

TELECOM

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 - Chandeswar Singh

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EDITORIAL

BSNL: Dreams of Revival and the Bitter Reality of Neglecting Employees

When the name Bharat Sanchar Nigam Limited (BSNL) is heard, images of the telecom revolution reaching even the remotest villages of India come to mind. It is the same public sector enterprise that laid the foundation for digitally connecting the nation. Today, BSNL is on the path of revival, but this path is full of challenges. The efforts being made by the government are commendable, but this revival remains incomplete as long as it includes the pain of ignoring employees.

In recent years, the government has taken several steps to revive BSNL. A revival package of more than ₹4 lakh crore has been approved, work is underway towards the launch of 4G and now 5G services, and reforms at the management level are being discussed. Undoubtedly, these efforts are necessary to make BSNL technologically competitive and to bring it out of losses.

However, the question is: what is the condition of the foundation on which this massive structure stands?

The real strength of BSNL lies in its employees—the officers and staff who kept the network running even under adverse conditions, served customers, and protected the organization. Today, these very employees are facing neglect.

Under the name of the Voluntary Retirement Scheme (VRS), a large number of experienced employees were forced to leave, which dealt a

severe blow to institutional memory and technical expertise. The remaining employees are now under increased workload. Attempts are being made to demoralize employees in the name of transfers and disciplinary actions. Issues related to promotions and pay anomalies have been pending for years. No one seems concerned about employee welfare or their mental well-being.

In this conflict between government initiatives and the neglect of employees, the biggest danger is that new machinery may be purchased, but there may not be skilled and motivated workers to operate it. If employees remain marginalized, their problems remain unresolved, and their contributions are not recognized, then no technological upgrade or government package can bring BSNL back to its rightful position.

In the same context, some news is currently circulating on social media. For example, a sector review meeting chaired by the Prime Minister was held on 7 January 2026. Among the points discussed in this meeting, Point No. 10 states the following:

Point 10

It was observed that BSNL is a human-resource heavy organization. Steps may be taken to repatriate all persons on deputation from

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other departments working in BSNL. In addition, an assessment of all personnel should be carried out regarding their suitability for the organization, and efforts should be made to reduce the number of employees.

Responsible: Department of Telecommunications (DoT)

Timeline: 31 October 2026

The Prime Minister's Office has indicated that BSNL has excess staff ("human-resource heavy"). This is a polite way of saying that the company currently has more employees than required for its existing operations, which is affecting both its efficiency and financial performance.

To address this issue, the government has directed two immediate and concrete actions:

1. Repatriation of Deputed Personnel

Many officers and employees from different central government departments and ministries are currently working in BSNL on deputation (temporary posting).

All such personnel should be sent back to their parent departments.

The objective is to prevent BSNL from carrying the burden of extra human resources that actually belong to other departments.

2. Comprehensive Staff Assessment and Reduction

The Department of Telecommunications (DoT) will conduct a comprehensive review of every BSNL employee (regular employees as well as any remaining deputed staff).

The review will examine:

Whether the person's skill set matches BSNL's current and future needs.

Whether their performance meets the required level.

Whether the position itself is actually necessary.

Based on this assessment, concrete steps should be taken to reduce the overall number of employees (for example, through Voluntary Retirement Schemes, not filling vacant posts, redeployment, or other HR measures—the exact method has not been specified in the minutes, but the intention is clear: reduce the total workforce).

Why Was This Issue Raised?

Historically, BSNL has been a very large public sector employer. Even after the 2019-20 VRS, the number of employees is still considered high compared to its revenue and network size.

The government wants BSNL to become leaner, more competitive, and financially viable, especially as it is being positioned as a key player in 4G/5G rollout and rural connectivity (BharatNet, etc.).

Reducing the wage bill is considered necessary for BSNL's sustainability.

Timeline and Responsibility

The Department of Telecommunications (DoT) is fully responsible for implementing these measures.

All actions must be completed by 31 October 2026 (about 7–8 months from the issuance of the directive).

Progress will be monitored and reported to the Prime Minister's Office / NITI Aayog.

In summary, Point 10 is a clear directive from

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the Prime Minister to reduce BSNL's workforce, first by removing deputed personnel and then by conducting a proper suitability assessment so that only the required number of suitable employees remain in the organization. This is part of a broader effort to increase efficiency in the public telecom sector.

Additionally, another piece of circulating news suggests that organizational restructuring within BSNL is underway. As part of this process, circles are being merged, with several territorial and non-territorial circles being combined. Under the restructuring plan, there is also a proposal to close regional and zonal telecom training centres. At the same time, the number of employees in circle and business area offices is being reduced, and greater emphasis is being placed on deploying more employees in field units to improve operational efficiency.

A review of the Voluntary Retirement Scheme is also underway, and it is possible that a final decision may be taken after June 2026. The process of implementing the proposals of Boston Consulting Group is continuing and has been largely accepted by the management.

All employee unions of BSNL had strongly opposed the appointment of Boston Consulting Group, an American consulting firm. This company was contracted for ₹131crores. It is difficult to understand why private consultancy was needed when BSNL already has highly qualified senior management members with engineering expertise. With such capable officers already in the organization, the necessity of hiring a private consultancy raises serious questions.

Therefore, as a trade union, we demand that government initiatives be made employee-centric. Employees should be made partners in the revival strategy, not mere spectators. Pending demands should

be fulfilled at the earliest, and employees should be treated with dignity.

The true revival of BSNL will only be possible when hope is restored not only in the company's balance sheet but also in the hearts of its employees.

This struggle is not merely about salaries or facilities; it is about whether BSNL is a home for its employees or just an office. Let us all work together to ensure that every brick of this house becomes stronger, rather than ignoring the foundation and focusing only on cosmetic changes.

Meanwhile, the National Executive Committee meeting of our organization, NFTE-BSNL, will be held in Patna on 14–15 March 2026. Let us all come together to discuss concrete ideas for protecting employees and restoring the pride of the company, and to determine the future strategy.

NFTE Zindabad

Employee Unity Zindabad

Form IV

(See Rule 8)

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I, Chandeshwar Singh, hereby declare that the particulars given above are true to the best of my knowledge and belief.

New Delhi
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Sd/-
Chandeshwar Singh

ORGANISATIONAL NEWS

Formal meeting held with Director (HR) – Both Recognized Unions express strong dissatisfaction and demand early settlement of long pending staff issues:-

A formal meeting was held with the Director (HR) on 18.02.2026 following submission of a memorandum on 05.02.2026 highlighting the burning issues of Non-Executives and demanding their immediate settlement. The discussion lasted for more than one hour, during which over 15 important issues were taken up with the Management. The Staff Side strongly expressed its resentment and dissatisfaction over the prolonged delay in resolving these matters. The Staff Side was represented by Com. Animesh Mitra, General Secretary, BSNLEU, Com. Chandeshwar Singh, General Secretary, NFTE BSNL Com. M. Vijayakumar, President, BSNLEU, Com. Irfan Pasha, Treasurer, BSNLEU (CHQ), Com. Ashwin Kumar, AGS, BSNLEU, Com. Uttam Kumar, Dy.GS, NFTE BSNL and Com. Mahavir Singh, Secretary, NFTE BSNL (CHQ). From the official side, the meeting was attended by Dr. Kalyan Sagar Nippani, Director (HR), Shri S.P. Singh, PGM (Estt) and Shri Rajeevi Kaushik, PGM (SR). At the outset, **the Director (HR) confirmed that the BSNL Board has approved the Wage Agreement for Non-Executives and that the minutes were issued on Monday. It was further informed that the same will be forwarded to the DoT at the earliest.** While thanking the Management for approving the Wage Agreement, the Staff Side recorded strong protest and expressed serious grievances regarding the delay and lack of progress in settling several long-pending issues. It was pointed out that many of these issues have already been discussed in the National Council as well as in earlier formal meetings with both Recognised Unions, but the Management has adopted varying approaches without arriving at concrete solutions. During the discussion, the Director (HR) and the official side assured that necessary action will be taken to settle the issues within a time frame extending up to March 2026. The Staff Side is awaiting the written minutes from the Management. It was also clearly conveyed that **if the issues are not resolved within the assured timeframe, the**

Staff Side will be compelled to launch future agitational programmes to draw the attention of the CMD, BSNL.



Meeting with director (HR) in his chamber



View of the meeting

NFTE CEC of Telangana – 13 & 14th Feb – 2026 at Adilabad :- CEC meeting of Telangana held on 13th & 14th Feb 2026 at Adilabad under the presidentship of Com. B. Sunitha (Circle President). The CEC hall was well decorated. The meeting begun with flag hoisting ceremony. Com. B. Sunitha, Circle President, hoisted the National Flag, Com. Sanjay, District President, hoisted NFTE flag. Seven district secretaries and majority of Circle office bearers attended the meeting. Smt. Mary Jeeses, DE, STR, Adilabad, Com. Pramod Kumar, DS, AIGETOA, District President Com. C.Vilas of AIBSNLPWA attended and addressed the meeting. After observing two minutes' silence in memory of late comrade P Vittala Murthy Ex CS, and other comrades who lost their lives during the period. The agenda was approved by the house after adding the examinations and CGA Appointments. Com. B.Sunitha Circle President, inaugurated the meeting with her

opening remarks and emphasized the need of unity at this juncture in the organization. Circle Secretary elaborately explained all the agenda points and the status at all levels. He said BSNL Board has approved the 3rd wage revision in the full board. Now, it will be sent to DoT for further action to get administrative approval. He also said the management is not taking any proper steps to settle the HR issues for months together. He expressed his dissatisfaction on the development in BSNL. **Small issues are not being resolved for years together by the management, where nonexecutives were suffering a lot with stagnation He also criticised. That the circle management is not settling small issues. The BA/SSA level authorities are not taking care of RJCM decisions.** It is unfortunate to say that many HR issues are not being settled years together. At some places, officers are discriminating against our union members on transfer issues, at some places they are not resolving and targeting our members for their active role in union activities. In many areas, union office bearers are facing victimization on immunity transfers. All issues were brought to the notice of circle administration at several occasions, but results were not satisfactory. A healthy discussion took place in the house and air was cleared about the issues. **After lengthy discussion, a decision was taken to launch an agitational at agitational programme in the circle from April 2026.** It was also decided to conduct Telecom House committee meeting in the month of March 2026. He said our All India Union NEC will be held at Patna from 14.03.2026 to 15.03.2026. The house expressed very unhappy over non-issuing of IDA orders and non-settlement of medical bills for want of visiting report. At last, the president appealed to all to be more active in the movement to strengthen the organisation. The district union of Adilabad honoured all the guests with shawls. Adilabad is a far-off place in the state. Even though more than 70 comrades participated in the meeting. For success of the meeting, Com. B. Sunitha (Circle President), Com. Solmon Raju, from circle office, and Com. P. Ramesh, Retd, TTA have donated Rs. 5000/- each to circle union. Circle union thanks them for their hospitality. Again we met on 14-2-2026 and reviewed the developments taken

place in recent times in BSNL. Circle union and all have conveyed sincere thanks to all Adilabad comrades for their humble and disciplined hospitality in organising the CEC for two days. All have appreciated their attitude and commitment in honouring the guests and organising the meeting. At last, District & Circle union felicitated Com. D. Prabhakar (Sairam) with shawl and garland. He was a very committed soldier of NFTE. He has taken lot of pain for success of the 3rd CEC. **We, on behalf of circle union, salute him.** The two days meeting ended with vote of thanks by Com. Sanjay, District President Adilabad.



