

No. BSNLCO-SR/14(12)/1/2026-SR

Dated: 11.03.2026

Subject: Minutes of Director (HR) meeting with BSNLEU and NFTE on burning issues held on 18.2.2026

The meeting on burning issues agenda submitted by BSNLEU and NFTE jointly was held under the chairmanship of Director (HR) at 11.30 AM on 18.2.2026 at Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-A.

PGM (SR) welcomed the Chairman and all the members of the unions and management. He stated the Management side and unions side sit together to make every possible effort to resolve the issues.

Unions appreciated the management for holding the meeting at short notice and expressed concerns over long pending issues. Concerns from Karnataka, Andhra Pradesh and Telangana Circles were raised regarding Mobile App attendance for Non-executives. Unions were hopeful that these issues will be resolved with the compassion and positive attitude of Management.

Dir (HR) also welcomed all participants and assured that the issues will be discussed in a constructive manner with positive and humanitarian view in the interest of company.

Thereafter, agenda points were taken up for discussion.

(1) (a) Review of Cadre Restructuring and holding of LICE.

Unions submitted that it was assured in the last National Council meeting that cadre restructuring would be reviewed to provide opportunities to circles where TT, JE and JTO examinations could not be conducted for a long time. The issue of justification of vacant posts was also discussed, with a decision to review the cadre restructuring accordingly. However, even as of February 2026, no progress has been made, and several circles continue to be deprived of holding LICE in different cadres. In this connection, the issue relating to declaration of results of the, JTO LICE for the Punjab Circle for the vacancy years 2015—16, 2016—17 and 2017—18 was discussed with the Management. However, the results are still pending.

Management stated that post-VRS Organizational Restructuring and manpower plan was approved by the BSNL Board in Nov-2021 after due deliberation, based on assessed manpower requirements and business needs of BSNL. However, review of Organizational Restructuring is under examination.

The results JTO (T) cadre LICE for VYs 2015-16, 2016-17 & 2017-18 held on 11.12.2016, 20.01.2019 and 26.05.2019 respectively in Punjab Circle were not declared so far due to pending court cases. Meanwhile the working strength of JTO (T) in Punjab Circle after post- VRS restructuring has gone well beyond the sanctioned strength of the cadre. Therefore, after reviewing the position, with the approval of the competent authority, the said LICEs in respect of Punjab Circle have been cancelled

in view of the excess manpower in JTO (T) cadre in the Circle vide this office letter no. BSNLCO-A/16(17)/5/2023-ESTAB dated 20.02.2024.

Management agreed to examine the matter in consultation with legal.

-Action by Estt. Cell

(b) Holding of LICE for Promotional Cadres of CSS Staff Working in BSNL Corporate Office.

Union submitted that the issue regarding the conduct of Limited Internal Competitive Examinations (LICE) for promotional cadres for CSS staff working in the BSNL Corporate Office has been discussed with the Management on several occasions. However, no effective action has been initiated by the Corporate Office Management to conduct the departmental, examinations, thereby depriving CSS staff of timely promotional opportunities in their service career. In this connection, we may also highlight the case of Shri Prakash Mani, TT, UP (East) Circle, who has been deprived of the benefit of promotion under the Modified Assured Career Progression (MACP) scheme.

Management informed:

Regarding promotion to the grade of Assistant Managers of CSS Cadre, no vacancy arose till 2022. The vacancy position for VY 2023, VY 2024 and VY 2025 is as under:

Vacancy Year	Total	LICE (50%)	DR (50%)
2023	03	02	01
2024	05	03	02
2025	01	01	00

The preparing of reservation rosters for the grade of Assistant Managers is under process.

Regarding promotion to the grade of UDC of CSCS Cadre, no vacancy arose till 2023. The vacancy position for VY 2024 & 2025 is as under:

Vacancy Year	Total	SCF (50%)	LICE (50%)
2024	03	02	01
2025	01	01	00

The preparing of reservation rosters for the grade of UDC is under process.

