



**ALL INDIA RETIRED
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' WELFARE ASSOCIATION
CHQ, New Delhi**

Report of the General Secretary

HOTEL AMBER, LUCKNOW, U.P. (E)

ON

24.2.2026 & 25.2.2026

**ALL INDIA RETIRED
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' WELFARE ASSOCIATION
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**Report of the General Secretary placed in the Central Working Committee meeting at Hotel
Amber, Lucknow, U.P. (East), held from 24th February, 2026 to 25th February 2026
(Tuesday & Wednesday)**

Respected President and My Dear Comrades,

I on behalf of Central Head Quarter Office bearers and on my personal behalf welcome all of you to this historical CWC meeting of our Association, here at Lucknow the city of Nawabs. I also welcome our esteemed comrades from RTWOA, MTNL Delhi and Mumbai who have joined us here as special guests.

We are meeting here for the Central Working Committee meeting of All India Retired Bharat Sanchar Nigam Limited Executives' Welfare Association after the first CWC meeting held in January 2025 at Trivandrum and the 4th AIC at Kolkata in December 2024. In this CWC meeting, we may like to discuss & decide future plan of actions on Organizational Matters, Status of Pension Revision, Status of various Court Cases, Formation of 8th CPC and ToR, Co-ordination with NCCPA/FCPA and various other issues related to the BSNL Pensioners, for example, BSNL MRS, CGHS Medical facilities, restoration of commutation after 10 years and 8 months instead of 15 years and 5 percent increase in pension after 65, 70 years and 75 years respectively, notional increment on the day of retirement those who have completed one year service as on the date of retirement and concessions in railways to the senior citizens, etc. In this report, effort is being made to incorporate all the issues of importance to have a useful discussion.

1. Necessity of Retired Executives'/Non-executives' Welfare Association.

AIRBSNLEWA was registered on 11th November 2010 at New Delhi with the active efforts of Comrade Kishan Singh as General Secretary, Com. M L Sharma as President and Com. K N Mehra as Financial Secretary and with the active support of Com. Prahlad Rai as GS AIBSNLEA. Thereafter, AICs of AIRBSNLEWA were regularly conducted as and when AICs of AIBSNLEA were held at Kolkata, Nashik, Mysuru and Vijayawada. AIRBSNLEWA has started holding its CWCs / AICs independently since August 2022 onwards. Accordingly 4th AIC of AIRBSNLNEWA was successfully conducted at Kolkata. This shows the Growth & strength of our Association. Unlike some of the other retired associations, we have foreseen the need of such retired association long back. This was due to the reason that while working for the Association of working executives as General Secretary of AIBSNLEA, it was noticed that many of the pensioners are struggling after their retirement to settle various grievances in their old age. Accordingly initiative was taken to form the AIRBSNLEWA at CHQ level by extending all the supports from AIBSNLEA which was led by myself. After my Superannuation on retirement I got elected unanimously as GS of our beloved association AIRBSNLEWA at Vijayawada and also from

Kolkata in the 3rd and 4th AICs respectively. Though AIRBSNLEWA is enrolling retired executives as life members, but the non-executives are also being enrolled as Associate members.

2. Organisational Set up

AIRBSNLEWA is having 3 tier organization set up with CHQ/Circle/District. On the organizational front, as on today, we have active Circle bodies at AP, Assam, Delhi, Gujarat, Hariyana, Kerala, Maharashtra, Odissa, M.P., Punjab, Rajasthan, Tamil Nadu, Telangana, UP East, UP West, Uttarakhand, Jharkhand and West Bengal. We need to expand the membership base by forming circle bodies in Bihar, Karnataka circle, HP, J&K, Chattisgarh, A & N circles at the earliest. Organisational / Circle Secretaries need to take early initiative for forming of Circle/District Bodies throughout the country, as large number of retirees are not members of any of the retired associations. We can have critical examination of our strength and weakness regarding actual efforts are being made to increase the membership in view of the mass VRS retirement. The proper corrective measures, wherever necessary, should be planned. Ensure regular and timely election of District / Circle bodies to provide transparent and democratic organization. This CWC is to take decision on the various vital issues of pensioners.

3. Membership

The total membership of the Association is now At present one time life time membership fee is Rs.600/- to be collected from members while enrolling along with Rs.50/- as admission fee. Out of Rs.600/- Rs.300/- is to be paid to CHQ and Rs.150/- paid to the Circle wherein Rs.150/- along with admission fee of Rs.50/- may be retained with the District/branch level. Many Branches have not remitted the CHQ quota. Retired Non-executives are being enrolled by various circles as Associate Members. All Circle Secretaries should ensure to clear the pending CHQ quota as per their membership during this CWC meet itself. The membership reflects the strength of the organization and good financial position gives boost to the organizational activities. The Circle / District Secretaries are to give special attention on enrolling new members and collection of the subscription and remittance of quota. The one time life time payment collected from the members are not sufficient to meet the day to day working expenditures and affairs of the Association. This CWC may discuss and decide any alternative financial resources for meeting working expenses of the Association.

4. Contribution towards legal fund

To protect the interest of the members, through the legal means, we need to spend substantial amount to the legal cases. We have requested for an amount of Rs.1000/- each from members towards the ongoing court cases of Pension Revision, DA arrears, etc, as special donation for court cases. Though many circles had remitted their possible amounts, many Circles are yet to deposit the special donation to CHQ. Now, in the present scenario many court cases have already filed in different courts for which more and more funds are required to incur the legal fees of senior advocate to defend our plea in the court of law. Thus, all the Circles are requested to immediately deposit legal fund to CHQ. Further, this CWC may discuss and decide the future course of legal action with respect to restoration of commutation after 10 years and 8 months, instead of 15 years, notional increment on completion of one year on the day of retirement and SDE seniority case on the basis of Rule 206, etc.

