



# भारतीय मजदूरसंघ

## BHARATIYA MAZDOOR SANGH

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BMS/C-22/328/2024

Dated-29-12-2024

To,  
**Shri Jyotiraditya M Scindia Ji**  
**Hon'ble Minister of communications,**  
**Government of India.**  
**Sanchar Bhawan,**  
**New Delhi - 110001.**

**Subject: Request for Intervention in directing BSNL management to clear the long pending HR issues of Pay, Pension and Promotions and to ensure a proper career hierarchy to the executives of BSNL instead of making BSNL employees subject to another move of VRS which is completely uncalled for as on date, especially in view of the government's claim that BSNL is back on to the path of revival and profitability – Regarding.**

Dear Sir,

Warm greetings from Bharatiya Mazdoor Sangh. It is understood that BSNL management approved another VRS scheme which has come as a huge surprise to employees as well as BMS.

Few days back government stated in Parliament that BSNL is on the path of recovery and is soon going to be in a state of absolute profitability from the current state of operating profit. We were also thankful to yourself for taking the ownership of BSNL employees and commending their role in building the organization and taking it to the path of recovery.

However, this sudden talk of one more VRS for BSNL employees and that too without consulting any of the associations and unions was the last thing expected at this juncture. The best thing that should have been done today was to direct BSNL to clear the long pending HR issues of Pay, Promotion, Pension and 3<sup>rd</sup> PRC as a reward for the sincere approach of employees in carrying forward the organization from a state of peril to a state of growth and development.

Even the Parliamentary Committee on Public Undertakings (COPU) ( 2024-25) in its 6<sup>th</sup> report on the subject (Examination of BSNL overall performance including HR issues) which was presented to the Eighteenth Lok Sabha on 18<sup>th</sup> December 2024 has stated in its recommendations that **BSNL must address the disparities in the Pay Structure between ITS and BSNL employees, harmonizing pay structure by Aligning them with 7<sup>th</sup> Pay Commission Standards, enhancing Superannuation Benefit Contribution for BSNL Recruits , Pushing for Implementation of 3<sup>rd</sup> PRC, proper retirement security to BSNL employees, Regular Promotions and Clear Career Development Pathways are essential to address the stagnation, while expanding medical coverage and Post- Retirement Benefits would improve overall employee welfare. In the crux, COPU has summarized that BSNL should reconsider their HR policy to address the disparity amongst BSNL employees.** (Copy of the excerpts from the Committee Report Attached).

But on the contrary, BSNL management has followed the opposite approach by approving the VRS instead of streamlining the HR policy and addressing the disparity. Such is their inflexible stand that recently a proposal was moved by HR wing to extend promotions for all eligible executives from AGM to

the grade of DGM (Ad-hoc), SDE (Telecom) to AGM (Telecom) grade but the same was unceremoniously dumped by taking the shelter of VRS. Even promotions in cadre of Finance were also stopped from AO to CAO and JAO to AO citing legal issues while the same could have easily been addressed within the organization itself. The promotions at this juncture would have boosted the sagging morale of BSNL executives who have been subject to extreme prejudice as far as promotions are concerned.

Such is the scenario of HR in BSNL that most of the executives having qualifications ranging from M Tech, B tech, Engineering Diploma, Chartered Accountants, Cost and Management Accountants (ICWAs), MBAs, MSCs, M COMs, LLB etc have got only one promotion in their entire career span which goes as high as 24-25 years. No PSU does this type of treatment to its working lot but BSNL management considers themselves as different and are taking no efforts to end this injustice.

It seems that BSNL Management considers VRS as only solution to bring BSNL to profitability and put the onus completely on employees. The sister organization of BSNL ie MTNL floated VRS many times but the company is still struggling to survive. The revival of any company is directly linked with the policy making along with the happiness index of its employees and not on VRS schemes.

