

राष्ट्र हित !

वन्देमातरम्  
विभाग हित !

अधिकारी हित !



# भारतीय बीएसएनएल ऑफिसर्स एसोसिएशन BHARATIYA BSNL OFFICER'S ASSOCIATION



राष्ट्रीय विचार धारा

(Reg. No S/1256/2015 under Act XXI of 1860)

भारत सरकार द्वारा पंजीकृत

Rajender Singh Tushir  
Chairman/Patron-BBOA  
9412774499, 9911992929

G.S. Hari Babu  
President  
9491275944

Narendera Kr Sharma  
Working President  
9412220116

R. Kathiresan  
Vice President  
9486100913

Kirti Kr Sharma  
General Secretary  
9416500230

Keerti Bala  
Finance Secretary  
9868100690

Ravi Kant Dubey  
Advisor  
9478101200

D-2, Type-IV, Atul Grove Road, Opp. BSNL Corporate Office, (Near H.C.M Lane) Behind Eastern Court, New Delhi-110001

No.: BBOA CHQ/CMD/2025-26/01

Date: 02.06.2025

To,

Shri A. Robert J. Ravi Ji,  
Hon'ble Chairman and Managing Director,  
Bharat Sanchar Nigam Limited (BSNL/MTNL),  
Bharat Sanchar Bhawan, HCM Lane,  
Janpath, New Delhi-110001

**Sub:- Recognition of Bharatiya BSNL Officers Association (BBOA) as a Transparent, Nationalist Officers' Platform for Telecom Reform and Unity Post-Merger**

Ref.: 1) BSNL/31-5/SR/2024 Dtd. 19.02.2025  
2) BSNL/31-5/SR/2024 Dtd. 27.05.2025  
3) Annexure -I Existing Order from BSNL CO to UP(Eeast), Lucknow.  
4) Annexure-I Revised Order Perhaps without any Corrigendum from BSNL CO (Janpath) to CNTX-North (Kidwai Bhawan Janpath)

Respected Sir,

With due respect, we write to introduce and seek recognition of Bharatiya BSNL Officers Association (BBOA) a selfless, transparent, and ideology-driven officers' movement committed to the motto: Nation First, Department First, Employees First, so that resources can be generated for Revenue to build the Nation and no one stands on this ideology.

a) **Revenue:** One PSU One Association how to co-relate the revenue of BSNL.

b) **Shri Ravi Shil Verma AGM:** Not in order as per existing Order issued on 19.09.2023 regarding 200 KM Arial distance. Para-6 (D) & 7 etc. (Copy enclosed) that "For the purpose of Counting of Circle Tenure under BSNL Transfer Policy the Executives serving in BSNL CO, CNTx-N, QA&I, BBNW, ALTTC, INMARSET, UP(W) & HR Circles and posted in the State of Delhi & Municipal limits of Gurgaon, Faridabad, Noida, Greater Noida & Ghaziabad shall be treated as one composite Unit and will be counted as tenure of Delhi/BSNL CO"

c) **Clarification regarding BSNL Transfer Order List dated 02.05.2025 - Change Page-5 at Serial No. 42 :** Annexure-I (Copy enclosed).

- A BSNL transfer order list of 740 officers was uploaded on the intranet on 02.05.2025 but was subsequently removed. As per Page No. 5 of the available copy, only Serial No. 42 shows a change - Shri Ravi Shil Verma, AGM (Perner No. 204093), was transferred on promotion from BSNL Corporate Office, Janpath, New Delhi to CNTX-N, Janpath, New Delhi, instead of UP(E). A copy of the relevant pages (2 pages) is enclosed for reference.
- Kindly clarify the reason for the removal of the list, the current status of the said transfer, and whether a revised or updated list will be issued for official transparency.