In additional, a sum of Rs.500/- each was decided in the Virtual CWC to be collected from each member towards filing of court case in the Hon'ble Supreme court under the banner of NCCPA in order to protest against the validation act of CCS Pension Rules in the Finance Bill 2025. This amount of Rs.500/- each is yet to be collected and remitted to the CHQ.

5. Regular election of Branch/Circle Body of AIRBSNLEWA:

Most of the Branches/Circles, AIRBSNLEWA have conducted elections to form regular body by convening Branch / Circle conferences. Remaining Circles are to ensure immediate notification of Circle Conferences just after this CWC.

6. Websites:

Our web site of AIRBSNLEWA i.e. www.airbsnlretd.org provides all latest information regarding meetings with DoT administration & BSNL Management and also the status of Court Cases for the information of the members and others. All important communications made and office orders are also promptly displayed on the web sites. Brief note of all the functions/meetings / conferences attended by the G.S. is also being displayed in the website from time to time. However, due to some personal inconvenience to K P Nair, who was updating the website from time to time, the regular update of website is affected. Now onwards, efforts will be made to make regular updation of the website by Shri K.P. Nair Editor or by Shri R K Sharma Co-editor.

7. Status of Pension Revision

We the BSNL retirees drawing pension from the Consolidated Fund of Government of India under Rule-37A of CCS Pension Rules 1972. Our pension has not been revised which is due from 1.1.2017, whereas our counterpart DoT pensioners' pension has already been revised w.e.f. 1.1.2016.

AIRBSNLEWA continuously persuaded with the DoT administration for revision of pension of BSNL pensioners w.e.f. 1.1.2017. The last time the pension of the BSNL pensioners were revised from 1.1.2007. DoT administration has replied that pension revision is linked with the revision of pay of BSNL employees.

The pay revision of BSNL employees is being done on the basis of 3rd PRC report wherein the pay revision is related with the affordability of the PSE. BSNL is making losses for the last 10-11years thus the pay revision of BSNL employees has not taken place as per 3rd PRC report.

There are about 4 lakh BSNL/MTNL pensioners / family pensioners, including the VRS as on 31.1.2020, who were officers and employees of BSNL/MTNL and were all absorbed from DoT on 1.10.2000 with the specific assurance that they would be treated at par with the Govt. employees in the matter of pension. This assurance was specifically incorporated into Rule 37-A of the CCS (Pension) Rules 1972 promulgated under Article 309 of the Constitution of India, 1950 and in terms of which they said employees were entitled to the applicable Govt. scheme of Pension / Family pension even after their absorption into BSNL

These Pensioners were Govt. servants holding civil post in DoT under Govt. of India prior to their absorption in BSNL and as such were safeguarded under Article 311 of the Constitution of India and governed by the CCS pension Rules 1972 for pension / family pension.

Though the 7th pay commission report has been implemented for all the Central Govt. employees, Pensioners & Family pensioners, except the pension revision and minimum pension, all other conditions of the 7th CPC like calculation of pension, additional pension with maturity of age, qualifying service for full pension, commutation, limit of Gratuity, Family Pension and Leave encashment amount, etc. has been implemented for BSNL employees and pensioners. As regards the pension revision, it is misconceived that the 7th CPC report is not applicable to IDA pensioners.

As per the agreed terms and conditions, the BSNL pensioners / family pensioners are at par with the other Govt. servants. While the pension of the Govt. servants are revised on completion of every 10 years, the pension revision of the BSNL pensioners was done on 1.1.2007, that is 15 years ago.

After the pension revision of the Central Govt. Employees as per the 7th CPC, the minimum pension of a Group D employees retired from Govt. service is Rs.9000/-, whereas, the minimum pension of a Group D employee retired from BSNL is Rs.3500/-, due to non-implementation of pension revision of BSNL pensioners.

The medical facilities under CGHS available to the Central Govt. employees / pensioners are extended to BSNL Pensioners also. Whereas, the said CGHS facilities are not extended to the serving employees of the BSNL.

During December 2015, with our active persuasion, DoT had sent a request to the nodal Ministry for CPSUs to add revision of pensionary benefits of BSNL & MTNL Pensioners as terms of reference of 3rd PRC and it is evident from this fact that the Govt. has made its intention of Pension Revision of BSNL pensioners w.e.f. 1.1.2017. However, due to skeptical negative approach of few of the DoT officers, the case not been processed further.

It is understood that DoT is of the opinion that in case the pension of the existing pensioners retired prior to 1.1.2017 are revised, their revised pension would become higher than the pension to be fixed on retirement of the existing employees retiring after 1.1.2017. This would create an anomaly in BSNL / MTNL as the pensioners retired prior to 1.1.2017 would be getting more pension than the retiring pensioners.

In this regard, it is submitted that, in case, such anomaly occurs between Pre-2017 and post 2017 combined service pensioners of BSNL, it will be limited to few more years as almost all the employees absorbed in BSNL from DoT/DTS/DTO and eligible for combined service pension under Rule 37-A of CCS (Pension) Rules 1972 will retire by the next Pay revision which is due in 2027.

Further more, in order to avoid such anomaly, we suggest to give notional pay revision for the BSNL serving employees w.e.f. 1.1.2017 without creating any additional financial liability for BSNL.

In case pension of the BSNL pensioners / Family pensioners are not revised due to the illogical reasons, then, there will never be any pension revision of BSNL Pensioners / Family pensioners in the times to come since, pension is only for the BSNL absorbees and in the coming few years, there will be no BSNL absorbees left, as all would have retired and the BSNL pensioners / Family pensioners will continue with the existing pension in their entire life time in the rising inflation.

