

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB) TELANGANA CIRCLE

AUAB/TS/NOV25/1

Date 20.11.2025

To,

Shri A.Robert Jerard Ravi ji,
Hon'ble CMD, BSNL.

Sub: Humble Appeal for your kind support for further improvement of BSNL services in Telangana Circle and Request for your kind intervention in resolving pending HR issues in BSNL (on visit to Telangana Circle, Hyderabad on 20.11.2025) -reg

Respected Sir,

At the outset, we convey our sincere thanks and gratitude for sparing some of your valuable time from your busy schedule.

Sir, on behalf of all employees of BSNL, we heartily welcome your esteemed self to Hyderabad, a city that has emerged as a global hub for IT and pharmaceuticals. We take this opportunity to express our heartfelt gratitude to the Government of India in general and to your honour in particular for the continued support being extended to BSNL.

At the very outset, we reaffirm our firm support for all initiatives taken by the Government to make the nation digitally empowered in the field of mobile communications. We are indeed grateful to the Government of India for infusing fresh capital to upgrade BSNL services, allocating spectrum, and promoting indigenous technology through the deployment of the Atmanirbhar 4G technology stack, making India one of the very few countries with its own indigenous 4G solution. It is our firm conviction that BSNL will regain its pristine glory and a respectable position in the telecom sector if provided with the required resources and support.

Sir, with the active support of the Government of India, BSNL has demonstrated positive growth and has reported operational profit for the last three consecutive years. It is now time to extend certain long-pending benefits to employees.

We humbly solicit your kind intervention to resolve these outstanding HR issues, which will serve to further motivate the dedicated workforce of BSNL.

1. Implementation of 3rd PRC:-

As per the guidelines issued by the Department of Public Enterprises (DPE), the implementation of the 3rd Pay Revision Committee (PRC) for BSNL employees is due with effect from 01.01.2017. However, to date, BSNL employees continue to work on

the pay scales of 2007 (2nd PRC), which were approved more than 18 years ago. The non-implementation of the 3rd PRC has caused significant unrest and dissatisfaction among the employees.

Sir, your esteemed leadership is well aware of BSNL's pivotal role in maintaining India's communication backbone, serving in remote, tribal, border and commercially non-viable areas entirely in the national interest, fulfilling connectivity obligations that no private operator undertakes. Further, BSNL is at the forefront of India's indigenous telecom development by actively participating in the rollout of 4G and 5G technologies, supporting the Government's Atmanirbhar Bharat vision.

We all witnessed the inauguration of the Swadeshi BSNL 4G network by the Honourable Prime Minister and felt proud hearing his encouraging words about BSNL and its workforce.

In this encouraging atmosphere, we humbly request your kind intervention with the Hon'ble MoC to support the proposal for implementing the 3rd PRC, so that BSNL employees receive their long-overdue pay revision.

2. Extension of full 30% SAB contribution for BSNL Recruited Employees:

We request your kind intervention for ensuring full 30% SAB contribution to all BSNL recruited employees as per 2nd PRC recommendations, considering its importance for their post-retirement welfare.

3. Approval of BSNL's Revised Proposal on Standard Pay Scales for JTO & JAO:-

The standard pay-scale correction for JAO and JTO, pending since the 2nd PRC period, remains unresolved. BSNL has already submitted a revised proposal to DoT to upgrade the E1A and E2A scales to E2 and E3 respectively, ensuring complete removal of cascading, No impact on EPP or hierarchy, Full alignment with DPE norms, and Minimal financial impact.

Over 15,000 executives are suffering due to non-implementation of this correction. These officers are the frontline workforce operating CSCs, EB services, CM, FTTH, transmission and outdoor field maintenance. Their motivation significantly influences BSNL's service quality and revenue generation.

4. Old Pension to BSNL Employees recruited as per DoT Notification:

BSNL has already recommended to the DoT to grant OPS to JEs/JTOs as per the original DoT notifications. The Hon'ble CAT Chandigarh has also issued directions to BSNL and DoT in favour of granting OPS. We request your kind intervention to ensure justice for nearly 2,000 affected employees.

5. Request for Alternative Attendance Arrangement for Non-Executive (ATT/Group-D) Employees

The Corporate Office has introduced a system mandating all employees to mark their daily attendance through a mobile-based application. A significant number of these Non-Executive (ATT/Group-D) staff members do not own smartphones and are therefore unable to comply with the new attendance protocol. In the absence of

sanctioned funds or alternative provisions, it is not practically feasible for them to adhere to the prescribed procedure.

