



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/512 (CGA)**

**23.02.2024**

To,

**Shri P.K. Purwar**  
CMD BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane, Janpath,  
New Delhi – 110 001

Sir,

Sub: - **Relaxing the Compassionate Ground Appointments (CGA) – requesting the Management to review it's unreasonable stand- req.**

Ref: - (1) BSNLEU letter no.BSNLEU/512(CGA) dated 10.04.2019.  
(2) BSNLEU letter no.BSNLEU/512(CGA) dated 21.12.2021.  
(3) BSNLEU letter no.BSNLEU/512(CGA) dated 21.04.2022.  
(4) BSNLEU letter no.BSNLEU/512(CGA) dated 08.06.2022.  
(5) BSNLEU letter no.BSNLEU/512(CGA) dated 20.07.2023.

With reference to the letters cited under reference, we wish to bring the following to your kind notice for favour of necessary action.

The BSNL Corporate Office, vide it's letter no.273-18/2013/CGA/Estt-IV dated 09.04.2019, kept the Compassionate Ground Appointments (CGA) under abeyance for a period of 3 years. Subsequently, vide it's letter no.BSNLCO-A/15(27)/1/2022-ESTAB dated 07.03.2022, the BSNL Management imposed an indefinite ban on the CGA. BSNLEU, through it's letters cited under reference, is repeatedly pressing on the Management to relax the Ban on CGA.

However, the BSNL Management has taken an unreasonable stand of not reviewing it's decision taken to impose the Ban on CGA. Undoubtedly, cutting down the expenditure of the Company is the only factor, which has driven the Management to impose the ban on CGA. Vide letters cited under reference, BSNLEU has demanded that, CGA should be provided to the dependents of the Covid victims, as well as the dependents of the employees who had died in accidents, while performing their duties.

It will not be out of context to mention here that, the BSNL Management had never adopted a positive approach on the question of CGA. Even when CGA was granted, it was given only to the widows of the deceased employees. Those CGA appointees were less qualified and were less productive. Even at that time, BSNLEU had raised a demand in the National Council, insisting that the children of the deceased employees should be granted CGA since they would be possessing better qualification and would be more productive. However, only widows were preferred by the Management for CGA, since they would retire under superannuation quickly.

Even presently, vide it's letter cited under reference, BSNLEU is insisting upon the Management to relax the CGA so as to give appointment to the dependents of the Covid victims and the employees who died in accidents while on duty. The Management can consider giving CGA to the wards who are having good education. They can render productive service to the Organisation. This will bring a win-win situation both to the Organisation, as well as to the families of the deceased employees.

As per the Restructuring of Manpower scheme, 71,000 posts have been approved by the Management. However, at present the working strength is lesser by many thousands, compared to the sanctioned posts. It is regrettable that the Management is adopting the policy of outsourcing the Company's works massively. We wish to state that the Company needs it's own skilled workforce. We suggest that, CGA can be utilised as one of the routes for bringing young and talented employees into the Company. In view of this we once again urge upon the Management to revisit this issue and to consider relaxing the Ban on CGA.

Thanking you,

*Yours sincerely*



**[P. Abhimanyu]**  
**General Secretary**

Copy to: Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001.

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