Com. Sanjay hoisting NFTE Flag



CS and CHQ treasurer addressing the meeting



Com. B Sunitha Circle President addressing the CEC



View of dias

Extended CEC meeting of Chennai Telephones Circle Union was held on 06/02/2026 at Flower Bazaar telephone exchange compound under the presidentship of Circle union President M K Ramasamy. More than 53 comrades participated. National President and Circle Secretary C K M explained the need for participating in the nationwide one day general strike on 12th February chalked by central trade unions and endorsed by both NFTE -BSNL and BSNLEU in BSNL. A colorful poster brought for this strike in Tamil was distributed to the branches. A decision to elect 10 Area Secretaries in the 4 unions under OA set up to coordinate and enhance the activities of both the branches and district unions. NFTCL Tamilnadu State President N Danapal inaugurated the CEC meeting. Preparatory meetings for the Feb -12th strike is being conducted in each and every centre in CHTD since 24th of January 2026.



View of audience



View of the meeting



Com CKM addressing the CEC

NFTE BSNL and BSNLEU organised a convention in CTO Dormitory, New Delhi on 03-02-2026 under the Chairmanship of Com. C. Singh, G.S. regarding General Strike on 12-02-2026. Com. Animesh Mitra, G.S. BSNLEU, Com. Uttam Kumar Dy. G.S. NFTE (BSNL), Com. Ashwin Kumar, AGS BSNLEU, Com. Ranvir Singh V.P, Com. Rajamouli, Treasurer NFTE BSNL and circle Secretaries of NFTE & BSNLEU of NTR and Corporate office attended the convention. More than 100 Comrades participated in the convention from NTR and Corporate office. Com. C. Singh, G.S. NFTE and Com. Animesh Mitra, G.S. BSNLEU explained in detail about the importance of General Strike on 12-02-2026 at this juncture. They appealed all to oppose the labour codes, which were anti - worker. Both G.S's served a notice to BSNL management on 02-02-2026 about 12-02-2026 one day strike by including BSNL workers demands for early settlement of 3rd wage revision/PRC. The convention ended with vote of thanks by Com. C. Singh, G.S. NFTE (BSNL).



G.S addressing the convention



Com. Animesh Mitra GS BSNLEU addressing the convention



View of participants in the convention



View of flag hoisting ceremony



CS and CHQ Treasurer addressing the conference

6th District conference of Nalgonda BA- (Telangana) held on 25.01.2026 in VSR Convention under the president ship of Com. K. Laxminarayan Reddy, District President. The conference begun with flag hoisting ceremony, Com. B. Sunitha, Circle President hoisted National Flag, Circle Secretary hoisted NFTE flag. After observing one minute silence, the conference begun with opening remarks of President. Com. V. Sudhakar Reddy, DS have given report of activities during the period and submitted accounts for approval of house. Both were approved in the house. Com. B. Sunitha, Circle President, Com. G. Krishna Reddy, ACS, Com. T. Durga Rao, DS-ACS-KHM, Com. Ramaiah, Senior comrade and other leaders attended and addressed the meeting. More than 35 comrades were present in the meeting. They all expressed unhappy for delay in settlement of 3rd Wage Revision in this period.

Circle Secretary said BSNL management knowingly delaying the process for months together. The management and remuneration committees approved, waiting for full Board approval. Then only it will go to DOT for further action. He said recognised period of unions is now extended up to 16th July 2026.

At last elections were held for 2026-28, **Com. Habib Pasha, SOA, Com. V. Sudhakar Reddy, Retd (TT) Com. K.Kiran Kumar, ATT were elected unanimously as District President, District Secretary and District Treasurer respectively.** Com. G. Krishna Reddy, ACS have played a vital role for making the conference a big success. District union honoured all the guests with shawl. The meeting ended with vote of thanks by Com. G. Krishna Reddy, ACS

Obituary

Com. P. Vithala Murthy Ex-Circle Secretary NFPTC Combined AP Circle is no more. He has taken his last breath on 26.01.2026 at 07:45 am in Hyderabad. His age is 93 years. He worked in the organisation for 6 yrs (1980–86) as Circle treasurer and Circle secretary. He contributed a lot to our organisation as disciplined soldier. We salute him. NFTE TS condoles the death and share the grief of family. Com. Vithala Murthy Amar Rahe – Amar Rahe.



8th District Conference of Mahaboobnagar OA (Telangana) held on 18-01-2026 in Red Cross Bhavan under the Presidentship of Com.K.Rajarathnam District President:-

The conference begun with flag hoisting ceremony Sr.Comrade Sri Hari hosted National Flag and CS hosted NFTE Flag. After observing 1 minute silence and paying rich tributes to departed souls during the period. The subject committee started with opening remarks by district president. Com. Raja Raman Com.P.Anjaneyulu DS submitted the report of activities and accounts in the house. The house unanimously approved both. A few comrades spoken on their problems particularly harassment of some officers on working employees without any proper reason. Some officers at Wanaparthi and Mahaboobnagar knowingly giving trouble to sincerely working staff with partition attitude. It is not good for the organization. One ATT Rule-8 case was also pending since long time in Circle Office. On online attendance is a day to day headache to poor Group-D staff without providing cell phone to them like executives by the management. Com.B.Geetha DS CO-HD, Com.V.Dhanunjayarao DS-SGD, Com.G.K.Hanumantha Rao ACS, Com. Venkateshwaramma COS and Sr.Com.Srihari attended the conference and addressed. More than 60 Comrades from all stations were well present in the house. Circle Secretary attended and addressed on the issues raised by the members in the meeting. He elaborately given brief report on status of 3rd wage revision/PRC, promotion policy, transfer policy and EPF Pension issue. He said after 3 months, the management have approved the 3rd wage agreement in the management committee meeting. Now it will go to full Board for approval. After getting approval from the Board it will go to DOT for finalization. After relaxing the affordability clause, then only a clear picture will come. BSNL management applying delay tactics and dishonoring their own commitments given to unions/associations earlier. The matter was seriously discussed in AUAB meetings held on 7th, 8th & 9th of this month to finalize the serious struggle for settlement of 3rd wage revision/PRC He said a meeting of AUAB will be held on 20th of this month. So he requested all be ready for next course of action for settlement of our demand, where number of

employees were struggling with stagnation for years together. Com.P.Anjaneyulu DS also given clarification on issues raised by the members and explained the status. At the end, elections were held for 2026-2028 **Com.K.Rajarathnam, Rtd. (OS), Com.P.Anjaneyulu, Rtd.(TT) and Com. Krishnaiah, TT were elected unanimously as District President, Secretary and Treasurer respectively.** The conference ended with vote of thanks by Com.P.Anjaneyulu-DS.



Flag hoisting ceremony



CS and CHQ Treasurer addressing the conference



Com. P Anjaneyulu DS addressing the meeting

A well attended farewell function was organised on February 25th in Cuddalore (Tamilnadu) to felicitate Com M Manjini, a veteran trade union leader and a loyal member of the NFTE - BSNL throughout his career. National President Com. C K Mathivanan, General Manager (BSNL) Balachandar, Deputy Mayor of Cuddalore Corporation Thamarai

Selvan, National Secretary Sreedhar and State Secretary of NFTCL, S Anandhan were among the 300+ gathering in the said function. Several trade union leaders including SNEA, AIBSNLPWA, BSNLEU greeted comrade Manjini who is currently the District Secretary of NFTCL and played an important role in organising the contract labourers.

LETTERS FROM BSNL MANAGEMENT / GOVT.

Action Plan for Identification, Auction and Monetisation of Buried Copper Cables from Closed /Copperless Exchanges - reg.

File No. BSNLCO-EW/14(11)/2/2025- Elect works /703615 Dated 20.01.2026 To, All Chief General Managers Telecom BSNL Circles

Considering the financial position of BSNL and the availability of a valuable but non-utilizable resource in the form of surplus copper cables, and with the objective of monetizing the same in a time-bound manner to augment cash flows, it has been decided to implement a structured action plan for identification and auction of buried copper cables associated with closed / copper less exchanges on a PAN India basis.

The matter was taken up on Strategic Review and planning Meet meeting on 19.01.2026 for discussion as a part of CFA presentation on cable monetization by CGM(EW) and accordingly the following Action Plan is issued for Mission Mode implementation:

1. PAN India Roll-out: Implementation shall be undertaken on PAN India basis.

2. Identification and Survey: The Telecom Circles shall undertake immediate identification and survey of buried copper cables associated with closed / copper less exchanges.

As first preference, available BSNL personnel with outdoor maintenance experience may be utilized. The survey through internal resources shall be completed within 07 days.

Where internal resources are not feasible or the survey is not completed within the stipulated period, the concerned Business Area shall refer the case to Circle Office for floating of survey/ route diagram tender, with approval of CGMT.

As-Built Drawings (ABDs), wherever available, shall be utilized for planning and estimation.

3. Survey Scope and Assessment Philosophy: The survey shall assess total cable length and prepare indicative quantities and values for planning and monitoring purposes.

Survey may be carried out either through internal resources or through tender finalized at Circle level.

As auction shall be on "as is where is" basis, BSNL shall not undertake any cost-benefit analysis nor classify cables as extractable /non-extractable.

All identified cables shall be included for auction, and risk of feasibility and recoverability shall be entirely the bidder's responsibility.

4. Auction Process: Auction of identified copper cables shall be conducted through MSTC, adopting reverse auction methodology, on "as is where is" basis, with no liability on BSNL.

Agencies engaged for survey and auction shall be kept separate, as far as practicable.

