

No. BSNLCO-A/15(27)/4/2024-ESTAB
To

Dated 19/08/2025

All Heads of Telecom Circles,
Bharat Sanchar Nigam Limited.

Subject: Furnishing of details of CGA related Court Cases -reg.

Sir,

It has come to the notice of Corporate Office that in several recent matters pertaining to Compassionate Ground Appointment (CGA), lapses in timely action and incomplete reporting by field units have resulted in adverse observations from Hon'ble Courts, including the initiation of contempt proceedings against BSNL management. Such instances not only weaken BSNL's position before judicial forums but also result in avoidable embarrassment and financial/administrative consequences for the organisation.

2. In particular, some Circles have not been furnishing complete details of pending cases, or are submitting inconsistent/partial reports, making it extremely difficult for the Corporate Office to provide proper guidance and timely directions in respect of CGA-related litigation. Also, the rules/policy in place at relevant times though clear are not been properly taken/explained before the courts. This has, in turn, adversely affected the ability of Circles and their engaged counsel to present BSNL's position effectively before Hon'ble Courts. Consequently, in several instances, strict orders have been passed against the interest of BSNL, solely on account of procedural lapses and poor follow-up at the Circle level.

3. In view of the above, all Circles are hereby requested to compile and furnish complete and updated details of all CGA-related court cases pending in various judicial forums, in the enclosed formats (*Annexures-A and B*). All Circles are requested to send the information latest by 26.08.2025 through reply letter (also in excel format by e-mail).

4. This is issued with the approval of Competent Authority.

Yours faithfully,



(M Subha Krishnan)

Asstt. General Manager(Estt-III)

Encl : Formats as Annexure-A & B

Annexure-A

S.No.	Circle	Case pending at Hon'ble CAT/ Civil Court/ High Court / Supreme Court	Case No. (where case is pending) e.g. OA No./WP No./SLP No. etc.	Next date of hearing	Contempt Petition number filed, if any	Name of applicant for CGA	Name of Ex- Employee	Status in brief (e.g. reply filed, speaking order issued, case being challenged, etc.

Annexure-B

S.No.	Circle	Total CGA court cases pending				No. of cases in which court has ordered Appointment under CGA - issued orders or under process.
		CAT	Civil Court	High Court	Supreme Court	