Why pension revision of the BSNL retirees are fully justified:

1. The inaction and non-implementation of revised pension as per the 7th CPC and 3rd Pay Revision tantamount to discrimination by DoT amongst the retired BSNL pensioners and the Govt. Servants in as much as the BSNL pensioners are the combined service Govt. pensioners by virtue of Rule 37-A of the CCS (Pension) Rules, 1972 and have retained their status of a Govt. servant upon their retirement.
2. Pension revision and pay revision have no relation whatsoever in so far as the combined service BSNL pensioners are concerned, since the pension of the latter is to be borne by the Govt. by virtue of Rule 37-A of the CCS (Pension) Rules 1972. As such it would be

improper to link pensionary benefits with the financial status of the BSNL, especially after their retirement.

3. At the time of absorption by BSNL, the combined service BSNL pensioners were assured that their status as a Govt. servant upon retirement is not hindered on account of being absorbed in BSNL, which is the reason to amend the Rule 37 of CCS (Pension) Rules, 1972 by insertion of Rule 37-A and therefore, benefit of pension revision as has been done in respect of other Govt. pensioners cannot be denied to the BSNL combined service pensioners.
4. Pursuant to absorption in BSNL, DoT vide O.M. dated 9.11.2000 categorically mentioned that the employees of DoT who will be absorbed in BSNL will be entitled to the Govt. scheme of pension/family pension even after their absorption in BSNL.
5. AS per Rule 22 of Rule 37-A of CCS (Pension) Rules 1972, pensionary benefits of the BSNL pensioners are to be borne by the Govt. and therefore, absence of pay revision of BSNL in view of the affordability clause cannot be a ground for denial of pension revision, as there is no such affordability condition for any other Govt. pensioners for their pension revision.
6. The pension revision of BSNL pensioners and the pay revision of the BSNL employees have no relation whatsoever in so far as the combined service of BSNL pensioners are concerned, since these pensioners have no role in the financial status of the BSNL, since they do not and cannot contribute to the financial growth of BSNL.
7. The central Govt. pensioners and the combined services Govt. pensioners retired from BSNL are at par on pensionary benefits as every amendment to CCS (Pension) Rules 1972 from time to time is made applicable to combined service Pensioners of BSNL under Rule 37-A, which makes them at par.
8. It is a fact that 9 recommendations of the 7th CPC namely, qualifying service for full pension, method of calculation of pension, family pension, commutation of Pension, restoration / increase in pension, limit of DCRG, leave encashment, etc. have been implemented in favour of the BSNL pensioners on their retirement, except pension revision.
9. The pension contribution of all the combined service BSNL pensioners has already been made to DoT as per the provisions of Rule 37-A and that too of the maximum of their pay scales and at this stage, when the BSNL pensioners, who are senior citizens with a legitimate expectation to reap the benefits of their service, are being with held, which otherwise would not have happened, had these BSNL combined service pensioners would have opted to remain in Govt. service.

We are the senior citizens of our country and we have contributed our whole service period for the sake of the DoT / BSNL and our nation and now, it is quite unfortunate to deprive the legitimate right of the BSNL pensioners of their pension revision at par with other pensioners.

We the pensioners and family pensioners would therefore demand the immediate intervention of the Hon. MoC, Secretary Telecom & the concerned officers of DoT, and an early revision of pension/family pension w.e.f. 1.1.2017, as per 7th CPC recommendation by delinking it from pay revision of BSNL serving employees so that we may get justice which is being denied by DOT since long.

We directly by CHQ and also through various Circle / District Office bearers of this association has submitted the memorandum to Hon. Speaker of Parliament, Hon. Prime Minister of India, Hon. Home Minister, Hon. Defence Minister, Hon. Minister of Communication & IT, Water resources minister, State Minister Parliament Affairs, multiple Member of Parliaments and Secretary DoT.

Many times, we have personally met the Hon. MoC, Secretary, DoT, Member (Services), Member (Finances) and various other officers of DoT, DoP&W, DPE, BSNL and other organizations and persuaded the case of pension revision of the BSNL pensioners besides the legal case in the court of law.

Pension revision case is being pursued vigorously from table to table with the Senior Officers of DoT & DoP&W. Govt. has to accept our demand of revision of pension w.e.f 01-01-2017 since BSNL Employees & Retirees are governed under provisions of Rule 37-A of CCS Pension Rules 1972 and Govt. has already accepted & implemented the legitimate demand of BSNL Retirees i.e. "Pension Revision from 01-01-2017. We are very much hopeful that, we will surely achieve our long awaited "Pension Revision w.e.f. 01-01-2017" due to our persistent & relentless efforts and support by all of you.

Also the pensioners retired after 1.1.2017 and retired on VRS as on 31.1.2020 should not have doubt in their minds about the revision of their pension because, once the pension revision of pre-2017 retirees is settled, automatically Govt. is bound to resolve the anomaly by considering pension on notional pay plus fitment benefit or by means of any other amicable formula

AIRBSNLEWA filed OA No 1272 of 2020 in the PBCAT New Delhi on pension revision of BSNL pensioners in the month of August 2020. But due to Covid-19 there were no physical hearing in the courts, only virtual hearing took place wherein the important matters were only heard by the Hon. Court. During the last 3 years period many virtual hearings had taken place and our case was listed on higher numbers, thus due to paucity of time case could not be heard in these virtual hearings. Now in the month of July 2022 the physical hearings has resumed in all the courts wherein our case was also again listed, but could not be heard due to paucity of time. DoT/BSNL has already filed the re-joinder and against that we have also filed counter reply. Our advocate on roll is Ms. Gauri Puri and Sr. Advocate is Shri Rajasekhara Rao. In all the virtual / physical hearings our advocates were present.

Finally, our efforts got succeeded with the support of all of you and the Hon. PBCAT, New Delhi has delivered its judgement on Pension Revision in our favour.

The Operative Part of the Hon. PBCAT, Delhi Judgement on the Pension Revision Case is as follows:

Para-27. We have no hesitation in concluding that the present application deserves positive consideration. The government had given a promise and stated it in black and white. How could it now retract from the promise, that too not by any law or rules but by simply a refusal to honour it?

