



BSNL EMPLOYEES UNION

Central Head Quarters

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Animesh Chandra Mitra
General Secretary

BSNLEU/312 (J&K)

Main Recognised Representative Union.
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27.10.2025

To,

✓ Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - Extension of Special Concessions / Incentives to the BSNL employees working in Kashmir Valley – requesting to implement the DoT Circular No.238 - req.

Ref: - (1) BSNLEU/312 (J&K) dated 30.06.2025.
(2) BSNLEU/312 (J&K) dated 03.07.2025.

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

The Government of India has approved payment of Special Concessions / Incentives to the Central Government employees and employees of the PSUs, working in Kashmir Valley. BSNL employees posted in Kashmir Valley are also getting payment of this allowance. Necessary orders in this connection is being issued by the DoP&T from time to time.

The latest order, for the extension of Special Concessions / Incentives to the Central Government employees and employees of the PSUs, working in Kashmir Valley, was issued by the DoP&T, vide it's letter no. e.F.No.A-24011/3/2025-Estt. (Leave) dated 24th February, 2025. The DoT, vide it's letter No.6-21(01)/2019-PAT dated 03.03.2025 has also endorsed the order of the DoP&T.

Based on the aforementioned DoP&T order, all the employees of the Central Government departments, as well as the PSUs, posted in Kashmir Valley are being paid the Special Concessions and Incentives. However, we regret to inform that, the Special Concessions and Incentives are not being paid to the BSNL employees posted in Kashmir Valley, since the BSNL Corporate Office has not issued necessary order for the same. This is causing frustration among the employees of BSNL posted in Kashmir Valley.

BSNLEU has already twice brought this issue to the notice of the Corporate Office of BSNL, vide letters cited under reference. However, the BSNL Corporate Office has not given the necessary approval so far. In view of the foregoing, we earnestly urge upon you to kindly cause to take necessary action for giving the required approval for the payment of Special Concessions / Incentives to the BSNL employees working in Kashmir Valley.

Thanking you,

Yours sincerely,


[Animesh Chandra Mitra]
General Secretary

Copy to: (1) Dr. Kalyan Sagar Nippuni, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(2) Shri S.P. Singh, PGM (Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001