In light of the above, it is earnestly requested that appropriate alternative arrangements be made for marking the daily attendance of ATT/Non-Executive employees, until such time that financial support or a viable solution is provided to enable them to acquire the necessary device.

6. Promotion to all eligible executives:

A large number of BSNL executives have been awaiting their promotions for several years, resulting in widespread demotivation and a sense of resentment among the workforce. Promotions across key cadres including SDE, AGM, DGM, AO, and CAO remain stalled due to prolonged legal proceedings. The absence of regular promotions and the prolonged dependence on temporary "look-after" arrangements are adversely impacting the delivery of BSNL services. We respectfully request your kind intervention to facilitate the promotion of all eligible executives across all cadres at the earliest.

7. Request for regularisation of TSMs available in the circle (394 Nos.) and also request to give NEPP from 2004 instead of 2007/2008:

As the TSMs were granted their 1st NEPP in 2007/2008 instead of 2004, we request your kind intervention to ensure justice for the eligible TSMs in the Circle. The relevant details of the TSMs were submitted to the Corporate Office vide letter No. 22-23/212-TE, dated 21-11-2017. These employees were regularized and absorbed in BSNL effective from 1-10-2000 and fall under Rule 37-A of the CCS (Pension) Rules for granting the 1st NEPP at par with DOT-absorbed employees.

Sir, we are confident that your esteemed intervention as a highly respected and influential leader will play a pivotal role in securing the rightful benefits for BSNL employees from the Government of India. On behalf of all BSNL employees, we extend our wholehearted support to your honour and reaffirm our unwavering commitment to the Government's visionary mission of reviving BSNL and advancing the Digital India initiative.

Sir, in Telangana Circle, we are committed to providing the best possible services to our valued customers, while also working tirelessly to expand our business as per the vision of the top management with the available network and resources. However, we are facing certain challenges in customer retention and business expansion. We wish to bring the following major issues to your kind notice:

a) Requirement of Additional Mobile Towers and OFC in Hyderabad:-

Sir, as your good self is aware, Hyderabad is one of the fastest-growing cities in the country, particularly in sectors such as IT, pharmaceuticals, healthcare, and medicare. These industries are expanding rapidly into suburban areas, creating a pressing need for substantial enhancements to both wireless and wireline telecom infrastructure. Currently, the number of BSNL mobile towers and the presence of

OFC (optical fiber cable) in these regions are significantly lower compared to other operators.

It is understood that the Telangana Circle has already requested approval for 500 additional mobile sites, with a major focus on Hyderabad. We humbly seek your kind intervention for the prompt sanction of these sites, as well as the provision of additional optical fiber cable for the city.

- b) Urgent Commissioning of IMS by TCS:** The existing IMS, supplied by M/s Nokia under Phase-VIII.4, is frequently experiencing overload issues, which has a direct negative impact on VoLTE call quality. Therefore, the commissioning of the IMS platform by TCS under Phase-IX.2 has become an urgent requirement. We respectfully request your kind attention and intervention to resolve this issue at the earliest.
- c) Utilisation of 3G NodeB Equipment:** Due to the absence of AMC support and the aging 2G BTS equipment supplied by Motorola, Nortel, and Huawei, 2G network coverage and service quality are being adversely affected, particularly at standalone 2G sites. To address this challenge, we request your kind approval to repurpose the existing 3G NodeB equipment available at locations where TCS 4G eNodeBs have already been commissioned, for replacing the above-mentioned 2G BTS units. This solution will optimize resource utilization and enhance network performance while ensuring continuity of service.
- d) Rehabilitation of Damaged OFC and Transmission Network:** The OFC-based transmission and core network forms the backbone of BSNL's infrastructure. However, owing to various developmental works such as water pipeline laying and road widening, several cable routes have been damaged, leading to low optical power levels and forcing topology shifts from ring to linear. These affected sections require immediate replacement. We request necessary sanctions for the rehabilitation of OFC routes in all affected BAs/OAs to ensure uninterrupted services.

We firmly believe that with your guidance and intervention, both the service-related challenges and long-pending HR issues highlighted above will be addressed effectively. Your continued support will not only enhance the performance of BSNL but also significantly boost the morale of its dedicated workforce.

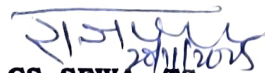
With Warm Regards,

Sincerely Yours,


CS, SNEA - TS 20/11/25


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