



# BSNL EMPLOYEES UNION

Central Head Quarters

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**Animesh Chandra Mitra**  
General Secretary

Main Recognised Representative Union.  
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**BSNLEU/604 (DEV)**

**28.08.2026**

To,

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

Sub: - **Submission of options for Competency Repository for Non-Executives – Request for review of the exercise in consultation with the Recognised Unions at CHQ and Circle levels - req.**

Sir,

We wish to strongly protest against the Corporate Office order dated 24.08.2026 seeking submission of options from Non-Executives within only four days for creation of a comprehensive competency repository. It is unfortunate that the Management has taken the decision without any discussion with the Recognised Unions at any level.

However, we would like to draw your attention on the following points to your kind consideration:-

- (1) Unreasonably short time:** Four days is totally insufficient for Non-Executives to properly study and understand the subject in depth and submit an informed option. Adequate time is essential for such an important exercise.
- (2) Non-availability of smartphones:** The Department has not provided smartphones to Non-Executives. Hence, many officials are facing practical difficulties in downloading the prescribed app and submitting their options in the prescribed manner.
- (3) No consultation with Recognised Unions:** Such an important exercise should have been discussed with the Recognised Unions before issuing the order. The Circle Management is already aware of the duties, work and skills being performed by the officials, and the required information could have been collected through proper consultation.

In view of the above genuine difficulties, we request your kind intervention to postpone the exercise for the time being and hold proper consultations with the Recognised Unions before proceeding further, so that the concerns of the Non-Executives can be duly considered.

Thanking you,

Yours sincerely,

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

Copy to: (1) Shri S.P. Singh, PGM(Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001  
(2) Shri Rajeev Kaushi, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001