Regarding promotion to the grade of LDC of CSCS Cadre, no vacancy arose till 2023. The vacancy position in the grade of LDC of CSCS Cadre for VY 2024 is as under:

Vacancy Year	Total	SCF (50%)	LICE (50%)
2024	02	01	01

No vacancy is created in VY 2025.

As per Recruitment Rules of LDC- 2009, the vacancies are to be filled as SCF & LICE in 50:50 ratio. The educational qualification is possessing of Matriculation or equivalent educational qualification. There are total 4 Group D working in feeder cadre and out them only one staff is having requisite educational qualification. But he has police case against him.

Regarding promotion to the grade of PA of CSSS cadre, no vacancy arose till 2024 since the working strength in the grade of PA was either more or equal to the sanctioned strength. The vacancy position in the grade of PA of CSSS Cadre for VY 2025 is as under:

Vacancy Year	Total	LICE (50%)	DR (50%)
2025	02	01	01

In respect of the case of Shri Prakash Mani, ATT (repatriated to DoT), the DoT had requested to provide the requisite details for the purpose of granting MACP. The vigilance clearance with details furnished by UP (E) Circle has already been sent to DOT for granting MACP vide this office letter No. BSNLCO-A/15(22)/19/2021-Estt dated 29.7.2025.

Management agreed to complete the rosters.

-Action by Pers. Cell

2. Career Progression of Outstanding Sports Personnel.

Union submitted that the issue of denial of career progression to outstanding sports personnel was discussed in the last National Council meeting. Only six candidates are involved in this case and it was assured that the matter would be examined and settled strictly in accordance with the guidelines issued by the Corporate Office prior to the commencement of the sports events. However, no concrete action has been taken so far.

Management informed that the executive committee considered 06 Career progression cases including the case of Ms. Nandita Dutta, JSA, West Bengal Circle, as was stated by BSNL EU.

The executive committee of BSNL Sports & Cultural Board comprising of PGM (Admn. & PR) – Chairman, and Jt. GM (WL & Sports)- Member and Jt. GM(Pers.)- Member and AGM(EF) – Member of the committee. The committee had examined the suitability of sports personals and found that these sports persons does not fulfilling the minimum eligibility criteria for promotion and their case had been rejected. The committee recommended only one case out of six cases for career progression based on their fulfilling the eligibility criteria considered for Career progression.

BSNL Career progression policy for the outstanding sports persons issued on date 1st May, 2008. As per the policy to qualify for career progression under the National Level category, a sportsperson must meet either of the following:

Individual (Gold/Silver)-One or Individual (Bronze)-Two

OR

Team Even (Gold)-One or Team Event (Silver)-Two

This is clear from above that Ms. Nandita won one Bronze in individual performance and one Bronze in Team Performance. Hence she is not eligible for promotion under the existing policy, as her medals span across different event categories (Individual and Team), and the policy does not allow combining medals across categories to meet the threshold.

As far as letter no 29-13/2017-BSNL (Sports) dated 21st September 2017 is concerned, then these instructions were issued for the conduct of All India BSNL Tournaments/Meets. In the said

letter Women's doubles mentioned as individual event for the purpose of internal communication to play the games, not for considering it as an individual performance.

After deliberation on the issue, management decided to get the independent opinion.

-Action by Admn. cell

3. Issues arising from conversion from GPF to EPF

Unions submitted that several officials, particularly in Bihar and Odisha circles are badly affected due to the conversion from GPF to EPF. This issue was discussed in the last National Council meeting. However, it is unfortunate that even now, EPF contributions deducted from the employee's w.e.f. 01.10.2000 have not been remitted by the Management to the EPF authorities in respect of some officials, causing serious hardship to the affected employees.

Management informed that Establishment Branch vide Letter BSNLCO-A/13(17)/2/2023-ESTAB dtd 02.12.2024, BSNLCO-A/13(16)/1/2024-ESTAB dtd 21.03.2024, 16.04.2024, 21.08.2024 & 10.12.2025 and BSNLC-A/13(19)/1/2023-ESTAB dtd 20.06.2024 has directed the concerned Circle to complete the process of EPF A/Cs for CL/TSM/RMs who are PSU appointees.

