



Bharatiya Doorsanchar Manch (भारतीय दूरसंचार मंच)

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Resolutions w.r.t to BSNL & MTNL in 21st Triennial Conference of BMS at Puri, Odisha on 6th to 8 Feb 2026

The Bharatiya Mazdoor Sangh (BMS) at the 21st Triennial Conference of BMS at Puri, Odisha on 6th to 8th Feb 2026 unanimously adopted the resolutions concerning long-pending and critical service-related issues of the employees of BSNL and MTNL.

The Conference deliberated extensively on the challenges being faced by serving and retired employees of BSNL and MTNL, who have contributed immensely to nation building and to achieving the telecom objectives of the Government, often under adverse and constrained circumstances. After detailed discussion, the Conference adopted the following resolutions unanimously for your kind consideration and necessary intervention:

1. Resolution on Implementation of 3rd PRC and Pension Revision in BSNL and MTNL

The 21st Triennial Conference of BMS unanimously resolved to take all necessary efforts, including trade union programs, to ensure grant of the affordability waiver for implementation of the recommendations of the 3rd Pay Revision Committee (3rd PRC) in BSNL and MTNL.

The House noted that the financial position of BSNL and MTNL has been adversely impacted due to their significant role in nation building and fulfilment of social obligations of the government. This also includes their critical contribution to the development and deployment of indigenous 4G and 5G technology. These efforts have not only strengthened national security and strategic autonomy but have also made Bharat Aatmanirbhar in the telecom sector, placing the country among the select group of five nations possessing a complete indigenous telecom stack.

The House unanimously expressed the view that it is long overdue to adequately recognise and reward the unmatched contribution and sacrifices of the serving and retired employees of BSNL and MTNL, who have consistently worked towards achieving the telecom objectives of the Government under challenging conditions.

Accordingly, the Conference resolved that BMS shall take all necessary steps including Trade Union Programs to ensure implementation of the 3rd PRC for serving employees and pension revision for retired employees of BSNL and MTNL.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri Hari Sowani, GS BDPS.

2. Resolution on Implementation of 30% Superannuation Benefit for Direct Recruits of BSNL

The 21st Triennial Conference of BMS expressed serious concern over the continued non-implementation of the 30% Superannuation Benefit (SAB) for direct recruits of BSNL, as clearly recommended by the 2nd Pay Revision Committee, with effect from 1 January 2007.

The House noted that despite explicit provisions under the 2nd PRC and applicable DPE guidelines, BSNL has failed to extend the full 30% SAB to its direct recruits. This has resulted in a glaring disparity between absorbed executives and direct recruits. While absorbed

employees receive full pensionary benefits, direct recruits are left with a meagre pension in the range of Rs. 3,000–4,000, which is grossly inadequate and unjust.

The House unanimously observed that such discrimination is unacceptable, especially in a 100% Government-owned company, and has caused severe financial hardship to retired employees and their families, undermining the very objective of social security.

Accordingly, the Conference resolved that BMS shall take all necessary steps including Trade Union Programs to ensure immediate implementation of the full 30% Superannuation Benefit for BSNL direct recruits and rectification of the long-standing disparity in retirement benefits.

This resolution was proposed by Shri V V S Satyanarayana, President BTEU (BSNL) and seconded by Shri Veerabhadra Rao, President AIGETOA.

3. Resolution on Implementation of Standard Pay Scales (E2 and E3) and Pay Loss issues for BSNL Executives and Proper Pay Scale for JE grade in BSNL.

The 21st Triennial Conference of BMS strongly condemned the continued denial of standard pay scales of E2 and E3 to BSNL Recruits, despite clear recommendations of the 2nd Pay Revision Committee, effective from 1 January 2007.