5. SOP and Execution Framework: Uniform SOP shall be followed across all Circles.

6. Monitoring and Timelines: Progress of survey, auction, and revenue realization shall be reported weekly through OSM sheets.

The indicative end-to-end timeline shall be 19 weeks, as detailed below:

Activity	Timeline
Identification of Exchanges	1 week
Floating of Route Diagram Tender	1 week
Finalisation of Survey Tender	5 weeks

Route Diagram, Reserve Price & Auction Tender 4 weeks

MSTC Auction 8 weeks

All CGMTs are requested to accord top priority to this activity and ensure strict adherence to the above action plan and timelines.

This issues with the approval of the Competent Authority.

Delegation of Powers to Heads of Departments in various Ministries/ Departments for Settling Permission cases and Post Facto Approval relating to Referral System and Medical Reimbursement under CGHS or CS(MA) Rules, 1944- Enhancement of Ceiling Rate from Rs. 5 Lakhs to Rs. 10 Lakhs without Consultation of IFD of concerned Ministry - reg.

**File No. S. 11030/4/2026- EHS (8385264)
I/3840089/2026 Kartavya Bhawan-1, New Delhi
Dated the 16-02-2026**

The undersigned is directed to refer to the MoHFW vide OM No. 11011/20/2014-CGHS(P)/EHS, dated 23.11.2016, whereby the ceiling limit for settlement of medical reimbursement cases (where no relaxation of rules is involved and entitlement is worked out strictly as per prescribed CGHS rates) was enhanced from ₹2.00 lakh to ₹5.00 lakh.

2. In this regard, the matter has been re-examined and decided to enhance the present ceiling limit from ₹5.00 lakh to ₹10.00 lakh for settling medical reimbursement cases by the Heads of Departments of Ministries/Departments without consultation of IFD, provided that:

(i) No relaxation of CGHS/CS(MA) Rules is involved, and

(ii) The entitlement is worked out strictly with reference to the prescribed CGHS/CS(MA) rate lists.

3. This has the concurrence of IFD vide CD No. 3131 dated 29.01.2026. This issues with the approval of the competent authority.

Guidelines for promoting BSNL's

Brand Image - Strict adherence and disciplinary action for violations - reg.

No. BNLCO-PGMP/BSNL/TP/2 To Date: 21-02-2026 All Chief General Managers, Bharat Sanchar Nigam Limited.

Reference is invited to the letters no. BSNL/ Admn. Misc Matters/2024-25 dated 30.09.2024 and BSNL/Admn. Misc Matters/2025-26 dated 03.09.2025 (copies enclosed), vide which clear instructions were issued regarding the manner in which official visits are to be handled. An instance has come to notice regarding non-adherence to the same. The instructions are reiterated for strict adherence in letter and spirit.

2. It is further instructed that during official visits of senior BSNL functionaries, there should be no diversion of human resources from their duties beyond what is needed for providing necessary assistance for official purposes of the visit.

3. Non-adherence shall be construed as misconduct on the part of both the officer(s) approving/issuing communications or directions that violate these instructions and the officer receiving the services of such diverted resources.

This issues with the approval of the competent authority.

Annual Renewal of Group Term Insurance (GTI) for BSNL Employees (Executives and Non-Executives) under Master Policies No. 103006607/09/10, 103009084 and 103007627.

1. A meeting was held on **29 January 2026 at 03:00 PM** in the **First Floor Conference Hall**, under the chairmanship of **Sh. S. P. Singh, PGM (Admin & PR)**, to deliberate on the annual renewal of the contributory-based **Group Term Insurance (GTI) Scheme** for BSNL employees and related matters.

2. The following officers participated in the meeting along with representatives of the recognized **unions and associations**:

- | | |
|--|-------------|
| i. Sh. S. P. Singh, PGM (Admin & PR) - | Chairperson |
| ii. Sh. Rajeev Singh, PGM (CA) | Member |

- iii. Sh. Rajeev Kaushik, PGM (Pers) Member
iv. Sh. Rajeev Sharma, DGM (Admin) Convener

3. The Union representatives suggested extending the **Rs 50 lakh insurance cover to willing Non-Executives also, at par with Executives.**

4. During the discussion, it was felt that the **premium rate quoted by M/s LIC for the above 50 years age group appears to be on the higher side.** Accordingly, it was agreed that **LIC may be requested to review and consider a reduction in the quoted premium rate for this age group.**

5. It was also observed that the **Government has recently revised the GST on term insurance to zero.** Accordingly, it was agreed that the **same benefit should also be extended by LIC to BSNL employees.**

6. It was further decided to hold the next meeting with the representatives of LIC on **02 February 2026 at 11:30 A.M. in the First Floor Meeting Hall, BSB,** to discuss all the above issues in detail. **All concerned are requested to kindly ensure their presence.**

The meeting ended with a vote of thanks to the Chair.

Recognition and Extension of facilities of Recognised Unions and limited facility Union in BSNL

No, BSNLCO-SR/14(11)/1/2025-SR Dated: 16.01.2026

I am directed to refer to the subject mentioned above and to convey the approval of competent authority that due to administrative reasons, the Recognition and facilities extended to BSNLEU as Main Recognised Representative Union, NFTE (BSNL) as Second Recognised Union and BTEU, BSNL as Limited Facility Union vide this office letter No. BSNL/5-1/2022/SR dated 17.10.2022 and **BSNLCO-SR/14(11)/1/2025-SR dated 16.10.2025 shall further continue upto 16.07.2026 or till notification of 10th Membership Verification whichever is earlier.**

Inclusion of BSNL-absorbed DoT Pensioners in the Terms of Reference of the 8th Central Pay Commission and

Grant of Pension Revision at Par with Central Government Pensioners - reg.

No. NCJCM/BSNL Issues/8th CPC dated: 25.02.2026 To Sri Shivagopal Mishra Secretary, National Council (Staff Side) JCM 13-C, Firozshah Road New Delhi-110001

1. Background: **Bharat Sanchar Nigam Limited** was formed on 01-10-2000 as a 100% Government-owned Public Sector Undertaking. At the time of absorption of employees of the Department of Telecommunications (DoT) into BSNL, the Government of India extended statutory and constitutional assurances safeguarding their pensionary rights.

Though the employees ceased to be Central Government servants upon absorption into the CPSU, the following guarantees were explicitly provided:

* Pension would be paid by the Government of India based on combined service in DoT and BSNL.

* Pension would be disbursed from the Consolidated Fund of India.

* BSNL would deposit pension contribution for the BSNL service period at rates fixed by DoT.

To legally secure these assurances, the CCS (Pension) Rules, 1972 were amended and Rule 37A was incorporated with Parliamentary approval. The Rule ensured that BSNL-absorbed employees, though no longer Central Government employees, would receive pensionary benefits at par with Central Government pensioners retiring on the same date.

It was further assured that even in the event of privatization of BSNL, pension liability would remain with the Government of India.

2. Unique Status of BSNL Pensioners: BSNL-absorbed DoT pensioners constitute a distinct and unique category in India because:

* Their pension is paid by the Central Government.

* Pension is drawn from the Consolidated Fund of India.

* Pension is calculated on IDA pay scales.

* BSNL has already deposited pension contributions.

* No other PSU pensioners receive pension from the Consolidated Fund of India.

Thus, structurally and financially, BSNL pensioners are closer to Central Government pensioners than to CPSE pensioners.

3. Past Government Decisions Establish Responsibility : The Government of India has already acknowledged this position through Cabinet decisions:

* Approval of pension revision on 68.8% DA merger (2011).

* Approval of pension revision on 78.2% DA merger (2013).

Both revisions were granted on IDA scales and paid from the Consolidated Fund of India.

These decisions establish that pension revision of BSNL-absorbed pensioners is a Government obligation independent of BSNL's financial performance.

It is also submitted that:

* No technical resignation was required at the time of absorption, unlike other CPSE absorptions.

* CGHS facilities were extended to BSNL-absorbed pensioners through pay scale mapping.

4. Injustice Faced by Pensioners: Despite statutory guarantees:

* Pension arrears from 01-01-2007 to 10-06-2013 were denied.

* Pension revision due from 01-01-2017 remains pending.

* Pension revision has been incorrectly linked to BSNL wage revision.

* Wage revision was not granted due to BSNL financial losses.

However:

* Pensioners are not connected with BSNL profit or loss after retirement.

* Pension contribution has already been paid by BSNL.

* Pension is funded from the Consolidated Fund of India.

As a result, pensioners have effectively lost arrears for nearly 15 years in the 25-year existence of BSNL.

5. Policy Vacuum Created: The issue has

remained unresolved due to institutional shifting:

* The 7th Central Pay Commission referred the matter to DoT.

* DoT shifted it to the Department of Public Enterprises (DPE).

* DPE did not include the matter in the PRC Terms of Reference.

* Courts are presently seized of related matters.

Thus, neither the Central Pay Commission nor the Pay Revision Committees have provided a policy resolution.

Since PRCs deal only with CPSE wages and no CPSE pension is paid from the Consolidated Fund of India-they cannot provide a permanent solution.

Only the Central Pay Commission can examine:

* Statutory guarantees under Rule 37A.

* Funding source of pension.

* The principle of parity.

6. Justification for Inclusion in the 8th Central Pay Commission: Inclusion of BSNL-absorbed DoT pensioners in the Terms of Reference of the 8th Central Pay Commission is justified because:

1. Pension is paid from the Consolidated Fund of India.

2. Rule 37A guarantees parity with Central Government pensioners.

3. Pension contribution has already been deposited.

4. Pensioners cannot be penalised for BSNL losses.

5. Only the CPC can provide a permanent and policy-level solution.

7. Prayer / Demands: It is therefore humbly requested that the Government of India may:

1. Include the issue of BSNL-absorbed DoT pensioners in the Terms of Reference of the 8th Central Pay Commission.

2. Delink pension revision from BSNL wage revision.

3. Permit notional pay fixation for pension purposes.

4. Grant pension revision at par with Central

Government pensioners.

5. Release pending pension arrears as admissible.

8. Conclusion: BSNL-absorbed employees accepted absorption based on solemn Government assurances, statutory guarantees under Rule 37A, and the promise of parity with Central Government pensioners.

Denial of pension revision undermines these guarantees and results in prolonged injustice.

A final, fair, and permanent resolution can only be achieved through comprehensive examination by the 8th Central Pay Commission.

Hence, I request that the Drafting Committee may kindly take up this issue with the 8th CPC, as it is a fully justified and legally sustainable demand.