It is expected that Circles have opened the EPF accounts for the concerned employees. Unions may raise any specific case where action has not been taken by the Circle.

Management requested unions to provide details of such cases for necessary action.

-Action by Estt. cell

4 Implementation of Special Concessions / Incentives for Employees in Kashmir Valley.

Unions submitted that the Central Government has already issued orders regarding the extension of Special Concessions / Incentives to BSNL employees working in the Kashmir Valley and the same has also been endorsed by the Department of Telecommunications for implementation in BSNL. Despite this, it is regretted that the BSNL Management is showing reluctance in implementing the said orders.

Management informed that the subject matter pertains to extension of special concessions/incentives to Central Government employees working in Kashmir Valley for a further period of three years w.e.f. 01.08.2024. The proposal involves financial implications, which have not been provided in the current Financial Year as informed by EF Branch. In the absence of which the matter remains to be decided by the competent authority.

Management agreed to reconsider the issue in next financial year.

-Action by Estt. cell

5. Payment of DA to Casual Labourers

Unions submitted that on several occasions, the issue of payment of Dearness Allowance to casual labourers, pending since January 2025, has been raised by the unions. It is unfortunate that while DA is being sanctioned to regular staff and CDA as per the 7th CPC is being paid to officers, the DA payable to casual labourers, who are drawing DA as per the 6th CPC, continues to remain unpaid.

Management informed that casual workers/Temporary Status Mazdoors (TSMs) are being paid wages as per Group-D pay-scale of the Central Government under 6th CPC. They are also paid DA as notified by the Central Government from time-to-time under VIth CPC. The revision of DA for

casual workers/TSMs from January, 2025 onwards is under consideration of the competent authority.

Management agreed to reconsider the issue in next financial year.

-Action by Estt. Cell

6. Compassionate Ground Appointment — special drive.

Unions submitted that it was decided in the National Council meeting that a special drive would be undertaken for Compassionate Ground Appointment (CGA), with top priority being accorded to employees who passed away while on duty. The unions had also highlighted specific cases for immediate consideration. In this context, the case of Smt. C. Manjula, wife of Late Shri C. Pandu Ranga Rao, TT, Ananthapur, which was forwarded by the AP Circle to the Corporate Office, is still pending for consideration.

Management informed that as the CGA is held in abeyance till further orders, the CGA of the dependents of employees who passed away while on duty (while performing duty) are also under the umbrella of the abeyance order.

However, Management agreed to reconsider the above as special case.

-Action by Estt. cell

7. New Promotion Policy for Non-Executives— removal of discrimination between EPP and NEPP

Unions submitted that the issue relating to the formulation of a new promotion policy for Non-Executives, aimed at removing the existing discrimination between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP), was discussed with the Management. It was decided that a Committee would be constituted to examine the anomalies between EPP and NEPP and to submit its recommendations. However, it is unfortunate that, till date, no tangible progress or improvement has been observed by the Staff Side.

Management informed that the NEPP was approved by the BSNL Board after due consultation/ negotiations with the concerned employee unions, and it was notified on 23.03.2010 (the EPP was already notified in 2007). It provides four time bound promotions to the non-executives of the Company for services in BSNL, along with the post-based promotions, which are decided as per available vacancies. This policy has also adopted the erstwhile promotions policies of DOT. However, pursuant to the last NCM meeting discussion, the competent authority has constituted a committee. The committee has held a meeting to understand the various aspects of the Non-Executive Promotion Policy. However, due to the subsequent leave of a sitting member, the Committee has not been able to conclude its consideration. Further next meeting will be conducted soon on joining of the member.

Union side demanded the copy of constitution of the committee to which management agreed.

-Action by Estt. Cell

8. Revision of Perks and Allowances for Non-Executives

Unions submitted that the Management had informed that a Committee has been constituted to revise the perks and allowances applicable to Non-Executives. However, the Staff Side has not been given any opportunity to submit its views or suggestions, as no formal notification has been issued by the Management regarding the constitution, terms of reference, or functioning of the said Committee.