The House noted that while most recommendations of the 2nd PRC were implemented, a crucial provision for the grant of E2 pay scale for JTO/JAO (or equivalent) and E3 pay scale for SDE/AO (or equivalent), were unjustly withheld for BSNL recruits. This selective implementation has resulted in significant pay loss and long-term career disadvantage for direct recruits as compared to absorbed employees and similarly placed executives in other Public Sector Undertakings. Added to this, there are severe Pay Loss issues pertaining to the younger employees namely JE Period Pay Loss and issue of initial basic of 22820. The scales of JEs in BSNL have also been an area of concern in BSNL which needs to be upgraded suitably and at par with other PSUs.

The House unanimously viewed this as a grave injustice and a clear violation of the principle of equal pay for equal work, leading to demoralisation among executives and non executives who form the backbone of BSNL's technical and operational workforce.

Accordingly, the Conference resolved that BMS shall take all necessary steps including Trade Union Programs to ensure implementation of standard E2 and E3 pay scales for BSNL direct recruits and restoration of full pay parity with their counterparts in other PSUs to overcome all type of pay losses including a proper pay scale for JEs.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri Harjinder Singh, Organising Secretary AIGETOA.

4. Resolution on Extending Promotional Avenues for BSNL Executives

The 21st Triennial Conference of BMS expressed deep concern over the acute stagnation and lack of promotional avenues faced by BSNL executives due to prolonged HR neglect, implementation of VRS, and continuous downsizing of the workforce.

The House noted with anguish that despite possessing professional qualifications and rendering 8 to 25 years of service, a large number of executives have received only one promotion, while many have not even received their first promotion. The situation is particularly unjust for executives who qualified competitive examinations such as the JTO to SDE LDCE, including top merit holders, who continue to wait for promotion.

The House strongly objected to the selective and mechanical application of court judgments in a manner that undermines merit, seniority, and fairness, thereby eroding faith in the organisational system.

Accordingly, the Conference resolved that BMS shall take all necessary steps including Trade Union Programs to ensure fair and timely promotions for all the eligible executives, restoration of justified seniority of the qualified candidates, respect for merit-based examinations, and creation of adequate promotional opportunities explained by various submissions to BSNL as well as to Government.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri Harjinder Singh, Organising Secretary AIGETOA.

5. Resolution on “One Company - One Policy” for All Employees of BSNL

The 21st Triennial Conference of BMS unanimously resolved that the principle of “One Company - One Policy” must be implemented for all employees of BSNL, without any discrimination based on mode of recruitment, absorption, or deputation.

The House expressed serious concern over the persistent disparities in pay, perks, allowances, service conditions, and promotional avenues between employees on deputation and those recruited or absorbed directly in BSNL. Such differential treatment has led to inequality, demoralisation, and disruption of organisational harmony, despite all employees contributing equally to the growth, operations, and revival of BSNL.

The House unanimously observed that continuance of multiple policies within a single organisation is unjust, administratively unsound, and contrary to the principles of fairness and equal opportunity. It undermines the unity of the workforce and adversely affects efficiency and morale in a strategic public sector enterprise like BSNL.

The House also observed that even the recommendations of the Parliamentary Committee on Public Undertakings (COPU), with regard to the removal of this disparity have been ignored by BSNL and DoT.

The house was of the categorical view that Profit and Loss for a company is an uniform factor which should not be applied on the selective basis of differential service conditions. If one set of employees who mainly are on the deemed deputation is being extended all sort of benefits without any linkage to profit or affordability, the other set which basically are the internal employees of BSNL should not be deprived of their benefits citing such reasons of affordability and Profitability.

Accordingly, the Conference resolved that BMS shall take all necessary steps including Trade Union Programs to ensure uniform service conditions, equal pay, equal perks and allowances, and fair promotional avenues for all BSNL employees, strictly adhering to the principle of “One Company – One Policy”.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri Harjinder Singh, Organising Secretary AIGETOA.

6. Resolution on appointment of a regular CMD for BSNL/MTNL:

The 21st Triennial Conference of BMS unequivocally resolved that a strategic company like BSNL and MTNL must be headed by a regular CMD instead of ad-hoc arrangement on look after basis.

