



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

President
Raj Pal
Mob.: 9868123459

General Secretary
Shaji. V
Mob.: 9446450450

Dy. General Secretary
J.K. Patel
Mob.: 9427300300

Financial Secretary
Dinesh Kumar
Mob.: 9868155681

No. AIBSNLEA/CHQ/CMD/2025/08

Dated 11.04.2025

To

Shri. A. Robert Jerard Ravi Ji,
The CMD BSNL, Bharat Sanchar Bhavan,
Harish Chandra Mathur Lane,
Janpath, New Delhi-110 001.

Subject: Appeal for immediate action on key HR and transfer-related issues affecting BSNL executives reg.

Respected Sir,

At the outset, we extend our heartfelt appreciation for the announcement declaring April 2025 to be observed as HR Month, a move that brought great enthusiasm and hope among all employees, especially the executive cadre of BSNL. However, with deep concern, we wish to bring to your kind attention the following unresolved matters that are causing anxiety and demotivation among the executives:

1.Unfulfilled HR Month Initiatives:

The announcement regarding the observance of HR Month was met with excitement and high expectations. However, despite half of April having passed, no visible steps or initiatives have been taken so far to translate this promising announcement into action. This has created disappointment among employees who were expecting proactive HR engagement and measures.

2. Pending Promotions:

A large number of promotions across various cadres in multiple streams including Telecom and Finance remain pending for long, and there is no clarity or communication regarding the direction or timeline of the promotion process. This uncertainty is affecting morale and productivity of the executives.

3. Inter Circle Long Stay Transfer (Telecom Stream):

Traditionally, the inter-circle long stay list for the Telecom stream has been systematically published around April–May. This year, however, the absence of any update has left executives confused and directionless, uncertain whether the process is ongoing or has been stalled altogether. Similar confusion prevails regarding intra-circle transfer matters as well.

4. Return Transfers orders for executives who have completed 2/3 years in the present circle:

Many executives who were transferred under the inter-circle long stay policy—both on own-cost and company-cost basis in 2022 are now completing three years of service in their current Circles. While return transfers for own-cost cases have historically been considered after two years, no official stance has been taken this year, leaving affected executives in a state of prolonged uncertainty.

5. Partial Operation of Inter Circle transfer orders (2023–2024):

Several transfer orders issued during 2023 and 2024 have been selectively operated. While some executives have been relieved in ERP , others with similar orders remain in limbo. This inconsistency has disrupted the transparency and fairness of the inter circle long stay transfer system, and has created an avoidable administrative mess.

6. Lack of Progress on 3rd PRC Implementation:

Despite BSNL recording a profit in Q3, there has been no visible progress or communication regarding the long-pending demand for 3rd PRC implementation. This delay is a serious concern for employees who have stood by the organization through challenging times.

Sir, in light of the above, we earnestly seek your kind intervention to direct the concerned authorities to take prompt and transparent action on these matters. It is crucial to restore the confidence of the executive cadre and align the workforce towards a unified effort for the revival and success of BSNL. With a bouquet of attractive, affordable, and competitive products readily available for both existing

and prospective customers, timely action will help us capitalize on these offerings and strengthen BSNL's market position.

Thank you, Sir, for your thoughtful consideration and unwavering dedication to the growth and excellence of BSNL and its Executives.

With Kind regards,



General Secretary
AIBSNLEA

Copy for information and necessary action to.

1. Shri (Dr) Kalyan Sagar Nippani ji , the DIR (HR) , BSNL Board , BSNL CO , New Delhi.

2. Shri Rajeev Kumar Kaushik , PGM (Pers), BSNL CO , New Delhi.

3. Ms. Anita Johari, PGM (SR), BSNL CO , New Delhi.