Thanking you Sir,

Implementation of BBM Competitive Schemes for Accelerating FTTH Growth (Next 40 Days) up to 31.03.2026

BSNLCO-CFAO/12/3/2024-CFA/ Dated: 18.02.2026 To All CGMs - Telecom Circles / Metro Districts All BA Heads / OA Heads

To energize BBMs and accelerate the volume growth of FTTH business, it is hereby directed to initiate schemes amongst BSNL teams in OA and BA with the spirit of competition in all the Circles.

One of the Circles has launched such a scheme, hence similar schemes shall be launched in your circle.

Such initiative will enable to focus on enhancing FTTH provisioning, restoration and customer acquisition resulting in contribution towards achievement of the quarterly and annual FTTH growth targets.

Wide publicity and active field participation shall be ensured.

The details of the initiative launched by UP (East) Circle are enclosed for reference.

This is issued with the approval of the competent authority.

Launch of FTTH Provisioning/ Restoration Competitive Scheme "Fiber

Connect Fest" for BBMs

e FileNo.UPECO-22/17(12)/9/2021-IT Dated: 28.01.2026 To The BA/OA Heads BSNL, UPE

It has been decided by the competent authority to launch a competitive initiative "**Fiber Connect Fest**" for better FTTH provisioning/restoration of disconnected FTTH customers in UPE Circle, on the lines of the earlier BBM Champion League (**BFCL**) schemes, in order to strengthen customer retention and improve FTTH performance.

The scheme shall be implemented in **all BAS/OAs of UPE Circle** during Feb 26.

1. Objective

- * Provisioning of new FTTH Connections
- * Restoration of FTTH connections disconnected during the last six months
- * Revival of FTTH pending for permanent disconnection

2. Scope of the Scheme

- * Covering the instructions of 1 connection per OLT in 5 days
- * List of FTTH connections disconnected during the last six months shall be shared with concerned BBMs.
- * List of FTTH connections pending for permanent disconnection
- * BBMs shall undertake restoration efforts through:
 - * Personal visits to customer premises wherever required
 - * Dialling to the customer disconnected/pending for disconnection
 - * Understanding customer grievances empathetically
 - * Coordination with TIPs/DSAS/TR teams for early resolution

3. Customer Re-engagement Measures

- BBMs may, wherever feasible:
- * Recommend waiver of fault / disconnection period charges
 - * Promote BSNL Spark Plan 399, IFTV and other value-added services
 - * Assure improved service experience to customers

4. Eligibility Criteria

BBMs shall become eligible upon of:

- * **Minimum 10 FTTH connections**

5. Scoring Criteria:

New FTTH Provisioning & Reconnection

a) 1 marks will be awarded for provisioning of each FTTH connection

b) 1.5 marks will be awarded for addition of each FTTH connection beyond the target of average 5 connection per OLT per month (**as per number of OLT mapped with each BBM-excluding BBNL OLTS**)

c) 10 marks for installation of new OLT at any society/ Multi-storey Building/Integrated Township/Industrial Township or any other such type entity with minimum 3 connection provisioning.

6. Evaluation of Performers (on the basis of Score achieved)

Points of BBMs for ranking will be evaluated as below;

$$\{5(a) + 5(b)/(\text{No of mapped OLTS}) + 5(c)\}$$

Circle Level:

(a) Top **7 BBMs of the Circle** shall be selected based on cumulative score achieved as per above evaluation criteria.

OA Level:

One top-performing BBM from each OA shall be selected excluding circle level winner.

7. Recognition & Felicitation

* **Circle Level:** Felicitation and recognition at Circle Office level with suitable reward.

* **OA Level:** Letter of Appreciation by BA Head.

8. Instructions

All BA/OA Heads are requested to

* Ensure correct BBM mapping and data accuracy

* Monitor restoration performance periodically

* Give wide publicity of the scheme among BBMs

This is issued with the approval of the competent authority.

Encl:1) BBM Wise Mapped OLT as per FMS (excluding BBNL OLT)

2) Last 6 Months BBM Wise Disconnected FTTH list

3) List of Pending FTTH for Permanent disconnection

4) Popular FTTH scheme

			Annexure-I
OA	count of BB Ms against disconnected FTTH	Disc FTTH to be targeted for reconnection	FTTH Pending for permanent disconnection
Total	199	4688	14009
ALD	15	451	1791
AZM	5	163	98
BBK	5	70	774
BLI	4	110	66
BNA	6	38	645
BRH	4	34	195
BST	7	77	816
DRA	7	126	573
FAZ	10	292	411
FKB	4	86	133
FTP	2	7	179
GDA	4	46	110
GKP	6	216	624
GZP	2	86	115
HDI	4	84	335
HMP	4	118	202
JHI	7	99	982
JNP	5	129	130
KNP	17	244	1132
LKW	22	637	1652
LMP	4	47	126
MAU	7	74	28
MRZ	3	160	458
ORI	2	10	334
PTP	4	67	82
RBL	5	53	342
SIN	4	44	333
STP	4	95	180
SUL	5	61	250
UNO	4	46	82
VRS	17	978	831

**Grant of notional increment to
Absorbed employees of BSNL for
the purpose of calculating pension -
clarification issued by DoT - reg.**

**File No.: BSNLCO-A/12(17)/3/2021-ESTAB To,
All Heads of Circles / Units, Bharat Sanchar
Nigam Limited.**

In continuation of this office letter of even number dated 05.06.2025 on the subject cited above I am directed to state that the Department of Telecommunications (DoT) vide OM No. 40-24/2025-Pen(T) dated 28.01.2026 (copy enclosed) has issued clarification regarding grant of notional increment for the purpose of pension. Earlier, in compliance with the order dated 20.02.2025 of the Hon'ble Supreme Court in MA No.2400/2024 in CA NO.3933/2023, DoT vide OM No.38-66/2024-Pen (T) dated 26.05.2025 had issued instructions for grant of notional increment for the purpose of pension to absorbed employees of BSNL retiring/retired on superannuation w.e.f. 01.01.2006, subject to fulfilment of prescribed conditions. The said OM was circulated to all Circles/Units vide this office letter dated 05.06.2025.

2. DoT has now clarified the applicability of various clauses of the order dated 20.02.2025 of Hon'ble Supreme Court with reference to treatment of res judicata cases, third-party cases, and cases involving intervention/impalement/writ petition/original application, including the period

for which enhanced pension is admissible. DoT has further clarified that the position applies equally to Central Government employees as well as BSNL/MTNL absorbed employees.

3. All Circles/Units are requested to take up the notional increment cases for pensionary benefits in respect of eligible absorbed BSNL employees with the concerned Pr. CCA/CCA in accordance with the above-mentioned DoT OM dated 28.01.2026 read with DoT OM dated 26.05.2025 and BSNL Corporate Office letter dated 05.06.2025.

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

**Representations from pensioners
regarding grant of notional increment
-reg.**

**No. 40-24/2025-Pen(T) Date: 28-01-2026 Room
No. 514, Sanchar Bhawan, 20, Ashoka Road,
New Delhi-110001**

The undersigned is directed to refer to subject cited above and to say that this department is in receipt of following representations received from pensioners regarding grant of notional increment from Date of Next Increment (DNI).

As per para-b of Hon'ble Supreme Court Judgement dated 06.09.2024 and 20.02.2025 along with payment of arrears referring to their favourable CAT Orders:

S.N	Name of Pensioner	HR/PPO NO.	CAT	OA NO.	Judgement Date	Concerned CCA
1.	Sh. L. Natarajan	60201212123 1322	Madras Bench	372/2021	13.02.2024	Pr. CCA Tamilnadu
2.	Sh. T. Karuppiyah	60201209123 0887	Madras Bench	282/2021	13.02.2024	Pr. CCA Tamilnadu
3.	Sh. R. Sivaramakrishnan	02011011227 413 210027413/6	Madras Bench	285/2021	25.04.2023	Pr. CCA Tamilnadu
4.	S. Venkatramani		Hyderabad Bench	/021/003	22.11.2023 9/2021	Pr. CCA Telangana
5.	M. Asokan	197901528	Ernakulam Bench	162/2020	14.08.2024	CCA Kerala
6.	Jhon varghese	197412351	Ernakulam Bench	162/2020	14.08.2024	CCA Kerala

2. The cases have been examined in DoT with reference to the Supreme Court judgment dated 20.02.2025 and the DoPT OM dated 20.05.2025 in consultation with Ministry of Law.

3. The Hon'ble Supreme Court of India vide Judgement dated 11.04.2023 in Civil Appeal No. 2471/2023 titled " Director (Admn and HR) KPTCL and Others Vs. C. P. Mundinamani and Others granted the benefit of one annual increment to the respondents which the respondents earned on the last date of their retirement though benefit of which accrues from the next date of retirement.

4. Thereafter, Government filed Miscellaneous Application Diary No. 2400/2024 before Hon'ble Supreme Court of India regarding date of applicability of judgement dated 11.04.2023 to third parties.

5. Wherein, Hon'ble Supreme Court of India to prevent any further litigation and confusion by way of interim Order dated 06.09.2024 directed as under:

(a) The Judgement dated 11.04.2023 will be given effect to in case of third parties from the date of the judgement, that is, the pension by taking into account one increment will be payable on and after 01.05.2023. Enhanced pension for the period prior to 31.04.2023 will not be paid.

(b) For persons who have filed writ petitions and succeeded, the directions given in the said judgement will operate as res judicata, and accordingly, an enhanced pension by taking on increment would have to be paid.

(c) The direction in (b) will not apply, where the judgement has not attained finality, and cases where an appeal has been preferred, or if filed, is entertained by the appellate court.

(d) In case any retired employee has filed any application for intervention/impleadment in Civil Appeal No. 3933/2023 or any other Writ petition and a beneficial order has been passed, the enhanced pension by including one increment will be payable from the month in which the application for intervention/impleadment was filed.

6. In compliance of Hon'ble Supreme Court interim Order dated 06.09.2024, DoP&T issued instructions to grant notional increment in Pension vide DoP&T OM No. 19/116/2024-Pers. Pol. (Pay)

(Pt) dated 14.10.2024. On outcome of Hon'ble Supreme Court interim order dated 06.09.2024 and DoP&T OM No. 19/116/2024-Pers.Pol. (Pay) (Pt) dated 14.10.2024, DoT also issued OM No. 36-03/2019-Pen(T) dated 18.10.2024 regarding grant of notional increment in pension to Central Government Employees. Later, DoT vide OM No. 38-45/2024-Pen(T) (Part-1) dated 22.01.2025 issued instructions regarding grant of Notional increment in pension to BSNL/MTNL absorbed employees also, who are receiving pension from Government in terms of Rule 37 of CCS(Pension) Rules, 2021.