Contd. 2

*[Signature]*



- f) **Immunity:** "An officer who has already been granted all types of immunity should not be given any undue advantage, as it is against the established rules. If such a benefit has still been granted, it must be clarified under what reasons and under what kind of pressure it was given. The said decision should be withdrawn with immediate effect."
- g) **Order Impact on Employees:** Overall the employees seem to have a negative image of BSNL, which should not be appropriate as per the policy.

➤ **As per the Constitution of India:**

"India is a democratic nation where a multi-party system is not only recognized but is fundamental to its functioning. **Just as one country cannot be governed by a single political party, similarly, one Public Sector Undertaking (PSU) like BSNL cannot represent all its officers and employees through a single association.** Such a concept violates the core principles of the Constitution—liberty, equality, and freedom of expression. Every employee has the constitutional right to associate freely and choose an organization that reflects their beliefs and interests. **Therefore, the idea of "One PSU, One Association" is inherently undemocratic and must be opposed in the interest of fairness, representation, and justice.**"

BBOA was born out of growing disillusionment with non-transparent functioning, groupism, and declining trust in certain legacy associations. We aim to bring a fresh, honest perspective to officer representation across BSNL and MTNL, especially in the context of the ongoing merger and structural reforms.

**1. Key Principles of BBOA:**

- **National Commitment:** Every action purely devoted towards National Ideology.
- **Departmental Integrity:** Full support to BSNL-MTNL revival through ethical, accountable conduct.
- **Officers' Welfare:** Focused on protecting the dignity and rights of absorbed, promoted and directly recruited Officer's.
- **Unified Representation:** Advocating for "One PSU – One Transparent Association" free from political influence and performing without any interruption in the interest of BSNL as well as employees.

**2. About the Undersigned:**

I, **Rajender Singh Tushir**, retired Accounts Officer (BSNL) and Ex-Chief Coordinator, MTNL Officers Association (Mumbai & Delhi, 1999-2005), have dedicated my post-retirement years to unifying officers under a principled and transparent platform. Today, BBOA is backed by like-minded officers across India who believes in accountable, apolitical leadership.

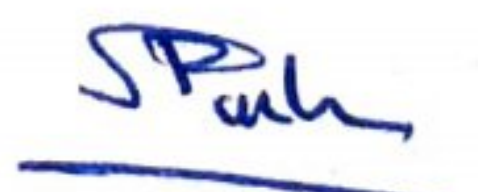
**3. Our Humble Requests:**

- **Official recognition of BBOA** in all consultative and policy-making platforms.
- **Inclusion in HR and structural dialogue** relating to merger implementation and officer rights.
- **Instructions to all BSNL/MTNL units** to acknowledge BBOA as a stakeholder in officer-related matters.

**4. Separate Submission: Concern over Misuse of "One PSU - One Association" Slogan:**

We also wish to highlight growing frustration among BSNL/MTNL officers over the manipulative use of the slogan "One PSU - One Association" by three associations - **SNEA, AIGETOA, and AIBSNLEA** - without holding a legitimate majority or ensuring true representation i.e. **51%**.

Contd. 3





## 5. Key Concerns:

- a) **Deceptive Unity Claims:** These groups have failed to deliver on employee-centric issues while indulging in backdoor deals and internal pacts.
- b) **Pay Parity Ignored:**
  - BSNL JAO/JTO basic: ₹9,850
  - MTNL JAO/JTO basic: ₹10,750
  - "One PSU – One Rule" Why should not applied in pay structures to all? Factors may kindly be reviewed.
- c) **False Representation Metrics:**
  - **SNEA:** Vote leadership, but lacks mass support.
  - **AIGETOA:** Large membership but underperforms electorally.
  - **AIBSNLEA:** Minimal relevance today.

## Our Suggestions:

- De-recognize these legacy associations for lack of genuine representation.
- Implement a **transparent "One PSU - One Association"** policy.
- Recognize **BBOA** as a credible, honest, and future-ready officers' platform.
- Ensure equal time, platform, and respect for all legitimate groups.
- Grant long-awaited benefits like **15% Pay Revision (3rd PRC), LTC restoration and One cadre One Scale (JTO/JAO)**.
- Restore additional one Increment on promotion. Why not take up by SNEA, AIGETOA & AIBSNLEA and other's.

