

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)

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BBOA Membership Campaign 2026

Work, Trust and Participation

16 June 2026 – 15 July 2026

For those who have no one to stand for them, BBOA always stands with them. Support the Membership Campaign to protect your rights.

1. BSNL and Nation Building

BSNL is not merely a telecommunications company; it is an important institution contributing to nation-building. Its employees and officers play a vital role in national development by providing communication services to millions of citizens across the country. With this spirit, the BBOA Membership Campaign will commence on 16 June 2026 and continue for one month.

2. Respect for Democratic Organizational Culture

Several associations are actively functioning in BSNL. Organizations such as SNEA, AIGETO, and BBOA, among others, are working for the welfare of employees and officers according to their respective approaches and organizational philosophies. A healthy organizational environment is an important part of democratic tradition and deserves due respect.

3. BBOA's Record of Service and Credibility

- Over the years, numerous employees and officers have approached BBOA with their grievances, suggestions, and expectations. Many have acknowledged that the Association guided them during difficult circumstances, raised their issues before the authorities, and sincerely worked towards their resolution. You are all aware that in many cases, BBOA has successfully achieved positive outcomes.



- Since 2015, BBOA has consistently engaged with BSNL Management and, through persistent efforts, has secured solutions on several important issues. Although BBOA is neither the Majority Association nor a Supporting Association, the BSNL Administration has regularly provided opportunities for dialogue and representation, which the Association has utilized effectively in the interest of employees.
- Today, from Kashmir to Kanyakumari, the impact of BBOA's efforts is visible. Office bearers and members of various organizations continue to approach BBOA for guidance, cooperation, and solutions. This trust remains BBOA's greatest strength and asset.

4. Participation Strengthens an Organization

Trust alone cannot make an organization strong. If employees believe that an organization can effectively represent their voice, it becomes the collective responsibility of all concerned to strengthen that organization through active participation and membership support.

5. Identity Built on Service, Not Publicity

Despite limited resources, BBOA has earned its identity through selfless service, resolution of individual grievances, raising employees' concerns at appropriate forums, and pursuing issues within organizational discipline and democratic norms. The Association has always prioritized meaningful work over publicity.

6. Growing Confidence in BBOA

Recently, many officers have personally informed us that they joined BBOA after being impressed by its policies, work culture, and commitment to national interest. Such membership is not merely a formality; it reflects the growing confidence and trust that employees and officers are placing in the organization.

7. Strengthening BSNL and Protecting Employees' Interests

Today, it is important not only to talk about our rights but also to actively participate in the mission of strengthening BSNL. Employees' welfare and BSNL's growth are complementary to each other. A strong BSNL alone can ensure a secure, stable, and dignified future for its employees.

Major Demands of BSNL Employees

1. Implementation of 3rd PRC Recommendations

The wage revision based on the recommendations of the 3rd Pay Revision Committee (PRC) should be implemented without delay. BSNL employees have been deprived of this benefit for a long time. If BBOA is given an opportunity, we shall strive to secure benefits in the range of 7-8% fitment, instead of the proposed 5%, in line with Government of India policies. Pending promotion and cadre review cases should also be settled expeditiously.

2. Timely Payment of Salary and Pension

A permanent mechanism should be established to ensure timely disbursement of salaries and pensions.

3. Regular Recruitment

Vacant posts should be filled through regular recruitment to address staff shortages across BSNL.

4. Improved Medical Facilities

Medical facilities and reimbursement procedures should be simplified and made more effective. The Outdoor Medical Allowance should be restored to the earlier provision of 30 days.

5. Expansion of 4G/5G Network

Network connectivity should be improved through accelerated expansion of 4G/5G services and deployment of modern technological resources.

6. Resolution of Pensioners' Issues

Pending pension and healthcare-related issues of retired employees should be resolved on priority.

7. Protection of Contractual and Outsourced Employees

The legitimate interests and welfare of contractual and outsourced employees should be adequately safeguarded.

8. Quality Training for Employees and Officers

The duration of training programmes should be at least 15 days. During training, theoretical and practical knowledge should be imparted by qualified trainers or experienced departmental officers and employees to ensure proper understanding and professional competence.

9. Long-Term Revival and Financial Strengthening of BSNL

A comprehensive and sustainable policy should be implemented for the revival and long-term financial strengthening of BSNL.

10. Uniform Implementation of Supreme Court Judgments

BSNL Administration should avoid adopting dual standards in implementing Supreme Court judgments. Decisions favorable to employees are often implemented selectively, while adverse decisions are applied universally. BBOA shall strive to coordinate with the Ministry of Law and Justice, Government of India, to reduce unnecessary litigation and avoidable legal expenditure.

Ultimately, an Organization is Judged by its Actions

An organization is not defined merely by the number of its members, but by:

- Who raised the issue.
- Who fought for justice.
- Who stood with employees during difficult and adverse circumstances.

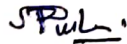
Publicity may create recognition, but history remembers only genuine work. Employees and officers themselves are the ultimate judges. Everyone knows who speaks on the stage and who works in the field. Time ultimately separates truth from exaggeration. Service, dedication, and integrity do not require certificates for validation.

Core Message

"Dignified Pay, Timely Promotions, Adequate Staffing, Better Medical Facilities, and a Strong Future for BSNL."

Let us actively participate in the Membership Campaign, strengthen BSNL, and build a positive, responsible, and action-oriented organizational force dedicated to protecting the rights and interests of employees and officers

With respectful regards,



(Rajender Singh Tushir)
Chairman - Patron (BBOA)

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



(Kirti Kumar Sharma)
General Secretary (BBOA)

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