Para-Para-28. In view of the elaborate discussion above, the OA stands allowed. The competent authority amongst the respondents is directed to forthwith revise the pension and family pension wherever applicable, strictly in accordance with the relevant rules and the entitlement governing pension to various sets of employees of the Central Government, maintaining strict parity. It is clarified that the benefits of revision of pension and family pension as notified by the Central Government on the recommendations of the Pay Commission, shall stand extended in favour of the applicants, analogous to the revision of such pension in case of Central Government pensioners.

Para-29. The directions contained herein shall be complied with within a period of ten weeks from the date of receipt of a certified copy of this order.

Para-30. The OA stand allowed against the background of the aforesaid directions. Pending MA(s), if any, stands disposed of accordingly.

We vigorously persuaded and followed up with Hon. MoC, Ministry of Law, Secretary Telecom and also with all the relevant officers of DoT to get the PBCAT judgment implemented, but due to the hostile and unhelpful attitude of our administrative ministry, DoT, this very important issue is pending since 1.1.2017.

We filed a Caveat in the Hon. High Court, New Delhi with respect to the PBCAT judgement to protect our interest, in case the DoT decides to appeal in the High Court. DoT finally filed a writ petition in the Hon. High Court Delhi to quash the Hon. PBCAT judgement in pension revision case of BSNL / MTNL pensioners. But, Hon. High Court Delhi didn't stay the Hon. PBCAT judgement nor issued notices to respondents during 6-7 hearings. On 21st December, 2024 Hon. High Court Delhi issued notices to the respondents. Thus, the contempt petition filed by us in the PBCAT New Delhi was disposed off in view of the writ petition pending in the Hon. High Court Delhi. Last hearing was held on 22.1.2025. The case is now posted for hearing in Hon. High Court Delhi on dated 30.03.2026. Now, the final hearings will take place in the Hon. High Court Delhi and the judgement will be awaited. Thus, it is understood that, even if the judgement comes in favour of the DoT or applicants, either party will be filing SLP in the Hon. Supreme Court. In view of this we have to mobilise legal funds to fight legally upto the level of Hon. Apex Court.

This CWC may discuss and decide the further course of action on this issue.

8. Withdrawal of 60:40 ratio provision from Rule 37-A.

At the time of absorption to ensure Govt. pension from the Consolidated Fund of Govt. of India for the pensioners of BSNL / MTNL, Rule 37-A was incorporated in the CCS Pension Rules on 30.9.2000. Subsequently DoT officers incorporated a clause of 60:40 condition with the approval of Cabinet in the year 2005, wherein if the receipts from BSNL is less than 60%, the pension will not be paid. This information was not aware to none of the pensioners or pensioners associations and came to the knowledge of AIRBSNLEWA when Com Late Amit Gupta ji sought information under RTI Act in 2015. Accordingly the same was taken up by the AIRBSNLEWA and pursued with DoT and after lot of persuasion DoT prepared a cabinet note to withdraw the 60:40 clause from Rule 37-A. Accordingly, the clause of 60:40 was removed from Rule 37A as per the Cabinet decision in the year 2016. Thus, BSNL /MTNL pensioners are drawing uninterrupted pension due to the timely efforts of AIRBSNLEWA.

9. Implementation of DPE order for Payment of 78.2% w.e.f. 1.1.2007 to May -2013 which is pending since long.

We BSNL pensioners are also suffering from non-payment of IDA fitment benefit of 78.2% w.e.f. 1.1.2007 to May 2013 which is pending since long, by not implementing the DPE guideline on the subject matter in its true spirit. The 78.2% IDA fitment benefits, it was due to BSNL pensioners w.e.f. 1.1.2007. But, it has been paid to the BSNL pensioners from June 2013 onwards only. Therefore, the arrears from 1.1.2007 to May 2013 are required to be paid to the BSNL pensioners. Therefore, we demand the immediate implementation of DPE order in its true spirit.

Status of IDA 78.2% Fitment Case w.e.f. 1.1.2007: AIRBSNLEWA members numbering about 500 filed O.A. in the PBCAT New Delhi in the name of our Association demanding IDA arrears

payment w.e.f. 1.1.2007 instead of June 2013. DoT/BSNL has already filed the re-joinder against that our advocate has also filed the counter reply. This case could not be heard in the Hon. PBCAT New Delhi for the last 3 years due to Covid-19 Pandemic condition and virtual hearings were only being held. Now physical hearing have started, but we waiting the outcome of writ petition pending in the Hon. High Court, Delhi. Outcome of this case will depend on the judgement of the Hon. Hight Court.

Status of IDA arrears of 78.2% Fitment benefits w.e.f. 1.1.2007 In the Hon. High Court New Delhi. About 1200 members of AIRBSNLEWA filed the case in the PBCAT New Delhi on behalf of AIRBSNLEWA which was dismissed by the PBCAT New Delhi. Against the said dismissal, AIRBSNLEWA CHQ filed writ petition in the Hon. High Court, New Delhi through Advocate Ms. Gauri Puri. The writ petition is pending in the Hon. High Court Delhi and has been posted for hearing on dated 26.02.2026

10. Notional increment benefit to the members who retired on completion of one year of Service on the day of their retirement.

As per the judgements from various courts including the Apex Court, the annual increment due on completion of 1 year service is to be granted to those who retired after completion of one year service as on the date of retirement. Now DoP&T in this connection has issued direction to implement the Hon. Apex Court judgment to all the eligible employees. Accordingly respective departments have started granting the notional increment benefits to the eligible employees. The matter was persuaded by our Association with DoP&T, DoT and BSNL for the implementation of the Hon. Apex Court judgement.