## Conclusion:

- i) **BSNL and MTNL Officers deserve transparent leadership - not political manipulation. BBOA stands ready to work shoulder-to-shoulder with management to restore trust, enhance morale, and build a unified telecom force aligned with national goals.**
- ii) **If not stopped immediately, this policy will trigger protests and unrest, leading to service disruptions and customer dissatisfaction - just like in February, 2019 and other past instances. Prolonged salary delays had already worsened employees' conditions. Immediate withdrawal of this policy is essential to avoid further damage.**

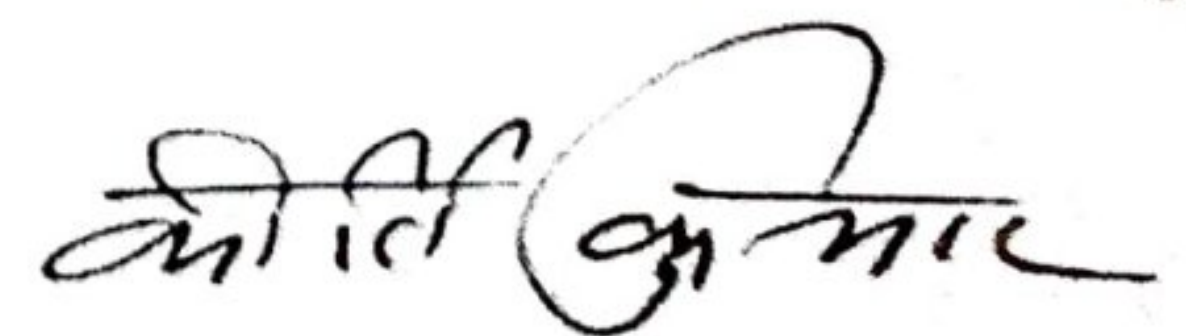
We sincerely hope you will consider our representation with the seriousness it merits.

With deep respect and expectations,

Yours Sincerely,



**(Rajender Singh Tushir)**  
**Chairman – Patron (BBOA)**



**(Kirti Kumar Sharma)**  
**General Secretary (BBOA)**

चैयरमेन-संरक्षक / Chairman-Patron  
भारतीय बी.एस.एन.एल ऑफिसर्स एसोसिएशन  
Bharatiya BSNL Officers Association

महासचिव / General Secretary  
भारतीय बी.एस.एन.एल ऑफिसर्स एसोसिएशन  
Bharatiya BSNL Officers Association  
Contd. 4



Copy forwarded for kind information and necessary action to:

1. Hon'ble Ministry of Home Affairs, North Block, Central Secretariat, New Delhi-110001
2. Hon'ble Minister of Communications, Govt. of India, Sanchar Bhawan, Ashok Road, New Delhi
3. Hon'ble Minister of Labour and Employment, Rafi Marg, New Delhi-110001
4. Secretary (Telecom), DoT, Sanchar Bhawan, 20, Ashok Road, New Delhi-110001
5. Member (Services), DoT, Sanchar Bhawan, 20, Ashok Road, New Delhi-110001
6. Director, Telecom Commission, Sanchar Bhawan, New Delhi
7. BSNL/MTNL Board, New Delhi
8. Chief Vigilance Officer, BSNL, Easter Court, Janpath, New Delhi-110001
9. Executives Director, MTNL (Mumbai/Delhi)
10. EDs & CGMs of BSNL/MTNL Entire Circles
11. National Human Rights Commission
12. General Secretary, All Unions and Association BSNL/MTNL

Yours Sincerely,



(Kirti Kumar Sharma)  
General Secretary (BBOA)

महासचिव / General Secretary  
भारतीय बी.एस.एन.एल ऑफिसर्स एसोसिएशन  
Bharatiya BSNL Officers Association



