention Period:** CGMS requested to reduce the retention period (for capex subsidy) for the Bharat Udyami scheme from 30 months to one year to encourage BNUs to provide more connections.

#### c) State-Level and Financial Challenges

**Outstanding Dues:** CGMs from **Jharkhand and Chhattisgarh** reported approximately **40 crores each** in outstanding dues from state governments.

**Land Acquisition:** In Bihar, there are challenges in securing free land for 4G Saturation sites, requiring higher-level intervention with District Magistrates (DMs).

**Underground Fiber:** The CGM Telangana suggested utilizing new underground fiber ducts in Hyderabad city, provided by local power distribution companies to eliminate unreliable overhead cables.

#### 5) Future Strategy and action plan:

**Growth Targets:** The CGMs to set a goal to increase the mobile national ARPU to Rs150 by next year.

**Circles "On Watch":** Seven circles were

officially placed on watch: **Maharashtra, Rajasthan, Andhra Pradesh, Haryana, Uttarakhand, Andaman & Nicobar, and Sikkim.** These CGMs to submit collaborative target plans for **Q1 and H1 by 27th April 2026.**

**Improving Quality of Service (QoS):** Circles with poor network metrics, such as Maharashtra (which had 14.5-hour fault restoration times), have been ordered to reach a **benchmark of less than 4 hours (MTTR) and achieve 98% to 100% uptime** for BTS sites within three quarters

**ARPU Target Setting:** To move national ARPU from **101 to 150**, circles are implementing aggressive upselling strategies, including the use of **SMS, WhatsApp, and Outbound Dialing (OBD)** to migrate customers to higher-value plans.

**SLA based Tender/agreements** with penalty clause for not meeting the target Network uptime /MTTR for OFC & BTS maintenance to be operationalised by May 26 in all BAs/OAs.

Current Govt dues to be targeted for better collection efficiency and very old Govt dues to be targeted for settlement/cancellation etc.

**OTT Content Integration:** To prevent customers from migrating to lower-cost plans. leadership directed circles (specifically Karnataka) to ensure high-quality OTT content is available to incentivize higher-tier plan adoption.

**Cost Management:** BSNL successfully reduced operating expenses through tightened internal controls, a practice mandated to continue into the next fiscal year

**6) Target Adjudication:** CGMs must submit collaborative target plans for **Q1 and H1**

### **7)Award Ceremony**

**The meeting concluded with an award ceremony for top performers:**

**Overall Best Circle:** Odisha for 21% revenue growth and achieving 93% of its yearly target. Odisha was also recognized for 60% year-on-year growth in the EB vertical.

**Enterprise Business Vertical:** For growing by 14.4% and achieving 84.5% of its fiscal target.

**EBITDA Growth: Assam** (131% growth) and **Jharkhand** (130% growth) were commended for

their significant financial turnarounds.

This is issued with the approval of Competent Authority.

## **Immunity to office bearers of Unions/ Association as per REA Rules 2014 and its amendments issued from time to time Circulation of revised Proforma regarding.**

**No. BSNLCO-PRII/19(13)/1/2022-PERS-II  
Dated: 06.05.2024 To, All Heads of Telecom Circles/ Core Network/ Training Centres/Other Administrative units, Bharat Sanchar Nigam Limited**

Ref.: BSNLCO-PRII/19(13)/1/2022-PERS-II dated 20.03.2024

Kind attention is invited towards this office letter cited above, regarding circulation of prescribed proforma for cases related to claim of Immunity to office bearers of Unions/Association as per REA Rules 2014 and its amendments issued from time to time.

In view of the amendment in REA Rules issued vide SR cell, BSNLCO letter no. BSNL/20-4/SR/2022 dated 21.07.2023, S.no. 6 & 7 of part 2 of the aforementioned proforma is hereby revised.

In this regard, concerned circles are hereby requested to forward the cases related to claim of Immunity to office bearers of Unions/Association as per REA Rules 2014 and its amendments issued from time to time, in the revised proforma as enclosed herewith as Annex-"1".

This issues with the approval of the competent authority.

### **Annexure-I**

Revised proforma for claiming immunity from transfer in view of REA Rules 2014 and is amendments issued from time to time.

#### **Part 1 (to be filled by the executive)**

- 1) Name.....
- 2) HRMS No .....
- 3) Designation .....
- 4) BA/SSA/Unit .....
- 5) Circle .....
- 6) Transferred to circle .....

- 7) Transfer order no. and Date .....
- 8) Name of the concerned union/association .....
- 9) Level at which union/association body is formed (viz. CHQ/Circle/BA) .....
- 10) Post held in the union/association body (please attach the supporting document) .....
- 11) Date of formation of the union/association body (please attach supporting documents) .....
- 12) Last Date of recognition period of the union/association body (please attach support document) .....