11. Pay fixation case of JAOs of 1996 batch.

Though the matter was taken up by the AIBSNLEA & AIRBSNLEWA long back, as of now none of the Association of working executives are interested to pursue the matter. Recently Hon. Supreme Court has delivered the favourable judgment for pay fixation in respect of JAOs of 1996 batch. This matter is being persuaded by AIRBSNLEWA CHQ since there are many pensioners affected due to its non-implementation and their pension has to be revised accordingly.

12. Restructuring of Civil / Electrical / Arch / Telecom Factory / PA – PS w.e.f. 1.10.2000 instead of later on date.

Though BSNL was formed in the w.e.f. 1.10.2000 and all the executives were absorbed w.e.f. 1.10.2000, the officers those who were working in the then pay scale of 5500-9000 were subsequently restructured under cadre restructuring and the effect of re-structured pay scales was given on different dates for different cadre of Civil / Electrical / Architecture / Telecom Factory / PA –PS, AD OL, etc. This resulted all the executives in the cadre got pay fixation from same date and hence all are drawing the same scale irrespective of their number of years of services. This ultimately resulted Seniors and Juniors drawing the same scale and pay w.e.f. the date of restructuring, through their pay was different prior to the restructuring. This created unrest amongst the seniors and still the unrest continues with the pensioners as both the seniors having more than 15-20 years of service is drawing the same pension as their juniors. Therefore, we demand that the effect of the re-structuring be given with effect from the date of absorption 1.10.2000 and notional fixation be granted to remove the anomaly amongst the pensioners with immediate effect. Further action be decided by this CWC regarding filing court case by the affected members in case come forward to support CHQ financially.

13. BSNL MRS / Pending Medical Claims / CGHS facilities.

The matter of refund of CGHS Payments for migration of BSNLMRS into CGHS was taken up with the CMD BSNL and he assured that CGHS payments reimbursement will be done immediately. Accordingly BSNL Corporate office extended the time bounded refund of CGHS payments upto 31.7.2022 and reimbursement was assured upto 31.8.2022 positively. Hereafter, now also all the re-imburement of CGHS payments are being done regularly by BSNL. Those who want to migrate into CGHS facilities can take the advantage of the same and apply immediately.

Medical re-imburement to the BSNL Pensioners was not being cleared by the BSNL management and the priority was given to the working employees only. The matter was discussed with CMD and other officers of BSNL Corporate office and they assured to settle the pending claims in a time bound manner and accordingly the medical claims are being settled in time.

We protested against the reduction of number of days from 15 to 12 for the purpose of entitlement by BSNL Corporate office. But, the BSNL management has not modified the said order. We further requested in the BSNL to regularize cash payment against Out Door treatment to BSNL pensioners those who have opted cash payment under BSNL MRS.

We expressed our severe concern against the tampering / modification in BSNL MRS facility for BSNL pensioners through which they are putting cash hardship for medical treatment. Looking into the BSNL MRS facility BSNL employees exercise their option in BSNL having secured medical facility even after retirement, but the continuous efforts have been made by the BSNL management to dilute the BSNL MRS which has put BSNL retirees in hardship. This CWC may decide the future course of action in this regard.

We have also requested for opening of more CGHS Wellness Centres in various cities including Mumbai, Delhi, Kolkata, Chennai, Jaipur & Rajkot, etc. in the heavily populated areas. Adl Director CGHS mentioned that matter has been put up to the Ministry but it is being told that even to manage existing WCs the sufficient Doctors and specialized staff is not available, thus the sanctions are not being given for opening of new WCs. However, Ministry will take appropriate action on the several representations pending on this demand.

Regarding Empanelment of good hospitals by CGHS in all the cities, Additional Director CGHS mentioned that it depends on the hospitals management to accept the terms and conditions of CGHS. Additional Directors of the states are fully empowered to empanel good hospitals in their jurisdiction. Many Hospitals are trying to get empanelled with CGHS but they should meet the conditions.

We also tried to take appointment with Director CGHS but due to his business he advised to meet with Additional Director CGHS. As regards opening of new CGHS Wellness centre at many district head quarters, matter is under consideration for necessary sanction in the Ministry of Health New Delhi. We are pursuing for early opening of new wellness centres at all District Head Quarters.

14. Improper Implementation of Rule 206 as per Supreme Court Judgment: regarding TES Group B officers seniority.

Hon'ble Supreme Court CA No. 4339 of 1995 dated 28.09.2006 and CP Civil No. 248 of 2007 in CA No. 4339 of 1995 dated 25.03.2008 in the judgment directed the respondent that they shall rearrange the seniority in terms of the principals laid down in P.N. Lal's case restoring their earlier position and shall not put any employee over and above the present petitioners on the basis of the

seniority in the service in the entry year. While implementing the above judgment DoT/BSNL has re-casted the seniority of 45+20+9+4=78 (about) TES Gr. 'B' officers only whereas, thousands of TES Gr. 'B' officers are to be provided similar benefit. Now TES Gr. 'B' officers promotions to DE is being issued on the basis of two seniority lists i.e. one on rule-1966 and another on para rule-206 basis. It has caused serious anomaly and heart burn to the TES Gr. 'B' officers in BSNL. Regarding implementation of Rule-206 or Rule-1966, BSNL Management has filed SLP in the Hon'ble Supreme Court for clarification. Hon'ble Supreme Court has delivered the judgment on 21.01.2015 on TES Gr. "B" seniority to re-casted on the basis of Rule – 206 and one expert committee headed by Shri Rammurthy, Retd Judge of Hon'ble High Court with one member has been constituted to submit report within a period of six months to examine the repercussions on beneficiaries of RR – 1966. After submission of the report by the Committee, the case was posted for hearing on 18.04.2016 and thereafter being listed on every Tuesday. Unfortunately, it could not be heard even for a single time due to paucity of the time. Finally, Hon'ble Supreme Court heard the case and delivered the judgment on 14.12.2017. But, BSNL Corporate Office has misinterpreted the judgment and revised the seniority list of TES Gr. "B" executives by reverting the executive who have been promoted as per the Rule-1966 (Year of Recruitment basis) since the year 2001 onwards with respect to their DQE (Rule-206). Nowhere, Hon'ble Supreme Court has given the directions to revert them.

