



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/540 (H&V)

25.09.2026

To,

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

Sub: - **Direction issued to Chief General Managers to identify employees for compulsory retirement under CDA Rule 55-A – Panic and apprehension among employees – Request for withdrawal of the circular – Reg.**

Ref: **Corporate Office Letter No. BSNLCO-RSTG/18(11)/1/2026-WS and I/1 dated 17-09-2026.**

Sir,

As per CDA Rule 55-A, the Management of BSNL has the provision to compulsorily retire officials who are considered inefficient, corrupt or indisciplined and who have completed 50 years of age. BSNLEU has already strongly opposed this provision in the CDA Rules.

Against this backdrop, the circular issued by the BSNL Corporate Office on 17-09-2026 has created considerable panic and apprehension among the employees throughout the organisation.

Through the above-referred circular, instructions have been issued to the Chief General Managers of all the Circles to identify employees who may be prematurely retired by giving three months' notice or by paying three months' pay and allowances. The circular has also stated that a High-Level Centralised Committee has been constituted at the Corporate Office level to take the final decision regarding the premature retirement of employees.

BSNLEU strongly opposes this decision of the Management. There are already established provisions and procedures under the applicable rules for identifying employees who are inefficient, corrupt or guilty of misconduct and for taking appropriate disciplinary action against them. In such circumstances, directing the Chief General Managers of all Circles to identify employees for premature retirement tends to create an impression that a large number of inefficient, corrupt and indisciplined employees are working in BSNL. BSNLEU strongly disapproves of such an approach, which is bound to adversely affect the morale and confidence of the employees.

It is also pertinent to point out that this circular has been issued at a time when BSNL continues to face financial challenges despite the implementation of three Revival Packages provided by the Government of India. The timing and content of the circular tend to create an impression that the employees are being held responsible for the financial difficulties of the Company. BSNLEU strongly objects to any such attempt to shift the responsibility for the Company's financial difficulties onto the employees.

It is relevant to mention that BSNL's mobile market position has faced serious challenges even after the rollout of its 4G services. There are several factors responsible for the Company's difficulties, including issues relating to the sub-standard 4G network and equipment. While private telecom operators have been able to deploy equipment and technologies from established international vendors, BSNL has faced various challenges in the deployment and performance of its 4G network. These issues need to be addressed at the Management and policy levels and cannot be attributed to the employees.

There are also several other factors contributing to the present challenges faced by BSNL, for which the employees cannot be held responsible. The Management must recognise that improving the quality, reliability and competitiveness of BSNL's services is essential for strengthening the Company's financial position and ensuring its early revival.

We wish to reaffirm that the employees of BSNL are fully committed to making their best efforts for improving the performance and financial position of the Company and ensuring its early revival. However, creating an atmosphere of fear and insecurity among the employees will not help in achieving these objectives. On the contrary, it is likely to adversely affect employee morale and productivity.

In view of the foregoing, we earnestly request you to kindly reconsider the issue and withdraw the circular dated 17-09-2026 cited under reference.

Thanking you,

Yours sincerely,



[Animesh Chandra Mitra]
General Secretary

Copy to: Shri Rajeev Kumar Kaushik, PGM (Resg.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001