

## **Update on BDM leaders Meeting with Hon'ble MOSC on 20-08-2025:**

The leaders of Bharatiya Doorsanchar Manch (BDM) consisting of Chairman BDM & General Secretary AIGETOA Shri Ravi Shil Verma, Convenor BDM & General Secretary BTEU BSNL Shri R C Pandey, AIGETOA President Shri G Veerabhadra Rao, and Co-Convenor BDM & Dy.GS AIGETOA Shri Pavan Akhand met Shri Pemmasani Chandrasekhar, ji Honorable Minister of State for Communications for a follow up meeting on the agenda points submitted to Hon'ble MoC on 17<sup>th</sup> July. The 40 minutes long meeting was held in the office of Hon'ble MoSC wherein detailed discussions were held on the agenda items being dealt by the office of Hon'ble MoSC. Hon'ble MoSC told that he is aware of the issues highlighted by AIGETOA and BTEU under the aegis of BDM and has been personally Monitoring the points entrusted to his office by Hon'ble MoC. The details of the discussions are as stated below:

**1. Smooth Rollout of BSNL 4G services by BSNL by resolving the problems associated with the network and backhaul and field issues:** AIGETOA and BTEU leaders extended thanks to the high-level monitoring of the 4G rollout project by Hon'ble MoC and MoSC. We assured that employees remained committed to fulfilling the vision of Aatmanirbhar Bharat in Telecom and requested for early resolution of the teething issues faced in the smooth rollout of the Project. Hon'ble MoSC discussed on the finer points and sought ground level feedback on the improvement in the network. We said that definitely there is improvement in the network and the network is getting better but still there are many teething issues which are required to be urgently addressed for retaining as well as regaining the subscriber base. **We emphasized upon the fact that BSNL being a strategic PSU and engaged in fulfilling the Telecom objectives of Government of India, its high time that the financial benefits of employees be delinked from the affordability clause including the extension of 3rd PRC and resolution of the pending residual benefits of 2nd PRC.** Hon'ble MoSC said that he is personally monitoring the progress of 4G with the Circle in charges and all efforts are being taken to ensure that problems being faced in the network are resolves at the earliest. He further assured that all the field issues are being taken care of and shall be resolved soon. He assured that in another year, BSNL will be back on its path to regain the pristine glory. The MOSC assured full cooperation for BSNL revival and the growth. **MOSC acknowledged the efforts of BSNL employees in keeping the company afloat during tough times and assured that the employee's benefits are being given due consideration with a holistic approach towards the demands raised by AIGETOA and BTEU.**

### **2. Implementation of 3rd PRC in BSNL for all the Employees:**

Discussions were held on the implementation of 3rd PRC in BSNL by waiving off the affordability clause for BSNL and completing the wage negotiation process. We also highlighted the need for ensuring a proper pay scale for JEs during wage negotiation. It was told that the issue of 3<sup>rd</sup> PRC as per the agenda point submitted by BDM to Hon'ble MoC is being dealt by the office of MoC but **hon'ble Minister however assured that government is giving positive consideration to the BDM's demand of 3<sup>rd</sup> PRC in due course.** We told that COPU and Standing-Committee

reports have repeatedly emphasized upon correcting the disparity prevailing in BSNL in terms of dissimilar pay and perk's structure wherein one group working within BSNL is getting all the benefits of 7<sup>th</sup> CPC while other group working within the same company is deprived of even the mandatory benefits of 2<sup>nd</sup> PRC. A motivated, properly rewarded workforce is essential if BSNL is to execute strategic projects on a war footing. BDM leaders also requested Hon'ble MoC for intervention of his good offices in delinking the pension revision with Pay Revision of BSNL as the pension is being paid by Government. **In response to this, the Hon'ble MOSC said that BSNL revenue situation has improving now and the government will take a decision on the same soon. AIGETOA and BTEU shall be engaging for a follow up meeting on the issue of 3<sup>rd</sup> PRC with Hon'ble MoC very soon.**

**3. 30% defined contribution towards Superannuation Benefit as per DPE guidelines:**

The issue of 30 Percent SAB is being dealt by the office of Hon'ble MoSC and **he firmly assured that this issue shall be settled in a positive matter.** Hon'ble MoSC sought queries on the associated financial implication and the current status of the social security benefits for BSNL Recruits which was duly explained by our team. **Hon'ble MOSC directed his secretariat to expeditiously convene a meeting on the HR issues with the BSNL to settle them in a justified manner and emphasized that there should be no compromise on social security benefits of the employees.**

**4. The Formation of Death Relief Fund (DRF) trust:**

After listening to the recent sudden demises of the BSNL Employees and what family is getting the benefits as social security cover, the **Hon'ble MOSC directed his OSD to put this point also in the agenda in upcoming HR meeting with the BSNL.**

**5. Settlement of standard PayScale and Issuance of revised presidential order for replacement of the initial two scales E2 for JTO/JAO/ Equivalent grades and E3 for SDE/AO/ Equivalent grades, resolution of Pay Loss issues:**

Hon'ble MOSC said that the pay scale issue has been entrusted to the office of Hon'ble MoC and hence the issue shall be taken up with the office of Hon'ble MoC. We are trying to get a review meeting on the same very soon.