(Rajender Singh Tushir)  
Chairman - Patron (BBOA)

चैयरमेन-संरक्षक / Chairman-Patron  
भारतीय बी.एस.एन.एल ऑफिसर्स एसोसिएशन  
Bharatiya BSNL Officers Association





No: - BSNLCO-PETS/12(11)/1/2025-PERS1/1

Dated: - 02.05.2025

आदेश / ORDER

✓ **Subject:- Annual Transfer and Posting of Officers in various cadres of Telecom/ Finance/ Civil/ Electrical stream due to Promotion, Own request, Long stay etc., - Regarding.**

Ref1: Comp. No.:323423 File No.: BSNLCO-11/15/1/2023-RECTT-C dated 27/02/2025

Ref2: BSNLCO-PETS/12(11)/1/2025-PERS1

Dated: - 02.05.2025

The Officers listed in the enclosed Annexures, belonging to various cadres of Telecom/ Finance/ Civil/ Electrical/ Architecture/ Telecom Factory stream are hereby transferred and posted to the circle indicated against their names due to reasons such as Promotion, Own request, Long stay etc., with immediate effect and until further orders.

2. The conditions prescribed in the Order under Ref-2 in respect of the officers promoted to the grade of DE/AGM(T) regular on provisional basis against 33% competitive quota against LICE for vacancy year 2023 shall be strictly complied with.
3. CGMs to relieve the executives who have been ordered for transfer to other circles immediately but not later than 15 days from the date of issue of this Order. In case the executives concerned fails to join the promotional assignments within the prescribed period, he/she should not be allowed to join the post thereafter. In such a situation, the promotion order shall become inoperative and such cases shall be reported to this office. Further, no request for modification of posting order shall be entertained.
4. The officers on Proforma Promotion or presently on deputation shall join at the posted circle on completion of the deputation period.
5. Further, the Officers listed in the enclosed Annexures, belonging to various cadres of Telecom/ Finance/ Civil/ Electrical stream are hereby transferred and posted to the circle indicated against their names due to reasons such as Promotion, Own request, Long stay etc., with immediate effect and until further orders.
6. CGMs concerned are further advised that the pendency of request of the executives for modification of the posting order should not be taken as ground for holding up the implementation of this order.
7. The leave, if any requested by the executives, who are covered under this Order, should not be allowed. If any executive desires leave, he/she can apply for leave to new place of posting under whom he/she has been posted only after joining the new assignment. The new controlling executives will sanction leave, if it is considered justified as per norms.
8. Officers working at Tenure stations shall be relieved only on successful completion of Tenure stipulated.