In this regard the operative Para of Rule 206 case is re-produced here under:

CA No. 4389/2010: Dated 21/01/2015 Para 13: When the rights of the private respondents herein got crystalised based on the specific stand of the appellant taken in its undertaking dated 27th February, 1992 and the subsequent 17 Seniority Lists drawn by it, the appellant was wholly unjustified in having taken a U'-turn in the year 2000 and reverse the seniority of all those who were covered by those 17 Lists. (BSNL has restored the seniority list on 04.06.2019. Matter is closed.)

CA No.4389/2010 14/12/2017 Para 5. The Committee has given its report on 28.10.2015 concluding :- 2.The benefits claimed by BSNL officers may be accepted and this Hon'ble Court be pleased to direct BSNL to grant all benefit including promotion with effect from the date when the junior was promoted with all monetary benefits and service status.

Para 7. We do not consider it necessary to pass any further order on above recommendations. The judgment of this Court in (2015) 12 SCC 360 (Supra) will be treated as final between the parties on the principle of seniority.

Para 8. We, however, make it clear that no arrears will be payable in terms of the impugned judgment. Consequential benefits of pay fixation including the pensionary benefits, if any, will be payable in terms of the impugned judgment only w.e.f. from 01.01.2018 and not for the past.

One more important point I would like to bring to your notice that after decision of the Hon. Supreme Court dated 14.12.2017 only seniority number have been changed as per para 206 and no one reverted by BSNL who became junior due to para 206 and got earlier promotion as AGM / DGM on basis of rule 1966.

In rule 206 case the issue pertains to the seniority of JTO on promotion to the next higher post of sub divisional engineer/ Assistant engineer in BSNL. So all the antedated notional promotion must be allowed/ extended from JTO to SDE , followed by SDE to Adhoc AGM then to Regular AGM and Regular AGM to Adhoc DGM from the date it was allowed to the juniors.

Instead of implementation of decision of Hon'ble Supreme Court in letter & spirit , BSNL try to mislead and allowing only Regular AGM promotions without considering JTO to SDE , SDE to Sr SDE, Sr SDE to Adhoc AGM, which is in violation to the Hon'ble Supreme Court decisions .

Restoration of lists 1 to 17 is not done properly. BSNL cleverly avoided verification of restored lists by giving small lists as they like removing expired/retired executive's names. Anomalies raised are not sorted out. BSNL is supposed to restore the lists as per the lists submitted to the expert committee which is totally violation. Just restoring lists as they like doesn't mean that the judgment is implemented. Several, representations given also not considered/ replied by BSNL. There is no access to verify the correctness of the lists maintained by BSNL management. Moreover, it is not at all possible to verify with so many lists. BSNL has to restore the lists 1-17 as it is without any modifications/deletions/additions, then only it is possible for proper checking.

BSNL is deviating from a very clear cut direction and trying to avoid the judgments by rearranging promotions as per the new seniority list and year wise available vacancies which is not at all in line with these judgments and directions. Let BSNL do whatever they find justified but we should concentrate for true implementation of Hon. Supreme Court judgement. Thus, the proper implementation should be as:

- 1. A notional promotion from a date our juniors were promoted in SDE, AGM and DGM cadres with resultant notional pay fixation.**
- 2. Resultant financial benefit from 01.01.2018**

On several occasions we met PGM (Pers), Director (HR) and CMD BSNL and requested for the correct implementation of Rule 206 as per the Judgement of Hon'ble Supreme court for SDEs seniority, wherein PGM Pers. BSNL CO informed that BSNL CO has conducted review DPCs and re-casted the SDEs seniority. We further explained that re-casted SDE seniority is not in the true spirit of Hon'ble Supreme court judgment. Against this improper implementation of Hon. Supreme Court judgement on Rule 206, some aggrieved persons filed contempt petition in the Hon. Supreme Court, but the same was dismissed. Now the management of BSNL is continuing with review DPCs. The matter is being regularly persuaded with CMD BSNL and Secretary Telecom in the informal meetings, but still remains unresolved. As GS AIBSNLEA, I have filed a MA for clarification in the Hon. Supreme Court which is still pending for hearing after the AIC Kolkata, it was decided to pursue this MA for hearing in the Hon. Supreme Court by AIRBSNLEWA CHQ. Accordingly the matter was mentioned in the Hon. Supreme court listed for hearing in the month of June 2024, but due to leave vacation, the matter was adjourned. Now the matter is further to be mentioned for which we have to appoint an Advocate for pleading the case in the Hon. Supreme Court. As per AIC Kolkata decision, Com Jairam AGS was given the responsibility to mobilise the legal funds on this account, but so far less than one lakh only could mobilise which is insufficient to fight the case in the Hon. Supreme Court.

15. Reduction in the commutation period from 15 years to 10 years 8 months:-

In view of the continues reduction in the Interest rate from Banks the commutation period of pensioners should be reduced from 15 years to 10 years 8 months as demanded in the National JCM by staff side and recommended from parliamentary standing committee to the Ministry of Finance. Accordingly many pensioners filed court cases in various tribunals and got the favourable judgement to stop commutation recovery after completion of 10 years 8 months. DoT pensioners also filed the case in the Hon. CAT Chandigarh and got the favourable judgment, but DoT is yet to implement the CAT order. AIRBSNLEWA CHQ took up the matter with Secretary DoT for the implementation of Hon. CAT Chandigarh judgment. But, hereafter some court judgement has come differently disallowing the reduction of commutation period from 15 years to 10 years and 8 months with reference to earlier Supreme Court judgement. This CWC may discuss and decide about filing SLP in Supreme Court with financial contribution.