7. Hon'ble Supreme Court vide Order dated 20.02.2025, while disposing the MA Diary No. 2400/2024 in Civil Appeal No. 3933/2023 titled Union of India Vs. M. Siddaraj, directed as under:

We are inclined to dispose of the present miscellaneous applications directing that clauses (a), (b) and (c) of the order dated 06.09.2024 will be treated as final directions. We are, however, of the opinion that clause (d) of the order dated 06.09.2024 requires modification which shall now read as under:

(d) In case any retired employee filed an application for intervention /impleadment / Writ petition / original application before the Central Administrative Tribunal/ High Courts/this court, the enhanced pension by including one increment will be payable for the period of three years prior to the month in which the application for intervention / impleadment / Writ petition/ original application was filed."

Further, clause (d) will not apply to the retired government employee who filed a writ petition/ original application or an application for intervention before the Central Administrative Tribunal/ High Courts/ this court after the judgement in Union of India & Anr. V. M. Siddaraj" 1, as in such cases, clause (a) will apply.

Recording the aforesaid, the miscellaneous applications are disposed of.

We, further, clarify that in case any excess payment has already been made, including arrears, such amount paid will not be recovered."

8. In the footnote of Hon'ble Supreme Court Judgement dated 20.02.2025 "1" referred in Union of India & Anr V. M. Siddaraj' is implied for Judgement dated 19.05.2023 in Civil Appeal

No. 3933/2023 titled "Union of India & Anr. Vs. M. Siddaraj" and connected matters.

9. On outcome of Hon'ble Supreme Court judgement dated 20.02.2025, DoP&T issued detailed directions vide OM No. 19/116/2024-Pers.Pol. (Pay) (Pt) dated 20.05.2025. Thereafter, DoT also issued directions to grant of notional increment in pension to Central Government employees and BSNL/MTNL absorbed employees vide OM No. 38-66/2024-Pen(T) dated 26.05.2025 and OM No. 38-66/2024-Pen(T) (1) dated 26.05.2025 respectively.

10. A confusion has arisen among various pensioners and field offices as well, on the grant of notional increment w.r.t clause (b) and clause(d) of Hon'ble Supreme Court judgement dated 20.02.2025 and para 4(b) and 4(d) of DOT OM dated 26.05.2025.

11. It is clarified that MA No. 2400/2024 was filed by Government in Civil No. 3933/2023 regarding date of 11.04.2023 in Civil Appeal Noa 2479/2023 led car judgmented and Others v. C.P. Mundinamani and Others". Wherein Hon'ble Supreme Court vide interim order dated 06.09.2024 issued first time clauses (a) (b) (c) and (d). In clause (b), following is mentioned:

"For persons who have filed writ petitions and succeeded, the directions given in the said judgment will operate as res judicata, and accordingly, an enhanced pension by taking one increment would have to be paid."

Therefore, only for those retired government servants who had filed writ petitions and succeeded before 11.04.2023, the directions given therein will operate as res judicata.

12. The modified clause (d) vide judgement dated 20.02.2025 states as under:

(d) In case any retired employee filed an application for intervention /impleadment Writ petition/ original application before the Central Administrative Tribunal/ High Courts / this court, the enhanced pension by including one increment will be payable for the period of three years prior to the month in which the application for intervention/impleadment/ Writ petition / original application was filed."

13. The Hon'ble Supreme Court vide judgement dated 20.02.2025 also emphasized that clause (d)

will not apply to the retired government employee who filed a writ petition/ original application or an application for intervention before the Central Administrative Tribunal/ High Courts / this court after the judgement in

Union of India & Anr. V. M. Siddaraj" ¹, as in such cases, clause (a) will apply.

14. Therefore, retired Government servants who have filed original applications before 19.05.2023 will be given benefits as per clause (d) and the persons who have filed original applications after 19.05.2023 will be given benefits as per clause (a) by treating them as third party. The clause (b) is applicable only for the persons who have filed writ petitions and succeeded before 11.4.2023 with no appeal filed on the date.

15. In view of above, all the Pr. CCAs/ CCAs offices are requested to handle the cases of notional increment as per the directions as stated above.

16. The cases mentioned in Table at Para-1 above, may be disposed as below:

a. They have filed OAs in CATs and not WP, hence they are not eligible for 'res judicata' implementation and thus does not fall under clause "b".

b. The OAs were not filed after 19.5.2023, but filed in 2020, 2021 as seen from OA numbers. Hence, they will not be treated as 'Third Party'. These cases may be examined and settled in accordance with clause "d"

17. Further, the matter of notional increment to the BSNL/MTNL employees who retired under VRS scheme is currently sub-judice before Hon'ble High Court of Delhi and shall be examined on outcome of Court judgements.

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

Review of EBITDA Performance of Territorial BAs - Period Ending December 2025 (FY 2025-26)

No-E-32541 BSNLCO-CA/36/1/2021-CA-ERP-FICO Date-04.02.2026 To, The CGMs All Territorial Circles

Please refer to the discussion during SRPM on 19th Jan'26 wrt the EBITDA Improvement

Comparative Figures for 2025-26-Q3-YTD

Circle code	Circle name	RFS - CFA	RFS - CM	RFS - EB	Total Revenue from sale of services	Other operating income	Income from Operations	Total Other income	Total Income	Network Operating Expenses	Access Charges	License and spectrum fee	Employee Benefits Expense	Sales & Marketing Expenses	Other expenses	Total Exp before Fin Cost & Depreciation	EBITDA	Lease Liability Payments (LLP)	Excess Provision written back	Capital Grant	EBITDA after LLP	Finance Costs	Dep and amortzn expense	P&L before Tax	Tax Expense	P&L after tax
1011	A&N	22	20	17	60	87	147	2	149	87	0	5	15	0	13	120	28	0	0	7	21	2	18	8	0	-179
1012	Telangana	80	194	152	427	33	460	30	490	124	15	37	240	9	41	465	25	3	11	24	-13	60	144	0	0	-104
1013	ASSAM	32	65	105	201	31	233	17	250	65	1	17	129	1	26	239	11	3	9	16	-18	26	89	0	0	-182
1014	BIHAR	48	114	130	292	57	349	30	379	91	10	27	184	13	42	366	13	11	14	10	-22	48	147	0	0	-50
1015	CHATTISGARH	35	86	76	197	123	320	17	337	79	0	17	51	2	50	199	138	6	15	71	46	23	165	0	0	-308
1016	GUJRAT	115	200	213	528	118	646	73	718	164	22	43	274	7	115	626	93	20	40	78	-45	43	357	0	0	-313
1017	HARYANA	127	179	128	434	29	463	18	481	112	13	37	144	37	76	418	62	11	12	5	35	32	343	0	0	-94
1018	HIMACHAL PRADESH	46	84	42	172	102	274	6	281	50	1	15	112	1	37	217	64	-1	2	87	-25	10	148	0	0	-35
1019	J&K	23	54	44	121	101	222	41	263	48	2	11	68	0	30	160	103	18	21	70	-6	16	123	0	0	-84
1020	JHARKHAND	26	43	68	137	103	241	30	271	49	0	12	85	4	30	180	91	11	27	82	-29	18	157	0	0	39
1021	KARNATAKA	245	378	252	874	130	1,005	97	1,102	232	11	75	146	11	140	616	486	56	74	44	312	97	351	0	0	-28
1022	KERALA	371	669	160	1,200	108	1,308	72	1,380	369	26	103	374	16	64	952	428	44	40	55	289	81	375	0	0	-136
1023	MADHYA PRADESH	86	139	166	391	243	634	49	683	156	4	36	220	8	82	507	176	8	22	119	27	32	280	0	0	-290
1024	MAHARASHTRA	280	343	510	1,233	269	1,501	245	1,746	384	29	106	331	60	59	968	778	77	67	210	425	188	880	0	0	-58
1025	NE-1	21	36	31	89	16	105	26	131	39	1	8	73	1	24	145	-15	0	19	9	-44	7	36	0	0	-58
1026	NE-II	13	22	17	52	71	124	20	144	22	0	5	58	0	18	103	41	-1	19	48	-26	15	84	0	0	40
1027	ORISSA	62	206	198	467	189	655	40	696	99	3	40	122	4	47	316	380	20	34	149	178	33	308	0	0	-211
1028	PUNJAB	164	193	114	471	59	530	66	596	188	41	39	238	6	65	576	20	17	44	14	-55	38	193	0	0	-232
1029	RAJASTHAN	152	228	183	563	208	771	25	795	203	9	50	277	8	60	608	187	34	3	131	19	55	365	0	0	-295
1030	TAMIL NADU	333	537	141	1,010	28	1,039	89	1,128	336	52	85	316	13	69	871	256	31	23	26	176	121	431	0	0	-35
1031	UP EAST	82	349	136	568	148	716	214	930	206	17	54	293	14	79	663	267	28	89	12	139	41	261	0	0	-122
1032	UP WEST	57	129	237	422	256	679	26	705	175	9	37	173	10	247	650	55	12	10	5	29	16	161	0	0	-51
1033	UTTARANCHAL	32	68	41	141	72	213	25	238	58	0	13	66	2	32	171	68	9	6	50	3	15	104	0	0	-252
1034	WEST BENGAL	52	136	67	254	30	285	13	298	100	24	22	173	3	19	341	-44	23	2	6	-75	62	146	0	0	-212
1035	KOLKATA TELEPHONES	65	148	100	313	2	315	80	395	111	17	28	174	2	24	355	39	15	69	0	-44	33	218	0	0	-99
1036	CHENNAI TELEPHONES	112	104	84	300	2	302	23	325	115	10	24	146	2	16	314	11	16	10	2	-17	25	86	0	0	-227
1037	ANDHRA	148	333	118	600	166	765	28	793	191	4	52	298	14	85	642	151	19	6	145	-19	35	343	0	0	-12
1038	SKKIM	4	1	5	9	3	12	2	14	4	0	1	12	0	1	18	-5	0	1	0	-6	2	6	0	0	-175
1050	ETR	0	0	0	0	0	0	8	8	36	0	0	76	0	3	115	-107	0	9	0	-116	2	66	0	0	-299
1051	WTR	0	0	1	1	0	1	43	44	85	0	0	92	0	14	191	-147	10	41	0	-198	10	143	0	0	-192
1052	NTR	3	0	271	274	40	314	115	429	242	6	21	160	1	56	485	-56	1	43	0	-99	17	119	0	0	-254
1053	STR	0	0	74	74	30	103	9	113	67	0	6	120	0	29	222	-109	0	10	0	-119	11	134	0	0	-69
1064	NETASK FORCE GHY	0	0	1	1	0	1	1	1	2	0	0	31	0	0	48	-46	0	0	0	-47	3	20	0	0	-150
1065	ITPC PUNE	0	0	0	0	0	0	3	3	26	0	0	71	0	12	109	-106	0	0	0	-106	3	40	0	0	-4
1080	ALTTC	0	0	0	0	0	0	19	19	1	0	0	19	0	2	21	-2	0	0	0	-2	1	1	0	0	-94
1091	DATA NETWORK	0	0	0	0	0	0	2	2	9	0	0	55	0	7	71	-69	0	0	0	-69	3	22	0	0	-7
1093	QA & INSPECTION	0	0	0	0	0	0	20	20	0	0	0	25	0	1	26	-6	0	0	0	-6	1	0	0	0	-7

