

To,

**Dr. Neeraj Mittal Ji,
Secretary,
Department of Telecommunications,
Sanchar Bhavan, New Delhi - 110001**

Subject: Appeal to resolve critical issues impacting BSNL's revival and execution of projects of national importance along with resolution of long pending HR issues - Request for kind intervention.

Respected Sir,

As responsible citizens and committed employees of BSNL, many of us serving the organization for over a decade, we write this with deep concern over the continuing failure of BSNL in addressing the strategic and operational priorities essential to the revival of our national telecom asset and realization of telecom goals which government has set for our beloved company BSNL.

Despite sincere efforts by BSNL employees - reflected in historic March 2025 revenues and a profitable quarter after 17 years - the revival dream under Atma Nirbhar Bharat is not gaining the required momentum. **The indigenous 4G rollout project, a flagship national initiative, is getting marred by delays, mismanagement, vendor-related setbacks and their failure to ensure a trouble-free Mobile network for the customers of BSNL, owing largely to the failures in monitoring and decision making at the top leadership of BSNL.** While, we the employees are determined to bring this divine objective to reality, our efforts are getting marred by the lack of support from the vendors as well as management.

These shortcomings, both in operational execution and HR governance, were categorically flagged by the Committee on Public Undertakings (COPU) also in its December 2024 report. Yet, no corrective action has been taken by BSNL's current leadership. This continued apathy has caused deep resentment among employees, who now feel betrayed, demotivated and disheartened after years of perseverance, patience and hard work.

Despite being a strategic PSU with national presence and immense significance, **BSNL continues to function without a regular appointment at the apex position where continuity is a must for executing the projects of national importance like Swadeshi 4G and Bharatnet.** The presence of a full-time and regular leadership is very much essential for taking expeditious strategic decisions, avoiding setbacks to critical projects and avoiding the organization getting pushed into another phase of uncertainty.

Given this, I, the undersigned, request your kind intervention in resolution of the following core issues raised by the Bharatiya Doorsanchar Manch:

- 1. Accountability for delay in 4G/5G rollout and immediate corrective measures to be taken to resolve the problems for an expeditious rollout of a rugged and trouble-free network for a smooth and seamless experience to the customers.**
- 2. Implementation of recommendations given by the Committee of Public undertakings (COPU) in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Loksabha.**
- 3. Overhauling and strengthening of backhaul and other fiber network of BSNL. Alternate mechanism to arrest the frequent media outage leading to consistent problems in backhaul and low network availability.**
- 4. Provisioning of adequate resources to the field officers for Network and FTTH maintenance, including tools and mobile handsets for field staff.**
- 5. Transferring the ownership back to BSNL for the assets which has been taken by DoT after 01.10.2000 without providing adequate compensation to BSNL.**
- 6. Accountability on the utilization of the revival packages vis-à-vis the investment made and its associated outcome.**
- 7. The outcome associated with appointment of various consultants vis-à-vis the expenditure made.**
- 8. Posting of a Regular CMD, CGMs and BA heads at the earliest in BSNL for continuity in the implementation of the various decisions/projects and telecom objectives of the government especially that of Atma Nirbhar Bharat in Telecom.**
- 9. “One Company - One Policy” for all Employee in BSNL. The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL must be removed and equal rights must be given to all. Immediate redressal of long pending issues of implementation of 3rd PRC, Pension Revision and residual issues of 2nd PRC.**
- 10. Restoration of fairness in HR policies, pay parity, promotions, and career progression. Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated / notified by DoT before formation of BSNL.**
- 11. Cancellation of Arbitrary Transfer orders issued vindictively against executives on promotion as well as long stay. The transfer & posting orders must be issued in line with the transfer policy and past precedence.**

We sincerely hope that this appeal from the ground will serve as a wake-up call to the concerned authorities and prompt swift intervention to protect BSNL's revival, credibility, and national relevance. We remain committed to the furtherance of realization of the telecom objectives set by Government of India especially the Swadeshi Mobile Technology and Bharatnet which are crucial projects for bridging the digital divide between rural and

urban Bharat. We remain fully devoted to the cause and stand firmly in support of realization of national telecom objectives of Government of India and in the interest of our beloved company BSNL.

Jai Hind Jai Bharat

With Regards,

(Signature campaign by BSNL employees in the interest of our beloved company BSNL and in furtherance of realization of the telecom objectives set by Government of India)

S.No	Name	Designation	Employee No./OA	Circle	Signature