16. Increase in pension by 5% after 65 years, 10% after 70 years, 15% after 75 years and 20% after 80 years age.

Staff side in the National JCM has demanded the above 5% increase in the pension after every five years on completion of the 65 years, 70 years, 75 years and 80 years age. Matter is pending for consideration with the Government of India.

17. Income Tax refund on the Ex-gratia payment of VRS 2019 optees and its judgement by various Income Tax Tribunals.

BSNL has issued orders for exemption of 5 lakhs from the ex-gratia payments to the VRS optees and some pensioners individually and collectively has approached various I T tribunals for complete exemption of Income Tax payment on the ex-gratia amount and some pensioners had got relief in their favour from various Income Appellate Tribunals. In this regard, this CWC can discuss and decide further course of action to be taken by this Association as a common cause instead of individually approaching the Tribunals.

18. Relationship with other serving Unions/Associations of BSNL /MTNL & Retired employees Associations:

Co-ordial relations and co-ordination are being maintained with all the General Secretaries of serving Unions /Associations and retired employees associations and other Central Govt. organisations at CHQ level. Whenever, called various meetings are also attended on invitation from these respective Unions/Association. All the Circle Secretaries need to keep a co-ordial relationship with all the associations / unions of working employees of BSNL and such co-ordination and togetherness will be the need of the hour.

During the last 2-3 years in co-ordination with the other BSNL / MTNL Pensioners Associations, we have launched series of trade union action programmes to impress upon the DoT for pension revision of BSNL/MTNL pensioners.

- a) **Relationship with RTOWA MTNL Delhi & Mumbai :** Our association has very close and co-ordial working relationship with RTOWA MTNL Delhi and Mumbai. We have strong bonding with these associations. We have been attending their AGMs at Delhi and Mumbai regularly and having a co-ordination committee of BSNL and MTNL Pensioners Associations to safeguard the interest of BSNL /MTNL pensioners. RTOWA Delhi is having more than 1800 members which is giving a tremendous support for launching active agitation programme at New Delhi. These associations are also the co-petitioners in the court case of our pension revision. Com. M K Bagchi, President RTOWA, MTNL New Delhi, Com. A K Kaushik, GS, MTNL RTOWA, New Delhi, Com. K Jawahar, President MTNL, RTOWA Mumbai and Com. J S Yadav, GS, MTNL RTOWA, Mumbai are very supportive and having very co-ordinal and working relation with our association.
- b) **Relations with other pensioners associations:** Our working relation with other pensioners associations through out the country are cordial. We actively co-ordinate and participate in the various organizational actions and deliberations on the important matters mainly our all India common issues. On the same line a committee of BSNL and MTNL pensioners association CBMPA was formed. CBMPA constituent pensioners associations are the co-petitioners in the pension revision case.
- c) **National Council of JCM** is one of the significant and important platform for BSNL / MTNL pensioners particularly due to our entitlement as Govt. pensioners. It is obvious that JCM NC is an important platform through which we can pursue our important issues related

to pension, pension revision and CGHS, etc. AIRBSNLEWA General Secretary is regularly in close contact with Shri Shiv Gopal Mishra Ji, Secretary National JCM to pursue the matters of our vital interest. Com Shri Shiv Gopal Mishra ji is very cordial and helpful to our association.

19. National Co-ordination Committee of Pensioners Associations (NCCPA) and Forum of Civil Pensioners Associations (FCPA).

We AIRBSNLEWA is the part of NCCPA and FCPA, both are representing all sections of Central Govt. pensioners all over India and looking after and protecting the interest of the pensioners. These organisations are strongly protesting against the wrong policies of the Govt. which are harming the interest of CG pensioners. Series of protest actions in terms of Massive Dharna, Mass Rally, Demonstration, Post card Campaign, Human Chain, etc. have been organized very successfully throughout the country to protest against the arbitrary decision of the Govt. for example Validation of CCA Pension Rules in the Finance Bill 2025, delay in formation of 8th CPC and its ToR. In the ToR there is no mention regarding pension revision of Central Govt. pensioners, whereas earlier in the 7th CPC ToR, the pension revision was also a point of consideration. Against this Validation Act, NCCPA has filed the SLP in the Hon. Supreme Court which has been admitted and legal proceedings are continuing. AIRBSNLEWA is also one of the party in the SLP. In the all the organisational action programs call given by NCCPA / FCPA, AIRBSNLEWA members are very actively participating throughout the country. It's a long struggle, where AIRBSNLEWA will be actively participating. Rs.100000/- as legal fund support has already been given to the NCCPA CHQ in filing the court case in the Hon. Supreme Court. Com. Shri Shiv Gopal Mishra ji, Secretary, NJCM and President of NCCPA and Com K. Raghavendra, Secretary General of NCCPA are maintaining very Cordial relationship and taking care of our issues and I take this opportunity to thank both the leaders. We assure our fullest support and co-operation.

20. Formation of 8th Pay Commission for Central Government Employees and Pensioners by the Govt. of India

8th Central Pay Commission was announced on 15.1.2025 by Union Minister Shri Ashwini Vaishnav. But, even after 8 months, it was officially formed only on 28.10.2025. VIII Central Pay Commission was appointed on 28th October 2025, with Justice (Retd) Smt. Ranjana Prakash Desai as Chairperson, Prof. Pulak Ghosh as Part-time Member and Shri Pankaj Jain (Secretary, Petroleum) as Member Secretary. The Govt. of India has also announced its ToR. This time well in advance we along with other like minded pensioners associations tried to include the pension revision of BSNL / MTNL pensioners in the ToR. This matter was taken with the nodal Departments of Govt. of India. It is understood that DoT's comments is called for on this issue, but DoT played a negative roll in this regard to shut down the issue. We still making our sincere efforts to pursue this matter with the assurance given by Com. Shiv Gopal Mishra, Secretary, JCM (NC) for taking up our issue with the CPC whenever the opportunity comes. Accordingly we have taken up the pension revision issue of BSNL / MTNL for inclusion in the ToR of 8th CPC as under.