Sl No.	Circle Code	Circle Name	ba_code	BA Name	Revenue from Services	Other Operating Income	Other Income	Total Income	Network Operating Expenses	Access Charges	License and spectrum fee	Employee Benefits Expense	Sales & Marketing Expenses	Other expenses	Total Expense	EBITDA
1	1034	BSNL - WEST BENGAL TELECO	3408	SILIGURI	37.39	2.37	1.18	41	29.45	0	0	42.07	0.88	2.54	74.95	-34.00
2	1032	BSNL - UP (W) TELECOM	3209	MEERUT	27.2	87.17	-21.84	93	19.42	0	0	29.69	1.46	75.35	125.92	-33.39
3	1032	BSNL - UP (W) TELECOM	3204	BAREILLY	27.14	81.77	-12.63	96	17.74	0	0	32.57	2.22	71.33	123.86	-27.58
4	1034	BSNL - WEST BENGAL TELECO	3402	ASANSOL	27.48	0	1.48	29	21.96	0	0	29.55	0.78	1.66	53.95	-24.99
5	1012	BSNL - TELANGANA TELECOM	1223	WARANGAL	21.42	4.39	1.22	27	15.71	0	0	30.52	1.33	1.86	49.42	-22.39
6	1024	BSNL - MAHARASHTRA TELECOM	2417	NAGPUR	38.74	9.56	10.73	59	23.37	5.7	0	41.2	0.67	8.64	79.58	-20.56
7	1030	TAMIL NADU TELECOM CIRCLE	3009	MADURAI	68.84	3.31	8.4	81	44.12	0	0	48.68	2.19	4.73	99.72	-19.17
8	1037	BSNL - A.P. TELECOM CIRCLE	1207	GUNTUR	41.97	1.88	3.09	47	19.75	0	0	36.77	1.65	7.64	65.8	-18.85
9	1024	BSNL - MAHARASHTRA TELECOM	2405	Aurangabad	22.55	7.54	0.66	31	23.02	0	0	22.4	1.08	1.58	48.08	-17.33
10	1037	BSNL - A.P. TELECOM CIRCLE	1214	NELLORE	15.62	0.05	-1.46	14	9.84	0	0	18.52	0.76	2.02	31.14	-16.94
11	1023	BSNL - MADHYA PRADESH TEL	2306	UJJAIN	22.35	3.7	0.92	27	18.1	0	0	22.89	0.61	2.2	43.8	-16.84
12	1037	BSNL - A.P. TELECOM CIRCLE	1211	KURNOOL	17.64	1.08	0.9	20	10.42	0	0	20.53	1.41	2.94	35.3	-15.67
13	1032	BSNL - UP (W) TELECOM	3207	GHAZIABAD	23.12	43.64	2.05	69	14.53	0	0	30.6	0.61	38.64	84.38	-15.58
14	1034	BSNL - WEST BENGAL TELECO	3405	KHARAGPUR	33.09	1.61	1.58	36	25.67	0	0	25.05	0.7	-0.07	51.35	-15.06
15	1023	BSNL - MADHYA PRADESH TEL	2303	GWALIOR	17.11	8.57	1.25	27	15.51	0	0	23.1	0.46	2.62	41.7	-14.77
16	1024	BSNL - MAHARASHTRA TELECOM	2429	SOLAPUR	12.84	2.39	1.16	16	13.94	0	0	14.52	1.07	1.01	30.54	-14.15
17	1031	BSNL - UP (E) TELECOM	3106	AYODHYA	18.06	5.14	2.03	25	9.94	0	0	22.41	0.57	5.89	38.82	-13.59
18	1024	BSNL - MAHARASHTRA TELECOM	2404	AMRAVATI	21.98	13.66	1.15	37	19.72	0	0	27.72	0.58	1.82	49.84	-13.05
19	1014	BSNL BIHAR TELECOM CIRCLE	1407	MUZAFFARPUR	36.88	0	3.2	40	14.98	0	0	31.65	1.25	4.92	52.79	-12.70
20	1037	BSNL - A.P. TELECOM CIRCLE	1203	ANANTAPUR	25.31	7.41	-0.18	33	16.13	0	0	25.47	1.56	1.89	45.05	-12.51
21	1016	BSNL - GUJARAT TELECOM	1611	MEHSANA	27.62	6.38	2.59	37	15.78	0	0	30.62	0.59	1.41	48.41	-11.81
22	1024	BSNL - MAHARASHTRA TELECOM	2427	SATARA	20.32	7.64	1.48	29	18.82	0	0	20.48	0.41	0.92	40.62	-11.18
23	1029	BSNL - RAJASTHAN TELECOM	2917	KOTA	29.17	0.3	1.63	31	14.28	0	0	26.02	0.83	0.36	41.49	-10.38
24	1016	BSNL - GUJARAT TELECOM	1605	BHAVNAGAR	14.82	1.02	1.81	18	8.79	0	0	16.42	0.61	1.86	27.67	-10.03
25	1016	BSNL - GUJARAT TELECOM	1610	JUNAGADH	15.09	0.79	3.31	19	9.64	0	0	18.46	0.37	0.6	29.08	-9.89
26	1023	BSNL - MADHYA PRADESH TEL	2304	INDORE	30.7	21.46	5.72	58	23.8	0	0	38.81	1.16	2.89	66.65	-8.76
27	1030	TAMIL NADU TELECOM CIRCLE	3012	SALEM	63.13	7.56	3.72	74	37.41	0	0	39.31	1.54	4.77	83.03	-8.62
28	1025	BSNL - NORTH EAST - I TEL	2503	MIZORAM	10.94	1.96	1.79	15	6.53	0	0.73	14.03	0.03	1.85	23.17	-8.48
29	1028	BSNL - PUNJAB TELECOM	2802	AMRITSAR	40.68	3.79	3.78	48	19.37	0	0	33.95	0.72	2.63	56.67	-8.42
30	1030	TAMIL NADU TELECOM CIRCLE	3017	VELLORE	28.85	4.62	2.58	36	19.46	0	0	22.88	0.41	1.22	43.97	-7.93
31	1012	BSNL - TELANGANA TELECOM	1218	SANGAREDDY	27.65	1.17	4.96	34	14.68	0	0	24.5	0.83	1.44	41.46	-7.67
32	1023	BSNL - MADHYA PRADESH TEL	2308	SAGAR	15.88	8.22	0.27	24	12.37	0	0	17.23	0.77	1.46	31.83	-7.47
33	1034	BSNL - WEST BENGAL TELECO	7202	ALIPORE	0	0	1.18	1	0.57	0	0	7.34	0.02	0.52	8.45	-7.27
34	1024	BSNL - MAHARASHTRA TELECOM	2412	Jalgaon	19.76	15.29	3.17	38	19.63	0	0	21.48	0.85	3.35	45.31	-7.09
35	1013	BSNL - ASSAM TELECOM CIRC	1302	BONGAIGAOIN	16.4	0	-0.15	16	7.32	0	0	15.44	0.14	0.28	23.18	-6.93
36	1012	BSNL - TELANGANA TELECOM	1213	MALGONDA	22.3	9.44	2.56	34	14.51	0	0	24.91	0.87	0.92	41.22	-6.92
37	1024	BSNL - MAHARASHTRA TELECOM	2419	Nashik	32.26	7.22	2.44	42	23.45	0	0	20.74	1.22	2.7	48.11	-6.18
38	1031	BSNL - UP (E) TELECOM	3115	VARANASI	44.86	4.74	5.97	56	19.93	0	0	35.75	1.94	3.8	61.41	-5.84

Territorial BA Wise EBITDA of Territorial Circles for 2025-26-Q3 upto Dec25 **Negative EBITDA BAS** **Amount in Rs. Cr**

