



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/518(PHONE)

10.06.2025

To,

**Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001**

Sub: - **Treating the Non-Executive employees with step-motherly attitude – reg.**

Sir,

We wish to bring the following the following to your kind notice, for favour of information and necessary action.

The Corporate Office, vide letter no.BSNL CO-ADMN/77/2/2024-ADMN dated 07.05.2024, enhanced the financial limits for reimbursement of mobile handset cost for the Executives. This letter covers officers from the grades ED/CGM, up to the level of JTOs. Thereafter, the Management has approved the reimbursement of the cost of laptops to the Executives, up to the JTO level. We wish to make it very clear that, BSNLEU is not against extending such facilities to the Executives.

At the same time, the Management is in the habit of rejecting every single demand of the Non-Executives, citing the financial crisis, being faced by the Company. This is nothing but meting out step-motherly treatment to the Non-Executive employees. A case in point is the rejection of the demand of BSNLEU for extending the facility of reimbursement of the cost of mobile handsets to the Non-Executives.

BSNLEU, vide it's letter no.BSNLEU/518(PHONE) dated 08.05.2024, written to the CMD BSNL, demanded the extension of the facility of reimbursing the cost of mobile handsets to the Non-Executives. However, no action was taken on this. Again, BSNLEU wrote a letter to the Director (HR) on 19.11.2024, giving full justification for the extension of the facility of reimbursement of the cost of mobile handsets to the Non-Executives. This was followed by another letter to the Director (HR) on 24.04.2025. The issue was also discussed with the Director (HR) in detail. However, we are informed that the Management has decided not to extend this facility to the Non-Executive employees.

Once again, we wish to state that, all the Non-Executive employees, right from the ATTs, TTs, JEs, Sr.TOAs, etc., are extensively using mobile handsets in the discharge of their day to day official duties. Especially, the employees deployed in sales and marketing are using their personal mobile handsets for marketing the products of BSNL. It is unfortunate that, the Management is denying the facility of reimbursement of mobile handset cost to the Non-Executives.

So far as the JEs are concerned, they are being compelled to do the duties of JTOs and SDEs. They are extensively using their personal mobile handsets for carrying out various day today activities for the Company. The Management is not hesitating to extract the works of JTOs and SDEs from the JEs. It is unfortunate that, while liberally providing mobile handsets and laptops to the JTOs and SDEs, the Management feels it is unnecessary to provide even mobile handsets to the JEs.

The step-motherly treatment being meted to the Non-Executives is frustrating them. It makes them to lose their sense of belongingness to this Organisation. The Management wants to motivate every employee to promote sales and marketing and thereby increase the revenue generation of the Company. It wants every employee to take personal interest to improve the up time of our networks. All these cannot be achieved by demotivating them by rejecting even their justified demands.

In the light of our above submission, we request the Management to revisit the issue and to take a positive decision for the extension of the facility of reimbursement of the cost of mobile handsets to the Non-Executives.

Thanking you,

Yours sincerely



[P. Abhimanyu]
General Secretary

Copy to: (1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) Shri S.P. Singh, PGM(Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001