

# JOINT FORUM OF NON-EXECUTIVE UNIONS AND ASSOCIATIONS OF BSNL

JF/2023/05

Date: 11.02.2023

To,

Shri Ashwini Vaishnaw ji,  
Hon'ble Minister for Communications,  
Sanchar Bhawan,  
20, Ashoka Road,  
New Delhi - 110 001.

Respected sir,

Sub: - **Settlement of Wage Revision of BSNL employees – seeking meeting to discuss the same - req.**

We wish to submit the following to your kind notice, for favour of your kind consideration.

The employees of BSNL are fully dedicating themselves in implementing the decisions and policies of the government, regarding the financial revival of the Company. At the same time, the employees are frustrated and demotivated due to the non-settlement of the Wage Revision. In this connection we would like to draw your kind attention to the following:-

- (1) Wage Revision is being denied to BSNL employees on the plea that, the Company does not meet the criteria laid down by the 3<sup>rd</sup> PRC, regarding affordability. It is our humble submission that, BSNL became a loss making entity, only because of denial of level playing field. This has been confirmed by Shri Ravi Shankar Prasad ji, former Minister of Communications, who had stated on record that, **BSNL earned Rs.10,000 crore net profit in 2004, became loss making only due to the wrong policies of the erstwhile government.**
- (2) It is ironical that in BSNL, the top officers who are on deputation from the DoT, have got their pay revision and also revision of all allowances, based on the recommendations of the 7<sup>th</sup> Central Pay Commission, whereas, the employees working under them are languishing without Wage Revision. It is strange that, within the same organisation, one section of the employees are enjoying revision of pay and allowances, while another section of the employees are denied of the same. Such a situation is not prevailing in any other Public Sector Undertaking. The lower level employees have become completely demotivated due to this preferential treatment of the government.
- (3) In BSNL, out of the 30,000 Non-Executives, more than 10,000 Non-Executives are not getting their annual increments, since they have got stuck in stagnation. A good section of these employees have not got their annual increment for the past many years. Stagnation has become a very serious problem in BSNL, which is tormenting the employees. This problem of stagnation can be settled only through Wage Revision.
- (4) The unions and associations of BSNL continuously took up the issue of Wage Revision with the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji. Consequent to this, the DoT, vide it's letter no.F.62-2/2016-SU dated 27<sup>th</sup> April, 2018, directed the CMD BSNL to arrive at the wage settlement of the Non-Executives and submit the same for it's approval. Copy of the letter is enclosed as annexure-1. In this connection, we regret to state that, almost 5 years have elapsed since this direction was given by the DoT. But, the BSNL Management is avoiding to settle the Wage Revision.

- (5) Furthermore, we would also like to bring to your kind notice that, on 03.12.2018, Shri Manoj Sinha ji, the then Minister of State for Communications chaired a meeting at Sanchar Bhawan, attended by the representatives of the All Unions and Associations of BSNL (AUAB) and the BSNL Management. In that meeting, the then Hon'ble Minister of Communications advised the BSNL Management that, ***the issue of Wage Revision should be accorded priority for taking an expeditious decision.*** In addition to this, Shri Manoj Sinha ji, Hon'ble Minister of State for Communications also ordered that, ***an Institutional Mechanism be put in place for periodic interaction between the AUAB, BSNL Management and the relevant DoT officers,*** for settlement of the issues, most importantly, the Wage Revision issue. Copy of the minutes of this meeting is enclosed as annexure-2.

Despite all the above mentioned facts, the Wage Revision of BSNL employees is not yet settled. Hence, we fervently appeal to you to kindly ensure the early settlement of Wage Revision to BSNL employees, by getting BSNL exempted from the Affordability Clause of the 3<sup>rd</sup> PRC.

Further, we, the General Secretaries of the constituents of the Joint Forum of Non-Executive Unions and Associations of BSNL, earnestly request you to kindly grant us a meeting, to enable us to place our views before your goodself.