**6. Promotions for all eligible executives across all streams/cadres and providing smooth career progression and review of NEPP for non-executives:**

The promotions issue for all streams was discussed along with the proposals which were submitted to the BSNL management. **Hon'ble MoSC said that they have already taken a review meeting with BSNL on the issue as Hon'ble MOC has told personally to monitor this issue with BSNL to get the promotion orders issued.** Hon'ble MOSC personally assured to take care of this issue and told that he will direct BSNL to ensure that employees get their promotions and such type of delay in promotions should not be there. **He directed his OSD to follow up on the issue with BSNL and to ensure that the same is done expeditiously.** The team also

highlighted the need for review of the NEPP and ensuring promotions in the non-executive cadre through regular channel also without the need for writing exams. The same was assured to be looked into by Hon'ble MoSC during the HR meeting with BSNL.

**7. "One Company – One Policy" for all employees w.r.t. Allowances like Transport, Children Education, TA/DA, Restoration of Medical Coverage (Indoor + Outdoor) as per initial BSNLMRS, Extension of Mobile Handsets to JEs:**

We explained the present situation and also informed that BSNL is still following the 1996 rates which is completely unjustified. **We highlighted the prevailing disparity in BSNL wherein one set is getting all the perks and allowances and the benefits of 7<sup>th</sup> CPC while other set is being denied even the 2<sup>nd</sup> PRC rates in the name of affordability in the very same company.** We also explained that even the outdoor medical allowances are frozen on DA rates of 2020 and the same is not being given on current DA rates despite minimum financial implication. **We also told that COPU has recommended to end this disparity, still BSNL has not taken any efforts to end this anomaly.** Hon'ble MOSC directed his OSD to put the disparity in perks and allowances also as the agenda point in the upcoming HR meeting with the BSNL to resolve these disparities. The team also highlighted the need for extending the mobile handsets to JEs who are manning the crucial operations in field. The same was noted by Hon'ble MoSC.

**7. Discrepancies in the transfer orders issued in the month of MAY & JUN -2025:**

The team highlighted the arbitrariness in issuance of recent transfer orders by BSNL. Hon'ble MOSC told that the same was done as per need of BSNL for ensuring sufficient manpower in deficit circles. We highlighted that persons have been transferred even from the deficit circles and the projection given that the orders were need based is not correct. We explained through examples that how many violations are there in the orders from the prevalent transfer policy. We also told that a large number of court cases have been filed and in most of the cases, orders have been given against BSNL with courts going to the extent of calling few actions of BSNL as an act with malafide intent. We said that we are not seeking any blanket ban on the transfers but emphasized that the same must be done on need basis within the ambit of the notified policies. Transfers done with an intent to just harass the employees are being objected by us. We explained that the exemptions permissible under the policy like PWD, Caregiver, Medical cases, OBs, Spouse, Education and transfer policy have also been ignored. Such is the situation that in the recently issued promotion orders for AGMs under LICE quota, a major chunk of the promoted executives was forced to forego their promotion orders as they were unable to join their far away places of postings due to their familial circumstances and the repeated requests of executives as well as association was blatantly ignored. We requested for the kind intervention of Hon'ble MoSC in directing BSNL to issue the corrections in the order and also to consider the pending OTP requests. After patient listening to the, then the Hon'ble MOSC has directed his OSD to put it as a discussion point in the upcoming HR meeting with the BSNL to resolve these disparities. The Hon'ble MOSC also directed his secretariat to ensure that the transfers are done strictly as per policy and the

transfer postings must be done in a fair and transparent way. BDM leaders also requested for scrapping the Old Transfer policy for non-executives which needs drastic changes.

Towards the end of discussions, we highlighted that recently a fear psychosis is getting created in BSNL due to various steps being taken by BSNL administration. This is resulting into a negative atmosphere despite the best positive efforts by government for the betterment of BSNL. We said no body is opposed to any change but the same must be done in a fair manner with an intent to create awareness and not as a tool for harassment. We said these are the very same employees who have carried forward BSNL in its toughest time and had carried the load of BSNL in post VRS era in the most efficient manner and hence they must be given their due recognition. Hon'ble Minister assured that he will ensure that the things are done in a correct manner and asked us to remain positive and optimistic. He assured that government stands firmly with BSNL family and there is no reason to be worried about. **Hon'ble MoSC also directed his team to have a periodic follow up with the AIGETOA and BTEU on the issues related to BSNL.**

Hon'ble Minister reiterated that timely action on BSNL's long pending matters is non-negotiable. He said that he will instruct the BSNL management to address the unresolved 4G roll-out hurdles, expedite long-pending promotions, and settle key HR anomalies without further delay and also consider the modifications, retentions and cancellations of the transfer requests in a fair and transparent manner. The Minister of State for Communications said that the Government will extend every necessary support to help BSNL reclaim its position as the nation's trusted, future-ready telecom provider. He also asked all the employees to support the BSNL's vision & Mission.

\*\*\*\*\*