Sl	Circle	Circle Name	ba_code	BA Name	Revenue from Services	Other Operating Income	Other income	Total Income	Network Operating Expenses	Access Charges	License and spectrum fee	Employee Benefits Expense	Sales & Marketing Expenses	Other expenses	Total Expense	EBITDA
39	1013	BSNL - ASSAM TELECOM CIRC	1307	SILCHAR	13.02	0	0.89	14	6.06	0	0	12.94	0.19	0.5	19.69	-5.78
40	1030	TAMIL NADU TELECOM CIRCLE	3013	THANJAVUR	39.92	0.24	4.44	45	24.58	0	0	21.97	0.72	2.7	49.97	-5.37
41	1014	BSNL BIHARTELECOM CIRCLE	1402	BHAGALPUR	27.14	0.07	1.89	29	9.65	0	0	22.78	0.76	1.06	34.25	-5.16
42	1016	BSNL - GUJARAT TELECOM	1617	VADODARA	35.3	10.4	4.51	50	17.75	0	0	34.52	0.75	2.14	55.16	-4.95
43	1029	BSNL - RAJASTHAN TELECOM	2925	UDAIPUR	38.23	1.21	1.78	41	17.68	0	0	25.87	0.55	1.93	46.03	-4.80
44	1030	TAMIL NADU TELECOM CIRCLE	3014	TIRUCHY	51.58	0.93	1.73	54	26.38	0	0	28.54	1.29	2.44	58.66	-4.41
45	1014	BSNL BIHARTELECOM CIRCLE	1404	DARBHANGA	30.73	0	4.36	35	12.26	0	0.52	25.31	0.62	1.12	39.31	-4.23
46	1038	BSNL - SIKKIM TELECO	3404	GANGTOK	9.28	2.42	1.65	13	3.2	0	0	12.39	0.03	1.39	17.53	-4.18
47	1026	BSNL - NORTH EAST -II TEL	2603	Manipur	22.47	3.36	5.08	31	9.81	0	1.77	18.7	0.02	4.46	34.76	-3.85
48	1030	TAMIL NADU TELECOM CIRCLE	3006	ERODE	28.34	0.99	2.57	32	16.51	0	0	16.8	0.99	1.43	35.74	-3.83
49	1033	BSNL-UAL TELECOM CIRCLE	3304	HARIDWAR	13.11	0.09	7.9	21	10.87	0	0	11.53	0.4	1.9	24.7	-3.60
50	1026	BSNL - NORTH EAST -II TEL	2604	Nagaland	11.27	19.47	2.32	33	7.92	0	0.97	21.39	0.01	6.07	36.36	-3.32
51	1031	BSNL - UP (E) TELECOM	3114	SULTANPUR	24.08	13.03	4.56	42	10.39	0	0	21.46	1	11.88	44.73	-3.07
52	1033	BSNL-UAL TELECOM CIRCLE	3305	NAINITAL	26.31	2.61	4.99	34	16.93	0	0	16.79	0.77	2.24	36.73	-2.82
53	1021	BSNL - KARNATAKA TELECOM	2109	GULBARGA	16.4	0.62	2.79	20	7.53	0	0	13.97	0.13	0.98	22.61	-2.81
54	1029	BSNL - RAJASTHAN TELECOM	2903	ALWAR	28.07	0.24	0.99	29	12.39	0	0	18.74	0.5	0.42	32.04	-2.74
55	1013	BSNL - ASSAM TELECOM CIRC	1303	DIBRUGARH	17.2	0	0.21	17	6.11	0	0	13.69	0.14	0.12	20.06	-2.66
56	1031	BSNL - UP (E) TELECOM	3108	GORAKHPUR	46.64	4.69	10.07	61	20.88	0	0	34.61	2.11	5.74	63.33	-1.93
57	1013	BSNL - ASSAM TELECOM CIRC	1308	TEZPUR	31.74	0.39	3.07	35	11.51	0	0	24.71	0.14	0.64	37	-1.79
58	1037	BSNL- A.P. TELECOM CIRCLE	1219	SRIKAKULAM	18.44	13.5	3.29	35	11.73	0	0	21.3	1.14	2.61	36.79	-1.56
59	1029	BSNL - RAJASTHAN TELECOM	2902	AJMER	40.96	0.34	3.83	45	15.88	0	0	28.03	1.37	1.21	46.5	-1.36
60	1024	BSNL -MAHARASHTRA TELECOM	2402	Ahmednagar	19.29	17.18	0.9	37	20.74	0	0	13.84	0.76	3.24	38.58	-1.22
61	1025	BSNL - NORTH EAST - I TEL	2504	TRIPURA	37.42	5.62	4.3	47	16.36	0	2.16	21.97	0.56	7.16	48.2	-0.86
62	1023	BSNL - MADHYA PRADESH TEL	2310	SATNA	13.03	12.77	2.16	28	11.4	0	0	15.26	0.6	1.2	28.46	-0.51
63	1037	BSNL- A.P. TELECOM CIRCLE	1206	ELURU	21.45	7.53	6.14	35	10.46	0	0	21.66	0.72	2.78	35.62	-0.49
64	1030	TAMIL NADU TELECOM CIRCLE	3019	Tamilnadu Karaik	0.77	0.06	0.06	1	1.35	0	0	0	0	0	1.35	-0.46
65	1032	BSNL - UP (W) TELECOM	3202	AGRA	49.41	35.73	-12.15	73	21.05	0	0	36.88	1.12	14.2	73.26	-0.27
66	1016	BSNL - GUJARAT TELECOM	1619	DAMAN	0.68	0	0.12	1	0.36	0	0	0.46	0	0.02	0.84	-0.04
67	1037	BSNL- A.P. TELECOM CIRCLE	1225	AP Yanam (Pondic	0.01	0	0	0	0	0	0	0	0	0	0	0
		Negative EBITDA Bas (Territorial)		Total	1729.45	540.33	128.15	2396	1027.4	5.7	6.15	1560.39	52.54	353.77	3005.98	-608.06

LETTERS TO BSNL MANAGEMENT / GOVT.

Huge recovery from the salary of Shri Dinesh Prasad, ATT Lakhisarai, Munger OA under Bhagalpur BA of Bihar Circle.

***TF-05 Dated:-20-02-2026 To, The PGM (Est)
BSNL Corporate office New Delhi.***

We wish to draw your kind attention towards the item No.-12 of the formal meeting held on 18-02-2026 with both the non-executive recognised union. Through agenda No.-12 staff side raised the issue of huge recovery from the salary of Shri Dinesh Prasad, ATT, on this issue Hon'ble PGM (Est) reported that the report was called from the Bihar Circle and in a report the circle has reported that only about Rs. 40,000/- thousand has been recovered from the salary of the said employee. The G.S. NFTE immediately objected and told that this report is not correct. It is matter of deep enquiry.

This issue was raised in the formal meeting with Director (HR) on 04th October 2024. Since then the individual as well as the union have tried their best to get the solution of this issue, but till this meeting of 18-02-2026, no satisfactory action has been taken against the AO claim of Bhagalpur BA, who is main culprit of this case and hiding the fact of the issue.

We enclose herewith the representation from individual Shri Dinesh Prasad, ATT, letter from District Secretary, Munger addressed to Circle Secretary, Patna and the letter of the Circle Secretary, NFTE Bihar addressed to CGMT Bihar Circle Patna (annexure-I to IV).

We also enclose here with a copy of enquiry report of Bihar Circle in this matter which is totally confusing and misleading (annexure -V).

We further enclose the pay slip of Shri Dinesh Prasad ATT from the month of January to May 2024.

Under the circumstances we request your honour to kindly look into the matter personally to search out the methodology, how the individual Shri Dinesh Prasad as well as the NFTE union right from District level to Central Head Quarters

level may get a proper answer for deduction of a huge amount with the tune of Rs. 57301/- from the salary of the May 2024 of Shri Dinesh Prasad, ATT.

We will be highly obliged, if a proper enquiry in this matter may kindly be done to get a satisfactory report to the union and individual Shri Dinesh Prasad, ATT, in name of justice.

Autocratic act of Shri Sahid Anwar Hussain, JTO, Working under DET Anisabad, CN-TX (East Zone), BSNL Patna.

***TF-05 Date: 09-02-2026 To, The Director (HR)
BSNL Corporate Office New Delhi - 110001***

The Central Headquarters of this union has received several complaints against the above-mentioned officer. As reported, he has been misbehaving with subordinate employees working under his control and has been passing objectionable and inappropriate remarks, including communal and religious comments, particularly against Hindu employees.

It has been alleged that when Hindu employees appear before him with a tilak on their forehead, he makes derogatory remarks, compares the office to a temple, and instructs them to remove the tilak immediately before appearing before him. Such behavior is highly objectionable and against the principles of a harmonious work environment.

It is also to be noted that the said officer has been working under CN-TX Patna for the last 18 years without transfer. His prolonged stay at the same station is surprising, especially when junior officers are being transferred to other locations.

Due to the above reasons, there is widespread resentment and anget among the staff against him.

Under these circumstances, we earnestly request you to kindly take suitable and immediate action in the matter before the situation worsens or any untoward incident occurs in the office.

बी.एस.एन.एल. : उत्थान के सपने और कर्मचारियों की उपेक्षा का कड़वा सच

भारत संचार निगम लिमिटेड (बी.एस.एन.एल.) का नाम सुनते ही दूर-दराज के गांवों तक पहुंची दूरसंचार क्रांति की तस्वीरें सामने आती हैं। यह वही सार्वजनिक क्षेत्र का उपक्रम है जिसने देश को डिजिटल रूप से जोड़ने की नींव रखी। आज बी.एस.एन.एल. पुनरुत्थान की राह पर है, लेकिन यह राह कंटीली है। सरकार द्वारा किए जा रहे प्रयास सराहनीय हैं, लेकिन यह उत्थान तब तक अधूरा है जब तक इसमें कर्मचारियों की अनदेखी का दंश शामिल है।

हाल के वर्षों में, सरकार ने बी.एस.एन.एल. को पुनर्जीवित करने के लिए कई कदम उठाए हैं। चार लाख करोड़ रुपये से अधिक के पुनरुद्धार पैकेज को मंजूरी दी गई, 4जी एवं अब 5जी सेवाओं की शुरुआत की दिशा में काम हो रहा है, और प्रबंधन स्तर पर सुधारों की बातें की जा रही हैं। निस्संदेह, यह प्रयास बी.एस.एन.एल. को तकनीकी रूप से प्रतिस्पर्धी बनाने और उसे घाटे से उबारने के लिए आवश्यक है।

लेकिन सवाल यह है कि जिस नींव पर यह विशाल भवन खड़ा है, उस नींव की क्या दशा है? बी.एस.एन.एल. की असली ताकत उसके कर्मचारी हैं। वही अधिकारी और कर्मचारी, जिन्होंने प्रतिकूल परिस्थितियों में भी नेटवर्क को चालू रखा, ग्राहकों की सेवा की और संगठन को बचाए रखा। आज यही कर्मचारी उपेक्षा का शिकार हैं।

स्वैच्छिक सेवानिवृत्ति योजना (वीआरएस) के नाम पर बड़ी संख्या में अनुभवी विशेषज्ञता को गहरा धक्का लगा। शेष कर्मचारियों पर काम का दबाव बढ़ गया है। तबादलों और अनुशासनात्मक कार्रवाइयों के नाम पर कर्मचारियों के मनोबल को ठेस पहुंचाने के प्रयास किए जा रहे हैं। पदोन्नति और वेतन विसंगतियों के मामले वर्षों से लंबित हैं। कर्मचारियों के कल्याण और उनके मानसिक स्वास्थ्य की चिंता किसी को नहीं है।

सरकारी प्रयास और कर्मचारियों की अनदेखी के इस द्वंद्व में सबसे बड़ा खतरा यह है कि नई मशीनरी तो खरीद ली जाएगी, लेकिन उसे चलाने वाला कुशल और उत्साहित कार्यकर्ता नहीं होगा। अगर कर्मचारी हाशिए पर हैं, उनकी समस्याओं का समाधान नहीं है, और उनके योगदान को मान्यता नहीं दी जाती, तो कोई भी तकनीकी उन्नयन या सरकारी पैकेज बी.एस.एन.एल. को दोबारा मुकाम पर नहीं पहुंचा सकता।