Management informed that three committees of senior officers have been constituted to deliberate on the revision of perks & allowances for executive and non-executive employees. The issue is being examined with regard to financial viability.

Union side demanded the copy of constitution of the committee to which management agreed.

-Action by Estt. cell

9. Sanctioning of Festival Advance.

Unions demanded that the issue of sanctioning Festival Advance is a long-pending matter that has been consistently pursued by the Staff Side. As the amount involved is only in the nature of an advance, it does not impose any significant financial burden on the Company. At the same time, the Festival Advance would provide much-needed financial support to employees during various festivals throughout the year. The advance can be conveniently recovered from the employees in 10 to 12 monthly instalments. Despite these facts, the Management has not yet acceded to the legitimate request of the Staff Side.

Management informed that three committees of senior officers have been constituted to deliberate and recommend revision of perks & allowances including TA/DA on official domestic and foreign tours & Transport allowance vis-à-vis financial position of BSNL. The issue is being examined with regard to financial viability.

Management agreed to reconsider for discussion on the issue in next financial year.

-Action by Estt. Cell

10. Extension of time period for Rule-9 transfer cases.

Union submitted that the issue relating to the deputation period of employees transferred under Rule-9 was discussed with the Management. It has been observed that, in some cases, employees opting for transfer under Rule-9 have been allowed a deputation period of only two years. However, in recent instances, similar transfers to other PSUs have been permitted for a longer period of up to seven years. In this context, the Staff Side demanded that employees transferred under Rule-9 within BSNL should also be extended the same deputation period, ensuring parity and fairness. Further, a few officials who had reverted from JTO to JE have submitted applications requesting reconsideration of their cases and restoration of their promotion. The Staff Side has requested the Management to examine these applications sympathetically and take an appropriate decision.

Management informed that presently, the existing BSNL Employees Transfer Policy is under review and draft of revised BSNL Employees Transfer Policy recommended by the Committee of senior officers have already been shared with recognised Unions/Associations & Support Associations for their valuable inputs/comments.

Management agreed to reconsider the issue in next financial year.

-Action by Pers. Cell

11. Issuance of Presidential Orders to left out candidates.

Unions submitted that on several occasions, the Recognised Unions have drawn the attention of the Management towards the issuance of Presidential Orders to certain left-out candidates. Although the concerned circle administrations have already forwarded their recommendations to the

Corporate Office, the cases are still pending without any final decision. The continued delay is causing undue hardship to the affected employees. Some of the pending cases include: Shri Babul Dutta, TT (Assam Circle); Shri Mohanlal M. Yadao, Retd. Tr (Maharashtra Circle); Shri S.P. Mhapankar, Motor Driver (Maharashtra Circle); Shri Jeet Ram Thakur, JE (Himachal Pradesh Circle); Shri Braj Kishore Singh, TT (Jharkhand Circle) and Shri Prasant Kumar Srivastava, TT (UP (East) Circle).

Management informed the status of the cases, as under:

- a) Shri Babul Dutta : The case was received through mail dated 11.12.2025 from Assam Circle. The required physical documents are asked from the Circle and under process.
- b) Shri S P Mahapankar : Case already submitted to DOT .
- c) Shri Braj Kishore Singh : Case already submitted to DOT.
- d) Shri Mohan Lal Yadao : As per Circle, no case pending for PO.
- e) Shri Prashant Kumar Srivastava : The case was sent to DOT for the issuance of PO for absorption in BSNL.
- f) Shri Jeet Ram Thakur : Recruited in 2001 as lorry driver (HR). Promoted to JE (HP). No issue of PO pending.

