

	BHARAT SANCHAR NIGAM LIMITED (A GOVERNMENT OF INDIA ENTERPRISE) SR Cell, Corporate Office 8 th Floor, Bharat Sanchar Bhawan, Harish Chander Mathur Lane, Janpath, New Delhi-110001
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No. BSNL/7-1/SR/2023

Date: 25.06.2025

APPEAL

To

1-Sh. Ravi Shil Verma,
General Secretary, AIGETOA and Chairman, BDM

2-Sh. R.C.Pandey
General Secretary, BTEU and Convenor, BDM

Sub:Appeal to withdraw all organisational actions by AIGETOA and BTEU proposed from 02.06.2025 to 17.07.2025 as per schedule vide letter dated 20.05.2025.

Ref: 1. Letter No. BDM/2025-26/10 dated 20.5.2025

2. Letter No. BSNL/7-1/SR/2023 Dated 08.05.2025 and 30.05.2025

I am directed to refer to the letter under reference 1, wherein it has been intimated that organizational actions are proposed to be undertaken from 02.06.2025 to 17.07.2025, as per the schedule mentioned therein.

2. Further to the discussions held earlier with Director (HR) and members of the HR group, a subsequent meeting was held on 23.06.2025 between the Forum Leaders and BSNL Management, involving senior officers from the HR vertical and representative of BTEU and AIGETOA. The meeting was attended by Director (HR), PGMs of HR vertical and office-bearers of BTEU and AIGETOA, led by President & GS, AIGETOA and GS & Dy GS BTEU.

3. During the meeting, the management side highlighted the implementation of the indigenous 4G system as a significant milestone for BSNL and for the Country. It was also conveyed that the management remains receptive to constructive inputs and suggestions from the Forum on various matters.

4. Certain issues raised by the Forum, particularly those related to social security such as Superannuation Benefits, PRMB, and the Death Relief Fund, were taken note of. It was conveyed that these aspects would be examined in a comprehensive manner by the HR team, subject to feasibility and policy considerations.

5. The Forum shared its agenda points, and it was conveyed by the management that all necessary steps will be taken to address the issues within the framework of existing policies, operational priorities, and resource availability.
6. In view of the continuing discussions and the positive exchange of views, the management requested the Forum to reconsider the proposed organizational actions. The Forum acknowledged the discussion and noted the assurance that the issues would be looked into with a holistic perspective.
7. At this juncture, when BSNL has been extended revival support by the Government of India, all stakeholders have an important role in ensuring continuity of operations and progress on key deliverables, in alignment with broader organizational goals.
8. In recent times, BSNL has undertaken significant efforts toward transformation to reclaim its position as a leading telecom service provider in India, including the rollout of indigenous 4G services (BSNL has done remarkable work in 4G rollout with more than 86,000 towers on air in the last 10 months), achieving operational profitability in last two quarters after nearly two decades, and renewed focus on service delivery and customer satisfaction.
9. It is imperative that any disruption to operations at this stage may adversely affect the momentum built so far. Continued dialogue and cooperation are essential to addressing employee concerns while ensuring organizational stability and growth.
10. All employees are encouraged to contribute positively to the company's objectives through disciplined efforts, team work, and focus on improving BSNL's financial and operational performance.
11. In view of the above, it is requested that the proposed organizational action be withdrawn, and focus be maintained on constructive engagement and the company's ongoing developmental activities.


Asha Bawalia
DGM SR

Copy to:

1. PPS to CMD, BSNL
2. PS to Director(HR), BSNL Board