



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Respected Shri. Jotiraditya M. Scindia ji,
Honourable Minister of Communications,
Government of India, Sanchar Bhavan,
Ashoka Road, New Delhi 110001.

No. SNEA CHQ/GoI/MoC/Corr/2025/HR issues Dated 26th December 2025.

Sub: Request for kind intervention and directions to BSNL Management for minimum level off motivation of BSNL executives by resolution of certain HR issues which do not have any financial impact or have small financial impact.

Respected Sir,

Sir, we further solicit your kind intervention in resolution of certain HR issues, so that the workforce of BSNL gets motivated. The executives in BSNL are feeling frustrated and cheated as even issues with no financial implications are not resolved by the Management.

There is need of certain firm steps for resolution of certain issues with for minimum level of motivation of BSNL Executives which will give confidence to workforce of BSNL to march ahead with positivity.

We have taken up all these issues with regular follow up, till none of these issues is resolved and hence we solicit intervention of your high Office.

We have listed out certain issues which do not have financial implications or minor financial implication or where money of BSNL will be saved. The details are as follows.

1.	Issuing Required clarification from DoT on Reservation related issues for Implementation BSNL Board Approved Time Bound Functional Promotion Policy OR Change of designation of Executives in BSNL with EPP 2007 OR Regular Promotions by Personal Upgradation without need vacancy, OR post Promotions by filling vacant posts at DGM level and filling vacancies created below the line. All these proposals are submitted to the Management and issues are discussed but till no final outcome	Zero Financial Implications
2.	Enhancement of existing Post by Restricting review for Promotions of eligible Executives	Zero Financial Implications
3.	Resolution of Issues due to Forceful and untimely changes in MSRR 2023	Zero Financial Implications

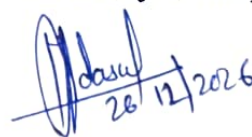
4.	Approval of recommendations of Committee for Benevolent fund for BSNL Executives	Zero Financial Implications
5.	Approval of recommendations of Committee Sabbatical leave for BSNL Executives	Zero Financial Implications
6.	Approval of the Recommendations of the Committee for clearing disparity of educational Qualifications in Civil /Electrical wing by parity with Telecom wing, changes in MSRRs with approval of MC and stopping any reversion of promoted executives.	Savings on expenditure
7.	Stopping Mass Rotational Transfers and limiting it to the need basis administrative Requirement off BSNL	Savings on expenditure
8.	Stopping Lateral Entry of Executives and restoring working of PSU by exploring internal Talent for all such posts within BSNL.	Savings on expenditure
9.	Approval of recommendations of Committee clearing disparity in TA/DA Rates of AGM & below level and DGM & above level.	Small and minimum required Expenditure
10.	Approval of recommendations of Committee for Enhancement of Transport Allowance for BSNL Executives	Small Expenditure to clear Disparity
11.	Restoration of LTC Facility for BSNL recruited and absorbed Officers at par with Officers on Deputation	Small Expenditure to clear Disparity

The resolutions of these issues will definitely help in motivation of executives which in turn will be supportive in achieving Targets assigned to BSNL by your high office.

Sir, this definitely not the issues to be discussed at such high level, but after keen pursuation for last one year, we do not find solution on such issues which will motivate executives without any financial impact on BSNL and will give message to these executives that Government and BSNL is not against the executives of BSNL and there is lot of scope for their career progressions.

With Warm Regards,

Sincerely Yours,



Mahadev S. Adasul
General Secretary
SNEA CHQ