*[Signature]*



9. All the executives are posted to the circles as indicated in column "Posted Circle" of the annexure. However, the management reserves the right to modify their postings as per administrative requirements
10. Circles shall implement all intra-circle transfer as per the transfer policy issued by Corporate Office within next 15 days.
11. Circles shall post AGMs at SDCA headquarters of posting them in OA/BA/Circle offices. Similarly, officers at other levels also shall be posted in the field units instead of concentrating in the OA/BA/Circle offices to ensure operational requirements.
12. Revenue generating posts in EB, CM and CFA verticals shall be filled up on priority.
13. Officers should not be posted at locations where they have served extensively in the past. Rotation of officers across various posts and across different verticals must be ensured to maintain transparency and efficiency. Allowing officers to continue in the same place/ same post/ same vertical for a long period should generally be avoided.
14. Circles shall ensure that the working strength at Circle and OA level is evenly distributed. Difference in ratio of working strength and sanctioned strength between Circle Office and BA/OA level should not be more than 10%. Similarly, the difference in ratio of working strength and sanctioned strength between BA/OA Hqs Office and BA/OA field units respectively should not be more than 10%.
15. After the issue of Annual Transfer Orders, issue of intra-circle transfer orders involving change of station may be avoided except in the case of critical medical cases or Administrative/ Organizational requirement. Corporate office should be kept informed about such orders along with justification.
16. Transfer and posting of only DGM and below level executives will be done by the Circles. Posting of Officers above DGM Level including interchange/shifting at the level of GM & above shall be done by Corporate Office only.
17. Circles shall not give look after charge at the level of GM & above without the approval of Director HR.
18. Circles shall not issue orders for looking after arrangement beyond the strength authorized by Corporate Office and excess already ordered shall be cancelled immediately.
19. BSNL CO-PETS/11(11)/4/2020-PERS1 dated 27.12.2023 directing circles to avoid intra-circle transfer of executives having station stay of more than 20 years stands withdrawn with immediate effect. Officers under transfer liability are advised to exercise OTP request preferably to shortage circles, well in advance and move out in their own interest so as avoid double transfer (intra and inter circle) within a short period.
20. Executives or their immediate family/dependents should not bring any external influence in the matter of service matters including their transfer and postings. All such cases will be dealt strictly as per provisions of BSNL CDA Rules.
21. Chronic Medical cases and exemption on medical grounds with proper entry in ERP will be given due consideration as per the guidelines of BSNL subject to verification of records either administratively or through second medical opinion or both. Any false representation will attract the provisions of BSNL CDA rules. On receipt of representation if any from the officers under transfer, Circle Head shall get the cases verified thoroughly in accordance with the guidelines on this subject. Genuine and deserving cases may be referred to Director HR under the signature of Circle Head with specific recommendation.
22. **Posting of executive(s) to the sensitive / non-sensitive post may be decided by the concerned circle as per prescribed norms circulated by DOT & Vigilance branch of BSNL Corporate Office from time to time.**



No. BSNLCO-PETS/12(11)/1/2025-PERS1/1

Dated:-02.05.2025

23. The particulars of executives may also please be updated in the ERP as soon as they join.
24. Charge report may be furnished to all concerned and necessary entries be made in ERP/SAP/Service book accordingly.

This issues with the approval of the competent authority.

**Encl:**

- |                      |   |              |
|----------------------|---|--------------|
| 1. Telecom Stream    | - | Annexure - 1 |
| 2. Finance Stream    | - | Annexure - 2 |
| 3. Civil Stream      | - | Annexure - 3 |
| 4. Electrical Stream | - | Annexure - 4 |

*Sahani*  
02/05/2025  
(VANDANA SAHANI)  
A.G.M.(Pers.-II)

**प्रतिलिपि /Copy to:**

1. Sr. PPS to CMD, BSNL
2. Sr. PPS to all functional Directors of BSNL Board
3. Sr.PPS to CVO BSNL
4. Concerned CGMs of Telecom Circles/Units
5. CGM(BW)/CGM(EW)/PGM(EF)/(SEA)
6. PGM (Pers.)/PGM (Estt.)/PGM(SR)/PGM(CA)/GM &CLO (SCT) BSNL CO
7. Jt. GM(Pers.-DPC)/DGM(Pers.-II)/DGM(Pers. Legal), DGM(ERP) BSNL CO
8. AGM(Pers.-I)/ AGM(Pers.-II)/AGM (DPC-JM/SM)
9. Executives concerned through CGMs.
10. Guard File/ BSNL Intranet/Order Bundle

*Sanjay*  
02/05-2025  
(Sanjay Kumar Madan)  
Deputy Manager (Pers-I)