**Part 2 (to be filled by the concerned circle) :-**

- 1) Please specify whether the union/association mentioned above is recognized association or support association .....
- 2) Letter no. and date vide which the formation of union/association body was circulated (please attach the supporting documents) .....
- 3) Whether the executive has already claimed immunity from transfer at the same level (Yes/No) .....
- 4) Number of exclusive members of recognized/support association in BA including members in Area Offices brought under the BA.[To be filled, if executive is claiming immunity at BA level].....
- 5) Number of beneficiaries in the BA already availed immunity.[To be filled, if executive is claiming immunity at BA level] .....
- 6) If co-opted member as per SR cell letter dated 21.07.2023, whether the executive claiming immunity is paid member of the association for at least one year in respect of date of issue of his/her transfer orders (Yes/No) .....
- 7) If co-opted member as per SR cell letter dated 21.07.2023, whether the executive claiming immunity has occupied the post for at least a period of six months in respect of date of issue of his/her transfer orders (Yes/No).....
- 8) Whether the executive is eligible for claiming immunity (Yes/No) .....

**Processing of e-APARS for "executive & non-executive" employees of BSNL, online through ESS-Portal for 'FY' 2025-26- regarding.**

**No. BSNLCO-PERB/19(12)/2/2022-PERS1-Part (4) Dated: 18.05.2026 To , All Heads of Telecom Circles/Metro Districts & Other Administrative Units All PGMs/Sr. GMs/GMs of BSNL CO New Delhi Bharat Sanchar Nigam Limited.**

Reference: This office letter no. BSNLCO-PERB/ 19(12)/2/2022-PERS1-Part (4) dated 08.04.2026.

Kind reference is invited to this office letter dated 08.04.2026 vide which the timelines for processing of e-APARS for year 2025-26 was issued. The last date for submission of self-appraisal of executives and non-executives (NE-9 and above) through ESS portal is hereby extended upto 30.05.2026.

All other timelines related to APAR reporting/ reviewing etc already conveyed vide letter under reference shall remain unchanged.

All executives and non-executives of BSNL are hereby advised to comply with the timelines for processing of e- APARS.

This issues with the approval of Competent Authority.

**Option to change authorisation for deduction of membership subscription from salary-reg.**

**No. BSNLCO-SR/14(11)/1/2026-SR Dated: 01.06.2026 To, 1. All Chief General Managers, BSNL 2. PGM (CA)/PGM (EF)/PGM (Pers.), BSNL CO**

Reference is invited to this office letter No. BSNL/20-6/SR/2019 dated 13.12.2019 and 03.06.2020, whereby the option to change

membership subscription to Unions and Associations of BSNL was extended once a year to employees.

2 Options through paper-based forms are discontinued for association and e-membership subscription was introduced in ESS/ERP from 2023 onwards. For non-executives, the existing paper-based procedure will continue, as in previous years (form enclosed).

3 The e-membership subscription window in ERP ESS portal will be available w.e.f. 16.06.2026 to 15.07.2026 for making option i.e. New/change/opt out (withdraw or stop) for deduction of membership subscription from the salary in favour of association or their choice, by the executives. **The paper based procedure will be available for non-executive from 16.06.2026 to 15.07.2026 as per existing procedure.**

4 The facility of Review Option (One time) will be available w.e.f. 03.07.2026 to 15.07.2026 in e-membership subscription window in ERP ESS portal, for submission of the modifications/changes, if any, w.r.t. the option submitted by the executives during the period of window available for the option.

5. Concerned DDOs shall generate the report using T-code ZHR\_ASSO\_SUBS REP and update the membership subscription data in the relevant Infotype in SAP ERP, accordingly, with the concurrence of the Circle/District/Branch Secretary of the association opted for, as applicable. DDOs shall ensure that deductions as applicable, are made for a single association only, barring welfare association.

This is issued with the approval of competent authority.

## 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 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.

# बीएसएनएल की प्रगति और कर्मचारियों की न्यायोचित अपेक्षाएँ

वित्तीय वर्ष 2025-26 के वित्तीय परिणामों ने बीएसएनएल परिवार में एक नई ऊर्जा और आशा का संघार किया है। वर्षों तक कठिन परिस्थितियों, संसाधनों की कमी तथा निजी क्षेत्र की तीव्र प्रतिस्पर्धा का सामना करने के बाद बीएसएनएल ने जिस प्रकार अपनी वित्तीय स्थिति को मजबूत किया है, वह न केवल संगठन के लिए बल्कि उसके कर्मचारियों के लिए भी गर्व का विषय है। यह सफलता किसी एक व्यक्ति, अधिकारी अथवा प्रबंधन की उपलब्धि नहीं है, बल्कि हजारों कर्मचारियों के अथक परिश्रम, समर्पण और संगठन के पति अटूट निष्ठा का परिणाम है।

