

On 18.02.2026, a seven-member delegation of BSNLEU and NFTE BSNL held a detailed discussion with Director (HR) on the 15-point charter of demands. The outcome of the meeting based on the assurances given is as follows:

1. Departmental examinations in restructured cadre.

About 10 circles are unable to conduct exams due to shortage of vacancies after restructuring. Proposal to create 10% supernumerary posts was discussed. Director (HR) instructed PGM (Estt.) and PGM (SR) to explore an alternative mechanism to conduct the exams.

2. Kashmir Valley Allowance & DA arrears for casual labourers.

Management has principally agreed to release the payment without delay. It may be considered in April 2026 after discussion with CMD BSNL.

3. Career Progression of outstanding sports personnel.

Six officials from five circles are deprived due to wrong interpretation. Necessary documents were submitted. Director (HR) directed PGM (SR) to examine the issue on priority and take a suitable decision.

4. Conversion from GPF to EPF.

Issues related to conversion from GPF to EPF, in Odisha, CNTX(E), Bihar, Andhra Pradesh, etc., were highlighted. Director (HR) instructed PGM (Estt.) to guide concerned circle heads upon receiving specific individual complaints.

5. Committees on NEPP–EPP anomaly & revision of perks and allowances for the Non-Executives.

Management confirmed formation of committees. Director (HR) instructed PGM (Estt.) to provide the relevant circulars to both recognised unions.

6. Promotional opportunity for CSS staff at Corporate Office.

The issue of promotional avenues for CSS staff working at Corporate Office was raised with strong resentment over the Management's failure to conduct departmental promotion exams or implement NEPP for the cadre. Director (HR), directed PGM (SR) to examine the matter seriously.

7. Festival Advance.

Director (HR) assured that the matter will again be pursued with CMD BSNL and Director (Finance) for a favourable decision.

8. Rule-8 & Rule-9 transfer cases.

Director (HR) committed that the policy will be reviewed in April 2026 with the objective of relaxing criteria to enable more favourable decisions.

9. Issuance of PO letters to the left-out candidates.

Two cases have been sent to DoT for approval. Other cases are under scrutiny at Corporate Office.

10. Recovery of huge amounts from Staff.

Specific cases of Shri Manoj Sharma (MP) and Shri Dinesh Prasad (Bihar) were discussed. In Manoj Sharma's case, clarification will be sought from EPF authority and action taken accordingly, though the matter is sub-judice.

11. Compassionate Ground Appointment (CGA).

A specific case from Telangana Circle was raised, where an employee died due to electrocution while on duty. The Circle Head has strongly recommended relaxation under CGA. Director (HR), assured that the case will be reviewed at Corporate Office level, though the CGA scheme is presently kept in abeyance.

12. Negotiation Committee Meetings (NCM/LCM/Formal Meetings).

Director (HR) assured that the next National Council Meeting will be held in April 2026 and instructed PGM (SR) to collect reports from circles where meetings are not being conducted.

13. Mobile App Attendance for Non-Executives.

Concerns from Karnataka, Andhra Pradesh and Telangana circles were raised. Director (HR) assured that necessary instructions will be conveyed to avoid rigid implementation, especially for those facing difficulties.

14. Cancellation of reversion cases (JTO to JE).

Specific cases were discussed. PGM (Estt.) assured that the matter will be examined seriously and necessary guidelines will be issued.

15. JTO exam for Draftsman cadres in Civil Wing.

The issue of conducting a Special LICE for Draftsman in the Civil Wing, as discussed in the National Council Meeting, was strongly raised. The Staff Side expressed serious unhappiness over the delay in processing the matter. PGM (Estt.) informed that the file is pending with the Recruitment Cell for finalisation of vacancy position. Director (HR), assured that speedy action will be taken.....