

**FORUM OF UNIONS & ASSOCIATIONS OF BSNL**  
**ASSAM TELECOM CIRCLE, GUWAHATI**

No: FUAB/2025/09/02

Date: 27-Sep-2025

To,

**Shri Jyotiraditya M. Scindia Ji,**  
**The Hon'ble Minister of Communication,**  
**Sanchar Bhavan, New Delhi for kind information please.**

**Subject: Appeal for lending further support to BSNL and for resolution of the long pending HR Issues (the most prominent being 3<sup>rd</sup> PRC/Wage revision) pertaining to BSNL employees -Request for kind intervention, Regarding.**

**Respected Sir,**

On this momentous event of the Silver Anniversary of Formation of BSNL, we take this opportunity to welcome you to Assam to the event - "Inauguration of Swadeshi 4G Mobile Network" and extend our heartfelt thanks to the endeavors which Government of India is taking under the leadership of our Hon'ble Prime Minister Shri Narendra Modi Ji to secure the interests of BSNL and reviving its pristine glory.

Telecom has been recognized as a strategic sector by the GoI and BSNL is the only PSU in the Telecom sector that is ideally placed to further the strategic interests of nation. Being the strategic PSU and the government's only telecom carrier, BSNL has to execute the social responsibility of bridging the digital divide between Rural and Urban India and to provide the affordable telecom services to the citizens of Bharat. In addition to this, BSNL is involved in carrying forward the dream of the nation in the form of development of Swadeshi 4G/5G technology, which has placed India on the Telecom world map by becoming only the fifth country to develop this technology.

However, due to its role as the strategic Telecom PSU having the responsibility of fulfilling the national telecom objectives, the same has resulted into BSNL losing some market share. To cater to this, government has mandated all the Central and State Governments to use BSNL Services as the preferred telecom carrier. **Accordingly, we request your kind self to intervene in directing the various departments under the administrative control of Government of Assam to mandatorily use BSNL services as the preferred telecom carrier.** This will help BSNL in compensating the losses which it is facing due to its role as the national telecom carrier fulfilling the social responsibilities of the government.

**Sir, we further wish to inform that on this 25<sup>th</sup> Birthday of BSNL, the employees are trying very hard to make themselves look very happy. They are trying their best to put on a smile and participate in the celebrations. But, with despair in our hearts we like to inform you that the words of the top echelons of the Govt. as well as the BSNL Management are still failing to convince them they should be really be happy on such a momentous occasion. This is because the senior members of the same family (including CMD, CGMs & GMs of BSNL) are getting the 7<sup>th</sup> CPC benefits and about to get the 8<sup>th</sup> CPC benefits from the same balance sheet of the company; whereas the junior members, i.e. the employees have been kept waiting for long (since 2017) to get their 3<sup>rd</sup> PRC/Wage Revision in the name of affordability clause**

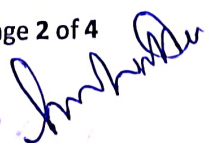
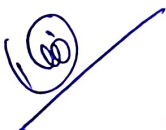
In the same family, the same company. Having last got the Pay Revision long long back in 2007, many of the employees are now finding it really very difficult to cover even the monthly household expenses with their present individual scales of pay. Not only the regular salary, but almost benefits and allowances have been curtailed for the lower employees, but the higher employees are fully eligible for such benefits. A feeling has made home in the hearts of all the employees due to such denial, that of being deceived by the Management as well by the Govt.

As a result, although Management tries its best to motivate the employees, but the employees don't feel this motivation from within. This feeling of years of deception by the senior members to the junior members of the same family has but caused a subtle shift in the trust employees once had on the Management & the Govt.

All these years, definitely the employees of BSNL have played a major role in keeping this company moving in its toughest times even by spending the money from their own pockets. These employees are the real asset of BSNL who have shown their commitment, devotion and dedication towards the nation in all testing times including natural calamities, Covid-19 Pandemic, Floods etc. **The devotion of BSNL employees—often unacknowledged—has been clearly demonstrated during various national emergencies, including the recent tense geopolitical situation in May 2025. These telecom warriors risked their lives to ensure uninterrupted communication services across the nation.** It is high time the sacrifices of BSNL employees are honoured through just and timely policy action by rewarding them with the resolution of their long pending dues of Pay, Pension and Promotions. **Having contributed immensely to the nation's cause and the involvement of BSNL in the Make in India exercise for developing a swadeshi 4G/5G, we are of the collective opinion that its high time that affordability clause is waived off for BSNL and 3<sup>rd</sup> PRC is implemented for BSNL employees and Pension Revision is affected for BSNL Retirees by the Govt. of Indi, so that the present discrimination between the haves and the have nots gets over.**

On this Silver Jubilee of BSNL Formation, we once again take this opportunity to request for your kind intervention for directing BSNL/DoT for resolution of the long pending HR issues of BSNL employees as stated below which has been kept pending for years and years:

- 1. Implementation of 3rd PRC in BSNL for executives by waiving of the affordability clause in view of the BSNL's status as strategic PSU and its involvement in the "Make in India" initiative for development of Swadeshi 4G/5G Technology.**
- 2. Immediate Settlement of Wage Revision of the Non Executives.**
- 3. "One Company - One Policy" for all Employee in BSNL. There is huge disparity in the Pay Structure, Pension, Promotional Avenues, Perks & Allowances within the BSNL wherein one group of the officers working in the organization has been extended all benefits and preferential treatment while those recruited/absorbed in BSNL are being denied everything in the name of the profitability despite BSNL being a Strategic Telecom PSU in India.**



Parliamentary Committee on Public Sector Undertakings (COPU) has given many **recommendations with respect to operational and HR concerns of BSNL in its 6<sup>th</sup> Report for BSNL dated 18<sup>th</sup> December 2024 submitted to the 18<sup>th</sup> Lok Sabha.** We request for your kind intervention in directing BSNL/DoT for ensuring that the recommendations are implemented in its true spirits which will not only strengthen BSNL but will also take care of the disparity between two sections of employees working within BSNL.

4. Settlement of residuals of 2<sup>nd</sup> PRC recommendations, (Pending since 01.01.2007 when BSNL was in absolute profit)
- a. Issuance of revised presidential order for replacement of the initial two scales E2 (20,600-3%-46,500) for JTO/JAO/Equivalent grades and E3 (24,900-3%-50,500) for SDE/AO/Equivalent grades, which was approved by the BSNL full board in May 2016 and sent to DoT.
- b. 30% defined contribution towards Superannuation Benefit as per DPE guidelines as the families of the BSNL Recruited Employees faces a huge uncertainty in terms of inappropriate social security benefits which makes them vulnerable to all the hardships and sufferings due to the meagre amount of pension (around Rs 4000-Rs 4500 per month) in case of some untoward happening to the only bread winner of the family.
- c. Creating the mandatory Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits as per DPE guidelines which will take care of their medical requirements after retirement.
- d. Settlement of Pay Loss issues of JTOs/JAOs recruited post 1.1.2007 due to wrongful implementation of 2nd PRC benefits for BSNL Recruits (22820/-, E1+5 increments, Pay fixation of DR JE to JTO, JE period Pay Loss).
5. Promotions for all eligible executives by providing smooth career progression with minimum span of years to the executives of BSNL by provisioning of sufficient promotional posts through restructuring review. Maximum of the professionally and technically qualified BSNL Recruited employees having degrees from the reputed institutions across India have got only one promotion in their entire career span and the policy must be reviewed/amended to provide smooth career progression to the executives of BSNL.
6. Conduct T.T. LICE and J.E LICE exams for non-executives.
7. Removal of the discrimination between EPP and NEPP.
8. Relaxation of the condition imposed on sports persons for availing "Daily 2 Hour-off"
9. Reimbursement of the cost of mobile handsets to the Non-executives also similarly like the executives.

Apart from the above, we also seek to draw your benign attention to some of the HR issues , specific to Assam Circle in particular, and hard tenure circles in general. These issues requiring policy changes at the highest level of Govt. of India are detailed as below :

**1. Longest Stay Transfer Policy should not be implemented for hard tenure circles**

Hard Tenure Circles like Assam had always faced scarcity of manpower. Moreover, as at any given point of time more than 30% of the executives come to work here on tenure from other circles only for 2 years and thereafter go back upon completion of tenure. Due to this continuous change of manpower, it's very difficult to maintain the continuity of services. The situation now has become even more chaotic due to implementation of longest stay transfer policy by BSNL for hard tenure circles due to which the very few local executives also have to now serve in other circles. Many high ended EB customers have complained about this difficulty of communication with BSNL due to such regular change of officers. We request that longest stay transfer policy should not be applied for hard tenure circles.

**2. Special Local Recruitment of JEs , JTOs & JAOs in Assam Circle :**

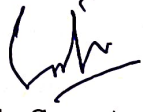
For the same reasons as cited in the above para, it's suggested to conduct a Special Local Recruitment Drive of JEs , JTOs & JAOs for Assam Circle to select candidates who belong to this region. Presence of local employees will lead to improve in quality of the services in the long term.


**On this 25<sup>th</sup> Birthday of BSNL, the employees have lot of expectations from the Govt. as well as the Management, that these long pending issues shall be resolved without any more delay. We request you to make this moment truly historic through resolution of these long pending HR issues of the employees. We therefore solicit your benign intervention and directions to the BSNL Management for immediate and speedy resolution of these issues.**

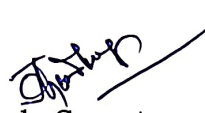
Thanking You.

With high anticipation and warm regards, we remain.

  
Circle Secretary,  
SNEA - Assam

  
Circle Secretary,  
AIGETOA - Assam

  
Circle Secretary,  
AIBSNLEA - Assam

  
Circle Secretary,  
BSNLEU - Assam

  
Circle Secretary,  
NFTE - Assam

**Copy To :**

- 1) The CMD, BSNL, New Delhi for kind information & n/a please
- 2) The CGMT Assam Circle for kind information & n/a please
- 3) The CGM CNTX-NER for kind information & n/a please
- 4) The General Secretaries of SNEA/AIGETOA/AIBSNLEA/BSNLEU/NFTE