



**Animesh Chandra Mitra**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/421 (ALLOW)**

**18.06.2026**

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sub: - **Constitution of Committee to Examine Issues Relating to Medical Facilities, Revision of TA/DA, Superannuation Benefits (SAB) and IDA-related matters – reg.**

Ref: - (1) BSNL CO letter No. BSNLCO-A/11(11)/4/2025-ESTAB dated 02.06.2026.  
(2) BSNL CO letter No. BSNLCO-A/11(11)/4/2025-ESTAB/3 dated 25.04.2025.

Sir,

Please refer to the letters cited above.

As per reference (1), the Management has constituted a Committee to examine issues relating to Medical Facilities, revision of TA/DA, Superannuation Benefits (SAB) and IDA-related matters. The order has also dissolved the earlier committee constituted for this purpose.

While welcoming the formation of the new committee, which has been constituted following the sustained efforts and persuasion of the unions and associations, we would like to express our serious concern and dissatisfaction on the following issues:

- 1. Absence of Staff Side Representation:** No representatives from the staff side have been included in the committee. Since the issues under consideration directly affect the welfare and financial interests of employees, it is essential that representatives of the recognized unions and associations are included in the committee. Their participation will ensure meaningful deliberations, transparency and balanced recommendations reflecting the concerns of the employees.
- 2. Exclusion of Various Allowances:** The terms of reference of the newly constituted committee are silent on several important allowances which have remained pending for revision for a long period. These include House Rent Allowance (HRA), Rural Duty Allowance, Cycle Maintenance Allowance, Cash Handling Allowance, Uniform, Raincoat, Chappals and Shoes, Washing Allowance and other allowances applicable to employees.

It is pertinent to mention that these issues formed part of the mandate of the earlier committee. Therefore, their exclusion from the purview of the new committee is not justified. These allowances have a direct bearing on the working conditions and financial well-being of employees and hence deserve equal consideration by the committee.

**3. IDA-related Matters:** The inclusion of IDA-related matters in the terms of reference of the committee has caused concern among employees. The issue arose due to a confusing order issued by the DPE, which subsequently led to uncertainty among the employees. However, the matter has since been clarified and settled through the collective efforts and persuasion of all concerned.

Further, IDA is a common issue applicable to all Central Public Sector Enterprises and is governed by policy decisions at the appropriate level. Referring such an issue to an internal committee of BSNL serves little purpose and may only create avoidable uncertainty among employees. Therefore, the inclusion of IDA-related matters in the committee's mandate is neither necessary nor acceptable.

**4. Absence of a Time-bound Schedule:** No timeframe has been prescribed for the submission of the committee's report. In the absence of a definite timeline, there is every possibility of undue delay in addressing these long-pending issues affecting employees. A clear and time-bound schedule for completion of the committee's work and submission of its recommendations is necessary to ensure expeditious resolution of the issues.

In view of the above, we request your good self to kindly consider our views and take necessary action on the matters explained.

We sincerely hope that our concerns will receive favourable consideration in the interest of fairness, transparency and the welfare of BSNL employees.

Thanking you,

*Yours sincerely,*

A handwritten signature in black ink, appearing to read 'Animesh Chandra Mitra', with a horizontal line underneath.

**[Animesh Chandra Mitra]**  
**General Secretary**