बीएसएनएल देश का ऐसा सार्वजनिक उपक्रम है जिसने हमेशा व्यवसायिक लाभ से अधिक सामाजिक दायित्वों को महत्व दिया है। देश के दूरस्थ ग्रामीण क्षेत्रों, पहाड़ी इलाकों, सीमावर्ती क्षेत्रों और दुर्गम स्थानों तक संचार सेवाएं पहुंचाने का कार्य बीएसएनएल ने निरंतर किया है। जहां निजी कंपनियां लाभ-हानि का आकलन करती हैं, वहीं बीएसएनएल ने राष्ट्रहित को सर्वोपरि मानते हुए अपनी सेवाओं का विस्तार किया। इस कार्य के पीछे बीएसएनएल के कर्मचारियों का त्याग, समर्पण और सेवा भावना सदैव रही है।

बीते वर्षों में जब बीएसएनएल को अनेक चुनौतियों का सामना करना पड़ा, तब भी कर्मचारियों ने संगठन का साथ नहीं छोड़ा। सीमित संसाधनों, बढ़ते कार्यभार और कर्मचारियों की घटती संख्या के बावजूद उन्होंने अपने दायित्वों का निर्वहन पूरी निष्ठा के साथ किया। अनेक अवसरों पर कर्मचारियों ने व्यक्तिगत कठिनाइयों को दरकिनारा कर संगठन के हित में अतिरिक्त जिम्मेदारियां निभाईं। प्राकृतिक आपदाओं, बाढ़, चक्रवात तथा अन्य संकटों के समय बीएसएनएल कर्मियों ने दिन-रात कार्य कर संचार सेवाओं को बहाल किया और यह सिद्ध किया

कि बीएसएनएल केवल एक कंपनी नहीं बल्कि राष्ट्र सेवा का एक महत्वपूर्ण माध्यम है।

आज जब वित्तीय रिपोर्टें सकारात्मक संकेत दे रही हैं और कंपनी के राजस्व में वृद्धि दर्ज की जा रही है, तब कर्मचारियों के मन में यह आशा स्वाभाविक रूप से जन्म ले रही है कि अब उनकी वर्षों पुरानी समस्याओं के समाधान की दिशा में भी सार्थक पहल होगी। कर्मचारियों की यह अपेक्षा किसी विशेष अनुग्रह की मांग नहीं है, बल्कि उनके योगदान और अधिकारों के अनुरूप न्याय की मांग है।

यह सर्वविदित है कि बीएसएनएल कर्मचारियों का वेतन पुनरीक्षण 01 जनवरी 2017 से लंबित है। लगभग एक दशक बीतने को है, लेकिन आज भी कर्मचारी संशोधित वेतनमान की प्रतीक्षा कर रहे हैं। इस अवधि में महंगाई लगातार बढ़ी है, जीवन-यापन की लागत में उल्लेखनीय वृद्धि हुई है और पारिवारिक जिम्मेदारियां भी बढ़ी हैं। इसके बावजूद कर्मचारियों को वेतन पुनरीक्षण का लाभ नहीं मिल सका है। यह स्थिति कर्मचारियों के मनोबल और भविष्य की योजनाओं दोनों को प्रभावित करती है।

वेतन पुनरीक्षण केवल आर्थिक लाभ का विषय नहीं है, बल्कि यह कर्मचारियों के सम्मान, आत्मविश्वास और संगठन के प्रति विश्वास से भी जुड़ा हुआ है। जब कोई कर्मचारी अपने जीवन के बहुमूल्य वर्ष किसी संस्था की उन्नति में समर्पित करता है, तब उसे यह विश्वास होना चाहिए कि संस्था भी उसके हितों और भविष्य के प्रति संवेदनशील है। यही विश्वास किसी भी संगठन की सबसे बड़ी पूंजी होता है।

वेतन पुनरीक्षण के अतिरिक्त पदोन्नति की समस्या भी लंबे समय से कर्मचारियों के बीच चिंता का विषय बनी हुई है। अनेक कर्मचारी वर्षों से पदोन्नति की प्रतीक्षा कर रहे हैं। समय पर पदोन्नति न मिलने से कर्मचारियों की कार्यक्षमता

शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ का शेष

और उत्साह पर प्रतिकूल प्रभाव पड़ता है। पदोन्नति केवल पद परिवर्तन नहीं होती, बल्कि यह कर्मचारी की योग्यता, अनुभव और योगदान की औपचारिक मान्यता होती है। इसलिए पदोन्नति संबंधी लंबित मामलों का शीघ्र समाधान आवश्यक है।