## Annexure - 1

Sl No	Per No.	Employee Name (Sh./Smt./Kum.)	Cadre	Present Circle	Posted Circle	Reason	Remarks
24	201932	ALGUBELLY RAJASHEKAR REDDY	AGM	NE-I	TLGN	Transfer	OTP Tenure OUT
25	202232	DEEN DAYAL BANSAL	AGM	BSNLCO	MH	Un Implemented transfer order	Transfer on Promotion
26	202249	B PRAKASH SRINIVAS	AGM	QA & INSP	TLGN	Transfer	OTP Request (Own Cost)
27	202514	GANGADHARA KHEDUALSINGHA	AGM	OR	KOL TD	Un Implemented transfer order	Long Stay
28	202546	NIRANJAN DESHMUKH	AGM	ALTTC	MH	Transfer	
29	202631	RAHUL GARG	AGM	UP(W)	KRL	Transfer	
30	202720	KANNAN A	AGM	CHTD	TN	Transfer	
31	202981	MANOJ KUMAR DASH	AGM	QA & INSP	CG	Transfer	OTP Request (Own Cost)
32	203005	PAWAN KUMAR PRAJAPATI	AGM	UP(E)	AS	Un Implemented transfer order	Tenure Transfer
33	203097	RANA DIGVIJAY SINGH	AGM	HP	WB	Transfer	
34	203102	NEERAJ SYAL	AGM	PB	UP(E)	Un Implemented transfer order	Long Stay
35	203131	KULWINDER SINGH	AGM	PB	RAJ	Un Implemented transfer order	Long Stay
36	203174	SANJAY GOEL	AGM	BSNLCO	UP(E)	Un Implemented transfer order	Transfer on Promotion
37	203358	RAVICHANDRA .	AGM	CHTD	GUJ	Transfer	
38	203411	LACCA VIKAS VIJAY	AGM	AS	MH	Transfer	OTP Tenure OUT
39	203631	KAMLESH KAMAL	AGM	UP(E)	Sikkim	Un Implemented transfer order	Tenure Transfer
40	203864	PREM LAL	AGM	J&K	WB	Transfer	
41	203945	BALWINDER KUMAR SHEEMAR	AGM	PB	RAJ	Un Implemented transfer order	Long Stay
42	204093	RAVI SHIL VERMA	AGM	BSNLCO	UP(E)	Un Implemented transfer order	Transfer on Promotion
43	204167	HEREMBAR DEORI	AGM	ITPC	JKD	Un Implemented transfer order	Transfer on Promotion
44	204344	NEREUS BARWA	AGM	BSNLCO	GUJ	Transfer	
45	204367	ASWINI KUMAR SAMAL	AGM	OR	WB	Un Implemented transfer order	Long Stay
46	204403	Rajeev Sharma	AGM	ALTTC	KOL TD	Transfer	
47	204455	SUSHIL JOHAR	AGM	HR	RJ	Transfer	
48	204496	GOPAL DASS	AGM	J&K	KRL	Transfer	
49	204934	KAMLESH MEENA	AGM	Sikkim	RAJ	Un Implemented transfer order	Tenure Transfer
50	205084	NISHANT SHARMA	AGM	BSNLCO	GUJ	Transfer	



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Balam





# BSNL

Connecting Bharat

Securely • Affordably • Reliably

**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)

SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110001

No. BSNL/31-5/SR/2024

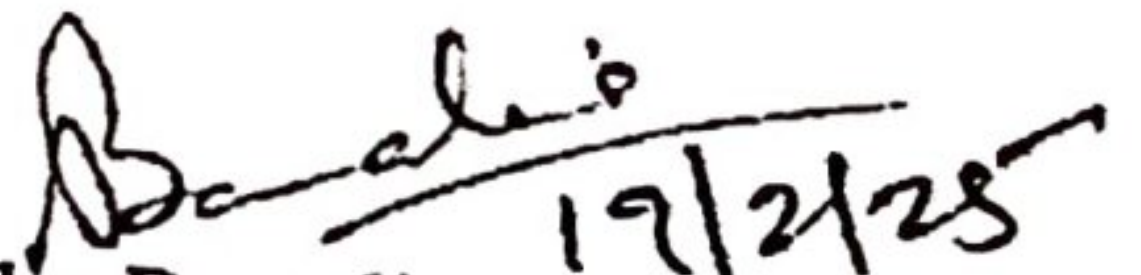
Dated: 19.02.2025

Subject: Constitution of the committee to recommend on implementation of One PSU One Association in BSNL.