उपरोक्त संदर्भ के अनुकूल ही अभी कुछ समाचार सोशल मीडिया में तैर रहे हैं, मसलन— 7 जनवरी 2026 को प्रधानमंत्री के अध्यक्षता में सेक्टर समीक्षा बैठक की गई है। इस बैठक में लिए गए मुद्दों में मुद्दा संख्या 10 जो इस प्रकार है:

10. यह देखा गया कि बी.एस.एन.एल. एक मानव संसाधन-भारी संगठन है। अन्य विभागों से बी.एस.एन.एल. में प्रतिनियुक्ति पर आए सभी व्यक्तियों को वापस भेजने के लिए कदम उठाए जा सकते हैं। इसके अलावा, संगठन के लिए उनकी उपयुक्तता के संबंध में सभी कार्मिकों का आकलन किया जाए और कर्मचारियों को कम करने के प्रयास किए जाएं।

जिम्मेदार: दूरसंचार विभाग (डीओटी)

समय-सीमा: 31.10.2026

प्रधानमंत्री कार्यालय ने संकेत दिया है कि बी.एस.एन.एल. (भारत संचार निगम लिमिटेड) के पास अत्यधिक कर्मचारी हैं ("मानव संसाधन-भारी")। यह कहने का एक शिष्ट तरीका है कि कंपनी के पास अपने वर्तमान कार्यों के लिए आवश्यकता से कहीं अधिक कर्मचारी हैं, जिससे इसकी दक्षता और वित्त दोनों पर बुरा असर पड़ रहा है।

इसे ठीक करने के लिए, सरकार ने दो तत्काल और ठोस कार्यों के निर्देश दिए हैं:

1. प्रतिनियुक्ति कर्मियों की वापसी:

विभिन्न केंद्र सरकार के विभागों/मंत्रालयों के कई अधिकारी और कर्मचारी वर्तमान में प्रतिनियुक्ति (अस्थायी पोस्टिंग) पर बी.एस.एन.एल. में काम कर रहे हैं।

ऐसे सभी लोगों को उनके मूल विभागों में वापस भेजा जाना चाहिए।

इसका उद्देश्य बी.एस.एन.एल. को अतिरिक्त मानव संसाधन ढोने से रोकना है जो वास्तव में कहीं और के हैं।

2. संपूर्ण कर्मचारी मुल्यांकन और कटौती:

दूरसंचार विभाग (डीओटी) को बी.एस.एन.एल. के प्रत्येक कर्मचारी (नियमित कर्मचारी + कोई भी शेष प्रतिनियुक्ति कर्मी) की व्यापक समीक्षा करनी होगी।

शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ पर शंभ

समीक्षा में यह जांचा जाएगा:

क्या व्यक्ति का कौशल सेट बी.एस.एन.एल. की वर्तमान और भविष्य की जरूरतों के लिए उपयुक्त है?

क्या उनका प्रदर्शन सही स्तर का है?

क्या हमें वास्तव में इस पद की आवश्यकता है?

मूल्यांकन के आधार पर, कर्मचारियों की कुल संख्या कम करने के लिए ठोस कदम उठाए जाने चाहिए (उदाहरण के लिए, स्वैच्छिक सेवानिवृत्ति योजना, रिक्त पदों को न भरना, पुनर्नियोजन, या अन्य मानव संसाधन उपायों के माध्यम से –कार्यवृत्त में सटीक तरीका निर्दिष्ट नहीं है, लेकिन इरादा स्पष्ट है: कुल कर्मचारी संख्या कम करना)।

यह बिंदु क्यों उठाया गया?

– बी.एस.एन.एल. ऐतिहासिक रूप से एक बहुत बड़ा सार्वजनिक क्षेत्र का नियोक्ता रहा है। 2019-20 की पिछली स्वैच्छिक सेवानिवृत्ति योजना के बाद भी, कर्मचारियों की संख्या इसके राजस्व और नेटवर्क आकार की तुलना में अत्यधिक मानी जाती है।

सरकार चाहती है कि बी.एस.एन.एल. अधिक दुबला, प्रतिस्पर्धी और आर्थिक रूप से व्यवहार्य बने खासकर जब इसे 4जी/5जी रोलआउट और ग्रामीण कनेक्टिविटी (भारतनेट, आदि) में एक प्रमुख खिलाड़ी के रूप में स्थापित किया जा रहा है।

– बी.एस.एन.एल. की स्थिरता के लिए वेतन बिल कम करना आवश्यक समझा जाता है।

समय-सीमा और जिम्मेदारी

– दूरसंचार विभाग (डीओटी) पूरी तरह से जिम्मेदार है।

सभी कार्य 31 अक्टूबर 2026 तक पूरे किए जाने हैं (अर्थात, ज्ञापन जारी होने की तारीख से लगभग 7-8 महीने के भीतर)।

– इस कार्य बिंदु पर प्रगति की निगरानी की जाएगी और प्रधानमंत्री कार्यालय/नीति आयोग को रिपोर्ट दी जाएगी।

संक्षेप में, बिंदु 10 प्रधानमंत्री की ओर से बी.एस.एन.एल. के कार्यबल को कम करने का एक स्पष्ट निर्देश है, पहले बाहरी प्रतिनियुक्ति कर्मियों को हटाकर और फिर एक उचित उपयुक्तता अभ्यास करके ताकि केवल सही संख्या में सही लोग ही संगठन में बने रहे। यह सार्वजनिक क्षेत्र के दूरसंचार में दक्षता बढ़ाने के व्यापक प्रयास का हिस्सा है।

इसके अतिरिक्त एक दूसरी उड़ती खबर तैर रही है कि बी.

एस.एन.एल. संगठन का संगठनात्मक पुनर्गठन भी जारी है, जिसके तहत सर्किलों की विलय की प्रक्रिया चल रही है। इस पुनर्गठन प्रयास के तहत कई टेरिटोरियल और नॉन टेरिटोरियल सर्किलों का आपस में विलय किया जा रहा है। नए प्रशिक्षण केंद्र पुनर्गठन योजना के तहत सभी क्षेत्रीय प्रशिक्षण केंद्र और जोनल दूर संचार प्रशिक्षण केंद्र को बंद करने की योजना बनाई गई है। साथ ही सर्किल और बिजनेस एरिया कार्यालय में कर्मचारियों की संख्या कम की जा रही है। परिचालन दक्षता बढ़ाने के लिए अधिकतम कर्मचारियों को फील्ड यूनिट्स में तैनात करने पर जोर दिया जा रहा है। स्वैच्छिक सेवानिवृत्ति योजना की समीक्षा चल रही है और संभावना है कि इस जून 2026 के बाद अंतिम रूप दिया जाएगा। बोस्टन कंसल्टेंसी ग्रुप के प्रस्ताव को लागू करने की प्रक्रिया जारी है और प्रबंधन द्वारा इन्हें बड़े पैमाने पर स्वीकार किया गया है।

बी.एस.एन.एल. के समस्त कर्मचारी संगठनों ने बोस्टन कंसल्टेंसी कंपनी जो अमेरिका की कंपनी है, की नियुक्ति का पुरजोर विरोध किया था। इस कंपनी को 131 करोड़ की राशि देकर अनुबंध किया गया था। यह समझ से परे है कि जहां बी.एस.एन.एल. के अंतर्गत अभियंत्रण में विशेषता रखने वाले उच्च पदस्थ प्रबंधन के सदस्य हैं, यह उनकी दक्षता को चुनौती है। मसलन इतने दक्ष अधिकारियों के समूह के रहते हुए प्राइवेट कंसल्टेंसी कि क्या जरूरत हुई।

इसलिए, हम एक ट्रेड यूनिथन के नाते मांग करते हैं कि सरकारी प्रयासों को कर्मचारी-केंद्रित बनाया जाए। उत्थान की रणनीति में कर्मचारियों को भागीदार बनाया जाए, न कि दर्शक। लंबित मांगों को जल्द से जल्द पूरा किया जाए। कर्मचारियों के साथ उनकी गरिमा के अनुरूप व्यवहार हो। बी.एस.एन.एल. का सच्चा उत्थान तभी संभव है जब कंपनी की बैलेंस शीट के साथ-साथ कर्मचारियों के हृदय में भी आशा का संचार हो।

यह लड़ाई केवल वेतन या सुविधाओं की नहीं है, बल्कि इस बात की है कि बी.एस.एन.एल. अपने कर्मचारियों का घर है या महज एक कार्यालय। आइए, हम सब मिलकर यह सुनिश्चित करें कि इस घर की हर ईंट को मजबूती मिले, न कि उसे अनदेखा करके केवल रंग-रोगन पर ध्यान दिया जाए।

इस बीच हमारे संगठन एनएफटीई, बी.एस.एन.एल. की राष्ट्रीय कार्यकारिणी की सभा दिनांक 14 एवं 15 मार्च 2026 को पटना में होने जा रही है। आइए, हम सभी मिलकर कर्मचारियों की सुरक्षा एवं कंपनी को गौरवशाली बनाने की दिशा में ठोस विचार विमर्श करके आगे की रणनीति तय करेंगे।

एनएफटीई जिंदाबाद

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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

TF-4/1

Dated:-12-02-2026

Notice

It is hereby notified that "National Executive Committee meeting" of NFTE (BSNL) will be held from 14-03-2026 to 15-03-2026 at Patna (Bihar), under the Presidentship of Com. C.K. Mathivanan, All India President. All CHQ office bearers, All India Invitees and Circle Secretaries are requested to attend the meeting as per the schedule and conform your arrival at Patna upto evening of 13-03-2026 and departure at late evening on 15-03-2026 or any time on 16-03-2026. The meeting will start at 10.00 am sharp on 14-03-2026.

Venue:- Venue will be communicated later.

The items of agenda to be discussed:-

- (1) Organisational Review – Report by G.S.
- (2) 3rd wage revision/pension revision.
- (3) Settlement of problems.
- (4) Formation of new promotion policy
- (5) Holding of LICE for promotion in each Cadre.
- (6) Issues of direct recruits employees.
- (7) 10th membership verification.
- (8) Rule -8/Rule -9 Transfers.
- (9) Functioning of councils.
- (10) Four Labour Codes.
- (11) Policy and programme.
- (12) Any other items with permission of the chair.

(Chandeshwar Singh)
General Secretary

Copy forwarded to:-

- (1) PGM (SR) BSNL, Corporate office, New Delhi, for information and to kindly issue order to grant special Casual leave to participants for the period of the meeting alongwith usual transits.
- (2) All Central office bearers/Invitees.
- (3) All Circle Secretaries.
- (4) O/c and spare.

(Chandeshwar Singh)
General Secretary