The House unanimously viewed that a company like BSNL which is an strategic PSU and holds immense significance for the national security as well as nation building should not run on continued adhoc arrangement on look after basis. It was noted that Government has

been extending the temporary look after arrangement every six months/three months for the last one and half year which is neither good for the company nor in the interest of the prestigious projects which BSNL is executing on behalf of government. Further, a huge sum of money has been invested in BSNL but the desired results have still not been achieved. The House felt this adhocism to be a major reason for the same.

The house was of the categorical unanimous view that a PSU with such strategic importance like BSNL/MTNL must be headed by a regular CMD and accordingly it was resolved that BMS shall take all necessary steps, including organisational and trade union actions, to ensure appointment of a regular CMD for BSNL/MTNL.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri VVS Satyanarayana, President BTEU.

7. Resolution on Scrapping of SET Recruitment and All Lateral Entry Above JTO/JAO Level in BSNL

The 21st Triennial Conference of BMS unequivocally resolved that the Special Executive Trainee (SET) recruitment and any form of lateral entry at levels above JTO/JAO or equivalent in BSNL must be scrapped forthwith.

The House observed that induction of executives through SET or lateral entry at senior levels directly undermines the established recruitment, training, and promotion framework of BSNL. Such practices seriously erode the career prospects, morale, and legitimate promotional aspirations of existing executives who have joined BSNL through regular recruitment processes and have rendered years of dedicated service.

The House unanimously viewed that lateral entry at higher levels is neither justified nor acceptable in a public sector enterprise like BSNL, particularly when a large pool of qualified, experienced, and technically competent executives is available within the organisation. These executives have gained domain expertise, field exposure, and operational experience under challenging conditions and are fully capable of meeting the organisation's present and future requirements.

The Conference further noted that such recruitment policies are contrary to the principles of natural justice, internal career progression, and long-term organisational stability, and are likely to cause serious unrest among employees.

Accordingly, the Conference resolved that BMS shall take all necessary steps, including trade union actions, to ensure scrapping of SET recruitment and complete prohibition of any lateral entry above the level of JTO/JAO or equivalent in BSNL.

This resolution was proposed by Shri Veerabhadra Rao, President AIGETOA and seconded by Shri Harjinder Singh, Organising Secretary AIGETOA.

8. Resolution on implementation of Old Pension Scheme for the employees whose recruitment process was initiated by DoT prior to formation of BSNL:

The 21st Triennial Conference of BMS unequivocally resolved that Old Pension Scheme must be implemented for the employees whose recruitment process was initiated by DoT prior to formation of BSNL.

The House observed that BSNL employees who underwent the recruitment process which was initiated before the formation of BSNL by DoT but joined duty after the formation of BSNL are entitled for grant of one time option to be covered under the CCS (Pension) rules 1972.

Accordingly, the Conference resolved that BMS shall take all necessary steps, including organisational and trade union actions, to ensure Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives of BSNL whose recruitment process was initiated / notified by DoT before formation of BSNL.

This resolution was proposed by Shri V V S Satyanarayana, President BTEU (BSNL) and seconded by Shri Veerabhadra Rao, President AIGETOA.

9. Resolution on removing the freeze on the Compassionate Ground Appointments (CGA) for BSNL:

The 21st Triennial Conference of BMS unequivocally resolved that the freeze on the Compassionate Ground Appointments (CGA) for BSNL and MTNL must be removed.

The House unanimously viewed that the CGA appointments in BSNL and MTNL have been kept on hold citing poor financial position of the company. Now when the financial position of the company has substantially improved, keeping the freeze on CGA appointment is totally unjustified.


Accordingly, the Conference resolved that BMS shall take all necessary steps, including organisational and trade union actions, to ensure the removal of freeze on Compassionate Ground Appointments (CGA) for BSNL.

This resolution was proposed by Shri VVS Satyanarayana, President BTEU and seconded by Shri Harjinder Singh, Organising Secretary AIGETOA.

With Warm Regards,



(Chairman)
General Secretary, AIGETOA
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(Convener)
General Secretary BTEU BSNL
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President, AIGETOA
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