

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/522 (CL)

01.12.2017

To,

Ms. Sujata T. Ray,
Director (HR),
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Madam,

Sub: - **Revision of wages for Casual Labourers in BSNL w.r.t. 7th Central Pay Commission order - req.**

Ref: - (i) BSNL Lr. No.11-3/2016-LE dated 22.08.2017.

(ii) BSNL Lr. No.269-11/2009-Pers.IV/LE dated 18th January, 2010.

We wish to bring the following to your kind notice, on the subject mentioned above for favourable consideration.

The wages payable to casual labourers is revised, every time when the minimum pay of Central Government employees is revised. As per the guidelines laid down by the DoP&T, vide it's OM No.49014/2/86 Estt.(C) dated 07.06.1988 and the Ministry of Labour, Government of India's OM No.532021/16/WC(MW), dated 23.08.1988, the daily wages of casual labourers engaged for work of regular nature has been fixed at the rate of 1/30th of pay at the minimum of the relevant pay scale plus Dearness Allowance for work of 8 hours.

The casual labours who are working in BSNL, was initially engaged by DoT and could not regularised in due time. After formation of BSNL, they have been paid daily wages based on the CDA scale minimum pay and DA as per the 5th CPC revised scale till December, 2009.

The BSNL Management has decided to revised the wages of the casual labourers and orders were issued vide order under reference (2) above. According to that order it stated that "wages of casual labourers engaged for work of regular nature shall be revised to 1/30th of the minimum of the pay plus Dearness Allowance on the basis of the CDA pay scales for Group-D cadre (IS Pay Band) notified by the government of India vide G.S.R. No. 622(E) dated 29.08.2008 (Central Civil Services Revised Pay Rules, 2008)".

After the implementation of the 7th CPC from 01.01.2016, by the Government of India, several ministries of the Central Government sought clarification from the DoP&T to regulate daily wages of the casual labourers working under them and the DoP&T clarified that:-

"Minimum pay for calculation of pay of casual labourers (without temporary status) may be considered as the minimum pay of level I of the Pay Matrix as per the recommendations of the 7th Pay commission i.e., Rs.18,000/-".

Based on the above clarification from DoP&T Department of Posts, Income Tax, Customs and Central Excise etc. have issued orders and implemented revised wages for casual labourers working in those departments on 7th CPC rates.

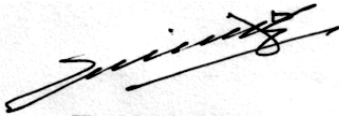
Since, BSNL is following the same guidelines to regulate the wages of the casual labourers working in BSNL, we have approached to the BSNL Management in several occasions to revise the wages of casual labourers working in BSNL effective from 01.01.2016. The matter is taken up in the 35th National Council meeting also.

It is unfortunate that, inspite of our repeated requests to issue orders to revise the wages of the casual labours, the BSNL Management has issued an order vide reference (1) cited above states that ***“the wages of Casual Labour continue to be engaged in BSNL should continue to be calculated on the basis of basic pay plus applicable DA on the minimum of lowest CDA pay scale of Government of India (6th Central Pay Commission CDA pay scales) i.e. in terms of this office letter no.269-11/2009/Pers.IV/LE dated 01.01.2010”***. Whereas the said Management has implemented the 7th CPC orders with all consequential benefits to the unabsorbed officers who are holding highest posts in BSNL i.e., GM, PGM, CGM, etc., depriving those poor paid casual labours who have contributed a lot for day to day developments in BSNL.

In view of the above cited circumstances, we would like to request you to kindly intervene in the matter and cause to issue necessary instructions to the Management to issue orders to revise the daily wages of the casual labours working in BSNL on the basis of the 7th CPC without further loss of time.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to: Ms. Anima Roy, GM (Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001