Establishment branch is dealing with the P.O. cases of left out casual labours under Deptt. of Telecom Service, New Delhi letter dtd 29.09.2000 and DoT, New Delhi letter dtd 20.10.2006, who were granted TSM status on or before 30.09.2000 and have been regularized as RM in BSNL. Recently, as per the direction of DoT, this office has taken up a detailed exercise to verify the service books of all concerned employees (TSM/RM) for availability of PO. After the exercise, only 14 cases have been found without PO and action is already being taken by Circles to conclude this cases.

Management requested unions to provide details of cases for necessary action.

-Action by Estt. & WS&I Cell

12. Recovery of huge amounts from Staff — request of Staff Side pending consideration.

Unions submitted that they have repeatedly requested the Management to stop the recovery of substantial amounts from employees' salaries on various grounds, as such recoveries are causing serious financial hardship to the affected staff. Specific cases have been highlighted in this regard, including the case of Shri Dinesh Prasad, ATT (Bihar Circle) and Shri Manoj Sharma, SOA (G) (Madhya Pradesh Circle). Although the matter has been discussed with the Management on earlier occasions, it has not yet been considered favourably. The Staff Side requests a sympathetic review and appropriate intervention in such cases.

Management informed:

Case of Shri Dinesh Prasad, ATT, Bihar circle – This case regarding recovery due to wrong pay fixation was disposed of by a two members committee constituted by O/o the CGMT, Bihar Circle Patna.

Case of Shri Manoj Sharma, SOA, MP circle – This case is regarding recovery of EPF contribution of an amount of Rs.4,26,620/- from GPF. The employee has filed OA No.52/2026 against the above recovery order. The matter is pending before the Hon'ble CAT, Jabalpur. The Hon'ble CAT vide its order date 15.01.2026 has stayed the recovery till next date. The NDH in the matter is on 26.02.2026.

Management agreed to re-examine the matter in consultation with legal cell.

-Action by Estt. cell

13 Holding National, Circle, and Local Council meetings within the stipulated time.

Negotiation Committee meetings such as the National Council, Circle Council, Local Council and formal meetings with the recognised unions should be conducted at all levels and in all circles as per the prescribed schedule. It has been observed that the Management at various levels is indifferent in convening these meetings regularly.


Management informed that after 9th MV of Non-executives all CGMs were informed to form Councils at National, Circle and Local level in accordance with Part VIII of BSNL RNEU Rules , 2012 vide SR cell letter No. BSNL/5-1/2022/SR dated 17.10.2022 and re-endorsed vide no. BSNL/39-1/2024-SR dated 7.5.2024. A letter from Director (HR) was issued on 12.9.2024 to all CGMs for necessary action. BSNLEU in its meeting held on 16.7.2025 raised the issue once again and clear instructions were issued vide SR cell letter No. BSNL/39-1/2024-SR dated 29.8.2025. Circles were instructed to hold a formal meeting with Recognised unions if formation of council is not feasible.

Management agreed to union's demand to get status report from circles.

-Action by SR cell

The meeting ended with vote of thanks from PGM (Estt.).

This is issued with approval of competent authority.


(Asha Bawalia) 11/8/26
DGM (SR)

To,
GS, BSNLEU and GS, NFTE

Copy for information:

1. PPS to CMD, BSNL
2. PS to All Directors, BSNL
3. OL section for Hindi translation

Annexure-A**List of Participants**

Participants from Management Side

Sl. No.	Name	Designation
1.	Shri Kalyan Sagar Nippani	Director (HR)
2.	Shri Shambhu Prasad Singh	PGM (Estt/Admn/Rectt & Trg)
3.	Shri Rajeev Kumar Kaushik	PGM (Pers/SR/Restg & WSI)

Participants from Union Side

Sl. No.	Name	Designation
1.	Shri M. Vijay Kumar	All India President, BSNLEU
2.	Shri Animesh Mitra	GS, BSNLEU
3.	Ashwin Kumar	AGS, BSNLEU
4.	Shri Irfan Pasha	Treasurer, BSNLEU
5.	Shri Chanderswar Singh	GS, NFTE
6.	Shri Mahabir Singh	Secretary, NFTE
7.	Shri Uttam Singh Duhan	DGS, NFTE