In view of demand raised by associations, I am directed to convey the approval of the competent authority for constitution of a committee comprising of following members to recommend on implementation of One PSU One Association in BSNL.

- |  |               |
|--|---------------|
| 1. Smt. Anita Johri, PGM (SR)              | - Chairperson |
| 2. Shri Rajeev Soni, CGM (EW)              | - Member      |
| 3. Shri S. P. Singh, PGM (Estt.)           | - Member      |
| 4. Shri P D Chirania, Sr. GM (CBB)         | - Member      |
| 5. Shri Gajender Kumar, Sr. GM & CLO (SCT) | - Member      |

The Committee will be free to co-opt any officer as and when required.

  
(Asha Bawalia)  
DGM (SR)

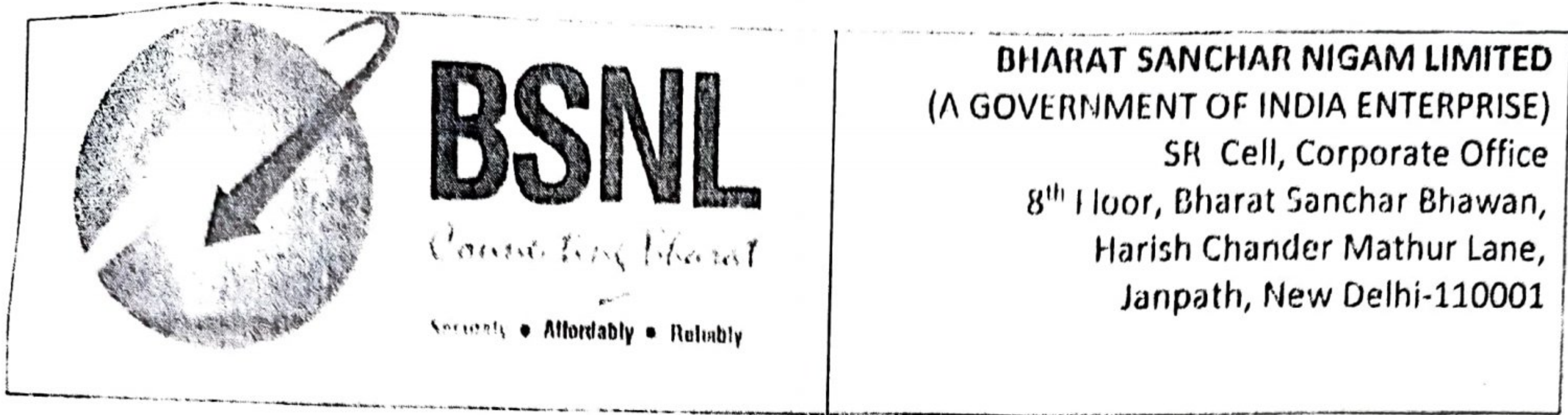
To

All Committee members.

For kind information, please

1. PPS to Dir (HR), BSNL





No. BSNL/31-5/SR/2024

Date: 27.05.2025

Meeting Notice

Subject: One PSU, One Association and One Revenue

I am directed to convey that the committee on 'One PSU, One Association and One Revenue' formed vide no. BSNL/31-5/SR/2024 dated 19.2.2025 (copy enclosed) will hold a meeting on 04.06.2025 (Wednesday) at 1500 Hrs at 4<sup>th</sup> Floor Committee room, Bharat Sanchar Bhavan, Janpath, New Delhi.

Kindly make it convenient to attend the same.

This is issued with approval of competent authority.

Encl: As above

  
(Asha Bawalia)  
DGM (SR)

To:

1. All the members of the committee
2. GS, SNEA, GS, AIGETOA and GS, AIBSNEA- for kind attendance and presenting their views to the committee.
3. PGM Admn- for booking of committee room, please

Copy for kind information to:

1. PPS to CMD, BSNL
2. PS to Director (HR)