



No. BSNLCO-SR/14(12)/1/2026-SR

Dated: 11.03.2026

Subject: Minutes of Director (HR) meeting with BSNLEU and NFTE on burning issues held on 18.2.2026

The meeting on burning issues agenda submitted by BSNLEU and NFTE jointly was held under the chairmanship of Director (HR) at 11.30 AM on 18.2.2026 at Bharat Sanchar Bhavan, New Delhi. The list of participants is available at Annexure-A.

PGM (SR) welcomed the Chairman and all the members of the unions and management. He stated the Management side and unions side sit together to make every possible effort to resolve the issues.

Unions appreciated the management for holding the meeting at short notice and expressed concerns over long pending issues. Concerns from Karnataka, Andhra Pradesh and Telangana Circles were raised regarding Mobile App attendance for Non-executives. Unions were hopeful that these issues will be resolved with the compassion and positive attitude of Management.

Dir (HR) also welcomed all participants and assured that the issues will be discussed in a constructive manner with positive and humanitarian view in the interest of company.

Thereafter, agenda points were taken up for discussion.

(1) (a) Review of Cadre Restructuring and holding of LICE.

Unions submitted that it was assured in the last National Council meeting that cadre restructuring would be reviewed to provide opportunities to circles where TT, JE and JTO examinations could not be conducted for a long time. The issue of justification of vacant posts was also discussed, with a decision to review the cadre restructuring accordingly. However, even as of February 2026, no progress has been made, and several circles continue to be deprived of holding LICE in different cadres. In this connection, the issue relating to declaration of results of the, JTO LICE for the Punjab Circle for the vacancy years 2015—16, 2016—17 and 2017—18 was discussed with the Management. However, the results are still pending.

Management stated that post-VRS Organizational Restructuring and manpower plan was approved by the BSNL Board in Nov-2021 after due deliberation, based on assessed manpower requirements and business needs of BSNL. However, review of Organizational Restructuring is under examination.

The results JTO (T) cadre LICE for VYs 2015-16, 2016-17 & 2017-18 held on 11.12.2016, 20.01.2019 and 26.05.2019 respectively in Punjab Circle were not declared so far due to pending court cases. Meanwhile the working strength of JTO (T) in Punjab Circle after post- VRS restructuring has gone well beyond the sanctioned strength of the cadre. Therefore, after reviewing the position, with the approval of the competent authority, the said LICEs in respect of Punjab Circle have been cancelled

in view of the excess manpower in JTO (T) cadre in the Circle vide this office letter no. BSNLCO-A/16(17)/5/2023-ESTAB dated 20.02.2024.

Management agreed to examine the matter in consultation with legal.

-Action by Estt. Cell

(b) Holding of LICE for Promotional Cadres of CSS Staff Working in BSNL Corporate Office.

Union submitted that the issue regarding the conduct of Limited Internal Competitive Examinations (LICE) for promotional cadres for CSS staff working in the BSNL Corporate Office has been discussed with the Management on several occasions. However, no effective action has been initiated by the Corporate Office Management to conduct the departmental, examinations, thereby depriving CSS staff of timely promotional opportunities in their service career. In this connection, we may also highlight the case of Shri Prakash Mani, TT, UP (East) Circle, who has been deprived of the benefit of promotion under the Modified Assured Career Progression (MACP) scheme.

Management informed:

Regarding promotion to the grade of Assistant Managers of CSS Cadre, no vacancy arose till 2022. The vacancy position for VY 2023, VY 2024 and VY 2025 is as under:

Vacancy Year	Total	LICE (50%)	DR (50%)
2023	03	02	01
2024	05	03	02
2025	01	01	00

The preparing of reservation rosters for the grade of Assistant Managers is under process.

Regarding promotion to the grade of UDC of CSCS Cadre, no vacancy arose till 2023. The vacancy position for VY 2024 & 2025 is as under:

Vacancy Year	Total	SCF (50%)	LICE (50%)
2024	03	02	01
2025	01	01	00

The preparing of reservation rosters for the grade of UDC is under process.

Regarding promotion to the grade of LDC of CSCS Cadre, no vacancy arose till 2023. The vacancy position in the grade of LDC of CSCS Cadre for VY 2024 is as under:

Vacancy Year	Total	SCF (50%)	LICE (50%)
2024	02	01	01

No vacancy is created in VY 2025.

As per Recruitment Rules of LDC- 2009, the vacancies are to be filled as SCF & LICE in 50:50 ratio. The educational qualification is possessing of Matriculation or equivalent educational qualification. There are total 4 Group D working in feeder cadre and out them only one staff is having requisite educational qualification. But he has police case against him.

Regarding promotion to the grade of PA of CSSS cadre, no vacancy arose till 2024 since the working strength in the grade of PA was either more or equal to the sanctioned strength. The vacancy position in the grade of PA of CSSS Cadre for VY 2025 is as under:

Vacancy Year	Total	LICE (50%)	DR (50%)
2025	02	01	01

In respect of the case of Shri Prakash Mani, ATT (repatriated to DoT), the DoT had requested to provide the requisite details for the purpose of granting MACP. The vigilance clearance with details furnished by UP (E) Circle has already been sent to DOT for granting MACP vide this office letter No. BSNLCO-A/15(22)/19/2021-Estt dated 29.7.2025.

Management agreed to complete the rosters.

-Action by Pers. Cell

2. Career Progression of Outstanding Sports Personnel.

Union submitted that the issue of denial of career progression to outstanding sports personnel was discussed in the last National Council meeting. Only six candidates are involved in this case and it was assured that the matter would be examined and settled strictly in accordance with the guidelines issued by the Corporate Office prior to the commencement of the sports events. However, no concrete action has been taken so far.

Management informed that the executive committee considered 06 Career progression cases including the case of Ms. Nandita Dutta, JSA, West Bengal Circle, as was stated by BSNL EU.

The executive committee of BSNL Sports & Cultural Board comprising of PGM (Admn. & PR) – Chairman, and Jt. GM (WL & Sports)- Member and Jt. GM(Pers.)- Member and AGM(EF) – Member of the committee. The committee had examined the suitability of sports personals and found that these sports persons does not fulfilling the minimum eligibility criteria for promotion and their case had been rejected. The committee recommended only one case out of six cases for career progression based on their fulfilling the eligibility criteria considered for Career progression.

BSNL Career progression policy for the outstanding sports persons issued on date 1st May, 2008. As per the policy to qualify for career progression under the National Level category, a sportsperson must meet either of the following:

Individual (Gold/Silver)-One or Individual (Bronze)-Two

OR

Team Even (Gold)-One or Team Event (Silver)-Two

This is clear from above that Ms. Nandita won one Bronze in individual performance and one Bronze in Team Performance. Hence she is not eligible for promotion under the existing policy, as her medals span across different event categories (Individual and Team), and the policy does not allow combining medals across categories to meet the threshold.

As far as letter no 29-13/2017-BSNL (Sports) dated 21st September 2017 is concerned, then these instructions were issued for the conduct of All India BSNL Tournaments/Meets. In the said