स्थानांतरण नीति की समीक्षा भी समय की मांग है। वर्तमान परिस्थितियों में एक ऐसी नीति की आवश्यकता है जो पारदर्शी, न्यायसंगत और कर्मचारी हितैषी हो। कर्मचारियों को यह विश्वास होना चाहिए कि उनके साथ समानता और निष्पक्षता का व्यवहार किया जाएगा। इसी प्रकार नई पदोन्नति नीति, कैडर संबंधी विसंगतियों के समाधान तथा मानव संसाधन विकास से जुड़े अन्य लंबित मुद्दों पर भी गंभीरता से विचार किया जाना चाहिए।

यह तथ्य किसी से छिपा नहीं है कि बीएसएनएल की वर्तमान उपलब्धियों में कर्मचारियों का योगदान अत्यंत महत्वपूर्ण रहा है। कर्मचारियों ने नेटवर्क विस्तार, ग्राहक सेवा, तकनीकी रखरखाव और राजस्व वृद्धि जैसे प्रत्येक क्षेत्र में अपनी जिम्मेदारियों का निर्वहन पूरी ईमानदारी और निष्ठा के साथ किया है। यदि आज बीएसएनएल विकास और प्रगति की दिशा में आगे बढ़ रहा है तो इसमें कर्मचारियों की मेहनत और समर्पण की महत्वपूर्ण भूमिका है।

किसी भी संगठन की वास्तविक शक्ति उसके कर्मचारी होते हैं। आधुनिक तकनीक, वित्तीय संसाधन और आधारभूत संरचनाएं तभी सार्थक होती हैं जब उन्हें संचालित करने वाले कर्मचारी प्रेरित और संतुष्ट हों। यदि कर्मचारियों का मनोबल ऊंचा होगा तो संगठन की प्रगति की गति भी स्वतः बढ़ेगी। इसलिए कर्मचारियों के कल्याण को व्यय नहीं बल्कि संगठन के भविष्य में निवेश के रूप में देखा जाना चाहिए।

भारत सरकार, दूरसंचार विभाग, लोक उपक्रम विभाग तथा बीएसएनएल प्रबंधन को चाहिए कि वे कर्मचारियों की लंबित समस्याओं के समाधान की दिशा में सकारात्मक

और समयबद्ध पहल करें। विशेष रूप से वेतन पुनरीक्षण के मार्ग में आने वाली बाधाओं को दूर करते हुए एक व्यावहारिक एवं न्यायोचित समाधान निकाला जाना चाहिए। "Affordability Clause" जैसे प्रावधानों पर पुनर्विचार कर कर्मचारियों को राहत प्रदान करने की दिशा में ठोस निर्णय लिया जाना चाहिए।

आज आवश्यकता टकराव की नहीं, बल्कि विश्वास, संवाद और सहयोग की है। जिस प्रकार कर्मचारियों ने संगठन के कठिन समय में उसका साथ दिया, उसी प्रकार अब संगठन और सरकार को भी कर्मचारियों की भावनाओं और अपेक्षाओं का सम्मान करना चाहिए। बीएसएनएल का भविष्य तभी और अधिक उज्ज्वल होगा जब उसकी आर्थिक प्रगति के साथ-साथ उसके कर्मचारियों का सम्मान, सुरक्षा और संतोष भी सुनिश्चित होगा।

बीएसएनएल की विकास यात्रा अभी जारी है। यह यात्रा केवल राजस्व वृद्धि या लाभ अर्जित करने तक सीमित नहीं होनी चाहिए, बल्कि इसमें उन कर्मचारियों के सपनों, संघर्षों और उम्मीदों को भी स्थान मिलना चाहिए जिन्होंने अपने परिश्रम, समर्पण और निष्ठा से इस संगठन को कठिन परिस्थितियों में भी मजबूती प्रदान की है। आज समय की मांग है कि कर्मचारियों के योगदान को केवल शब्दों में नहीं, बल्कि ठोस और सकारात्मक निर्णयों के माध्यम से सम्मान दिया जाए। वेतन पुनरीक्षण, पदोन्नति, स्थानांतरण नीति में सुधार तथा अन्य लंबित मानव संसाधन संबंधी मुद्दों का समयबद्ध समाधान न केवल कर्मचारियों का मनोबल बढ़ाएगा, बल्कि बीएसएनएल को और अधिक सशक्त, प्रतिस्पर्धी तथा प्रगतिशील बनाने में भी महत्वपूर्ण भूमिका निभाएगा।

संगठन की वास्तविक सफलता तभी मानी जाएगी जब उसकी आर्थिक प्रगति के साथ उसके कर्मचारियों के चेहरे पर भी संतोष, सम्मान और भविष्य के प्रति विश्वास की झलक दिखाई दे।

**एयूएबी ने संचार भवन मार्च कार्यक्रम को 12.06.2026 तक स्थगित कर दिया है।**

**नई तिथियों की सूचना जल्द ही दी जाएगी।**