Background & Chronology of the matter:

1. Pensioners of BSNL/MTNL were originally Central Government employees and were absorbed w.e.f. 01.10.2000 on corporatization of telecom services.
2. The terms of absorption, as laid down under Rule 37-A of CCS (Pension) Rules, 1972 (now Rule 37 of CCS Pension Rules, 2021), unambiguously guarantee that retirement benefits shall continue to be governed by CCS Pension Rules, at par with Central Government pensioners.

3. Post absorption, from 01.10.2000, pay in Govt. pay scales of absorbed employees were fixed in PSU pay scales with Dearness Relief on IDA pattern. As per Rule 37(15)(a) of CCS Pension Rules, 2021, pension is required to be calculated on PSU pay scales with IDA.
4. The first pension revision after absorption became due on 01.01.2007, as Pension revision of Central Government pensioners was due w.e.f. 01.01.2006 (6th CPC), and Pay revision of BSNL/MTNL employees was due w.e.f. 01.01.2007 (2nd PRC).
5. Accordingly, pension of BSNL/MTNL pensioners was revised w.e.f. 01.01.2007 as per Cabinet Decision dated 29.12.2010, recognizing the principle that pension must be periodically revised to protect its real value. It is mentioned in the said cabinet decision that the revision fitment factor of 2.194, slightly lower than 2.26 applicable to Central Government pensioners, was adopted solely to avoid anomalies vis-à-vis post-2007 retirees, whose pay was revised on 01.01.2007 with fitment factor of 2.194.
6. When the 7th CPC was constituted in 2014, pensioners' associations of BSNL/MTNL repeatedly sought explicit inclusion of pension revision in its ToR by submitting Memoranda and oral evidence. The Commission, including its Chairman Justice A.K. Mathur, reportedly found prima facie merit in the demand and sought comments from DoT in January 2015.
7. DoT, however, sent its response only in August 2015, by which time the 7th CPC had finalised its recommendations and the issue of pension revision of BSNL/MTNL pensioners was could not be included in the ToR of the 7th CPC.
8. Thereafter, DoT routed the issue through DPE for inclusion in the ToR of 3rd PRC (December 2015, F. No. 47-63/2015-Pen(T)), but DPE declined, presumably, as CCS Pension Rules are outside the purview of PRCs.
9. DoT denied pension revision which fell due w.e.f. 01.01.2017, by linking pension revision to affordability and financial performance of BSNL/MTNL even though pension is 100% paid by the Government from the Consolidated Fund of India.
10. Aggrieved by this arbitrary denial, the Associations approached the Hon'ble Principal Bench, CAT, New Delhi, which delivered a favourable judgment dated 20.09.2023 directing pension revision.
11. DoT has not implemented the judgment and has instead filed a Writ Petition before the Hon'ble High Court of Delhi in 2024.
12. In 2025, the 8th Central Pay Commission has been constituted, which provides a legitimate and structured opportunity to finally address this long-pending issue.
13. Due to the following grounds and justifications, we seek explicit inclusion in the ToR of 8th CPC:-
 - a) Under Rule 37-A of CCS (Pension) Rules, 1972 / Rule 37 of CCS (Pension) Rules, 2021, pensionary benefits of BSNL/MTNL pensioners are a Central Government obligation, payable from the Consolidated Fund of India, wholly governed by the CCS Pension Rules and administered by DoT.
 - b) BSNL have duly remitted pension contributions to DoT at the maximum of the payment scale.
 - c) The Hon'ble Principal Bench, CAT, Delhi, has held vide paras 22 and 28 of its judgment dated 20.09.2023 in OA No.1271 of 2020 in our favour.

21. Organisational Action plans/ Future strategies for further course of action

Besides the persuasion with the DoT and other organizations and also in the court of law, the pension revision case is getting delayed. The cash payment has been reduced to 12 days from 15 days arbitrarily by the BSNL management. We need to organize certain organizational action plan to attract the attention of Govt. of India in co-ordination with the forums.

The organizational action plan can be discussed with them and proceed further with the support and participation of all the like minded retired associations BSNL/MTNL wherein AIRBSNLEWA is taking lead to mobilize the unity amongst the retired associations of BSNL/MTNL. This CWC may further discuss and decide the future course of action.

22. Organisation Tours & Visits :

GS, President and other CHQ office bearers organizational tours are being conducted to various states/stations in the interest of the association.

23. Next CWC/AIC

This CWC may decide venue and month for next CWC/AIC. Circles may volunteer. The mobilization of the funds for the smooth conduction of the CWC/AIC may also be discussed and decided. In the last Virtual CWC meeting, it was discussed and decided that the term of CHQ body should be 4 years in place of 3 years. In view of this one more CWC may be conducted in the 3rd year and thereafter the AIC may be conducted. This CWC may further discuss and review the decision.

Conclusion: This is a report having reported the important developments & activities of the Association after the CWC meet held at Trivandrum in January 2025 and 4th AIC held at Kolkata mainly to have quick catch-up of the major developments that took place during the period. So that the deliberations on the various items, on agenda of the CWC at Lucknow may become easier. Most of the issues related to the members of AIRBSNLEWA and the important developments of the Association as above are available in the report. During this period I am extremely thankful to our CHQ president, Financial Secretary and other CHQ office bears, Advisors and all the CSs/CPs and CWC members for their unqualified support in discharging my duties. Let us, therefore march forward to re-write our own future with confidence and firm determination. We are extremely thankful to all the comrades for their support especially UP East Circle for holding this CWC at Lucknow successfully.

**Thanking you, it is concluded.
AIRBSNLEWA - UNITY - ZINDABAD !**

Comradely yours,



**(Prahlad Rai)
General Secretary**