**If the benefits of the series of revival packages are not being reaped on by BSNL Management, the failure is only on the part of management and the officers dealing with the policies pertaining to BSNL. The failure to implement a smooth and hassle free indigenous 4G mobile network and the failure to give a seamless network experience to BSNL customers should not be covered in the guise of floating another VRS scheme and instead responsibility should be fixed for BSNL management, DoT and the Vendors for their failure to provide a seamless experience to BSNL customers from the Swadeshi Mobile Network and not fixing up the problems arising out in the core and the network components.**

It is quite clear that root cause of BSNL failure to provide good services is its flawed outsourcing model. The outsourcing model in BSNL has never been implemented properly and can never be implemented in future due to various inherent issues. Comparing BSNL with other private operators is completely uncalled for as the eco system in which BSNL is placed does not provides it with a level playing field. **The revenue Vs Employee Expenditure should not be brought into picture as Private Operators are not giving services in loss making areas nor they are doing anything for the Swadeshi Mobile Network development. Can the ambitious projects of 4G saturation and Swadeshi Mobile Network take shape with outsourcing model.** Such type of difficult projects can only be executed by the employees of BSNL and they have been doing their job with utmost perfection. **Hence BSNL instead of going for outsourcing model should start fresh recruitment in JE, JTO and JAO cadres. Similarly, promotions pending across various grades and streams must be executed now.** Its highly discouraging that in BSNL, one group is getting the benefits of pay and perks of 7<sup>th</sup> CPC while the own BSNL employees are not getting even the benefits of 2<sup>nd</sup> PRC and the perks/allowances are being given on 1<sup>st</sup> PRC rates. The employees of BSNL are doing their job with utmost sincerity and its high time now that they should be rewarded with the benefits of Pay, Promotion, Pension and 3<sup>rd</sup> PRC.

In view of the facts mentioned above, we seek your kind intervention in settling the following demands which has also been recommended by Parliamentary Committee on Public Undertakings (COPU) (2024-25) in their report presented before the 18<sup>th</sup> Lok Sabha:

1. Implement 3rd PRC for the employees of BSNL.
2. Implement the 2nd PRC recommendation of 30 percent Superannuation Contribution to BSNL Recruited employees.
3. Implement the 2nd PRC Recommendation of extending E2 to JTO/JAO Equivalent Grades and E3 to SDE/AO Equivalent Grades.
4. Aligning the perks and allowances at Par with the 7th CPC standards as being given to the DoT officers on deputation in BSNL and ending the disparity amongst employees within BSNL.
5. Direct Management to execute the Proposal for the promotions of all eligible executives in the cadre of SDE to AGM, AGM to DGM immediately.
6. Direct Management to ensure the promotions in Finance stream for the JAOs to AOs and AOs to CAOs immediately.
7. Initiate Fresh recruitment in the cadre of JE, JTO and JAOs instead of going for outsourcing model.

We also suggest entering into discussions with the concerned stake holders of BSNL as there is a lot of discontent in organization and soon it may result in huge unrest.

We humbly request your highest office to step in and ensure that justice is delivered to the BSNL Employees. Your intervention will go a long way in boosting the morale of the employees of BSNL and their families and aligning them with the government vision of Atma Nirbhar Bharat in Telecom. This will also help in ensuring a motivated workforce in BSNL. We sincerely hope for your support in resolving this matter promptly.

**Thanking you in anticipation.**

**Yours sincerely,**



**Ravindra Himte  
General Secretary**

Copy to:

1. Shri Narendra Damodardas Modi, Hon'ble Prime Minister of India for kind information please.
2. Shri J P Nadda Ji, National President, Bhartiya Janata Party in reference to the discussions held.
3. Shri Baijayant Panda Ji, Chairperson, Committee of Public Undertakings (2024-25) for kind information and necessary intervention please.
4. Shri V Satish, Sangathak, Bharatiya Janata Party with reference to the discussions held.
5. Dr Neeraj Mittal, Hon'ble Secretary, Department of Telecom, Sanchar Bhawan, New Delhi for kind information and necessary intervention please.
6. Shri A Robert J Ravi, Chairman and Managing Director BSNL for information and necessary action please.
7. Shri Ravi Shil Verma, General Secretary, AIGETOA BSNL for information.
8. Shri R C Pandey, General Secretary BTEU BSNL for information.