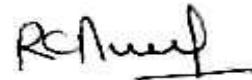
Thanking you,  
Yours sincerely,



(CHANDESHWAR SINGH)  
GS, NFTE & Chairman, JF



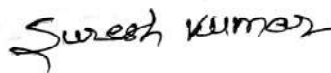
(P.ABHIMANYU)  
GS, BSNLEU & Convenor, JF



(R.C. PANDEY)  
GS, BTEU



(K. JAYA PRAKASH)  
GS, NUBSNLW (FNTO)



(SURESH KUMAR)  
GS, SNATTA



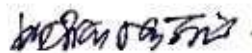
(SURESH KUMAR)  
GS, BSNLMS




(S.P. SHARMA)  
GS, BSNL WRU



(P.K. THIRU MOORTHY BABU)  
GS, BSNL DEU



(M. RAMASUNDRAM)  
GS, BSNL EC

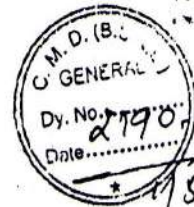


(ANIL KUMAR)  
GS, BSNL ATM

Encl: As above

- Annexure-1

F.62-2/2016-SU  
Government of India  
Ministry of Communications and IT  
Department of Telecommunications



Sanchar Bhawan, New Delhi-110001

Dated: 27<sup>th</sup> April, 2018

To

The Chairman & Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi-110001.

Subject: 8<sup>th</sup> round of wage negotiations for workmen in CPSEs -  
reg.

Sir,

I am directed to refer to BSNL letter No. BSNL/38-1/SR/2016 dated 21.03.2018 on the above mentioned subject and to say that BSNL may take steps in strict compliance with the DPE guidelines issued in this regard vide their O.M. No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017 (Copy enclosed).

2. As per clause 2(x), the wage settlement arrived at after the negotiations may be submitted to this Department before it is implemented.

Encl. As above

Yours faithfully,

  
(Pawan Gupta)  
Director (PSU-I)  
Tel: 2303 6019

GM(SR) D.K. S.  
A-discuss  
Re. put up  
Discussed  
A. K. S.

- Annexure-2



**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/7-1/SR/2018

Dated, the 4<sup>th</sup> December, 2018

To

The Concerned  
As per list attached by DoT

Sub: Intimation of Record of discussions issued by DOT


Sir,

Please find enclosed copy of record of discussions issued by DoT on  
03.12.2018 for your information.

It is requested to acknowledge the receipt of the same for its onwards  
transmission to DoT.

Encl: As above

Yours faithfully,



(A K Sinha)

Dy. General GM (SR)

### Record of Discussion

The representatives of AUAB consisting of members of various Unions/Associations of BSNL, as per list attached, participated in the meeting chaired by Hon'ble MOS(IC), MoC where Secretary (T), Additional Secretary(T), Member (F), Member (S), Member (T), CMD BSNL and Director (HR) BSNL were also present.

The four demands raised by AUAB were discussed in detail during the said meeting. The representatives of AUAB placed their viewpoint and suggestions before the Hon'ble Minister in relation to

1. Allotment of spectrum to BSNL for providing 4G services
2. Pension contribution at actual basic pay levels
3. Revision of pension to BSNL retirees w.e.f. 1.1.2017
4. Implementation of 3<sup>rd</sup> PRC for executive cadre and wage revision for non-executives.

Secretary(T) apprised the Hon'ble Minister regarding the status of each of the four demands. It was informed that positive action is already under way for allotment of spectrum for providing 4G services, pension contribution at actual basic pay levels and revision of pension to BSNL retirees. Hon'ble MOS(IC), MOC emphasised that further action for follow up on the said issues should be taken expeditiously.

For the fourth demand regarding pay revision in pursuance of 3<sup>rd</sup> PRC for executives, it was informed that the issue is under consideration and



certain additional inputs are required. BSNL management should work out a viable proposal regarding pay revision. It was also informed by CMD BSNL that negotiation of BSNL management with the Unions/Associations in relation to wage revision of non-executive employees are in the final stage. Hon'ble MOS(IC) directed all concerned that due priority be accorded to this demand of the Employees/Officers for an expeditious decision.

Hon'ble MOS also directed that an institutional mechanism be put in place for periodic interaction between AUAB, BSNL management and relevant DoT officers, so that there is no communication gap and officers/employees of BSNL through Union/Association representatives are made aware of the progress being made in each of the above areas. Necessary mechanism in this regard will be immediately put in place by DoT.

He reiterated the department's commitment to support BSNL in its effort to retain its position as a key player in the telecom sector, and asked all participants in the meeting to work in this direction.

Hon'ble Minister urged AUAB representatives to withdraw their strike call, which is currently deferred by AUAB, so that an enabling environment is created for favourable action on the identified demands. He noted the commendable efforts made in the past by employees and officers of BSNL and hoped that such efforts will continue in the interest of BSNL, its employees and in the larger public interest.

**List of BSNL Union/Association representatives**

<b>Sl.No.</b>	<b>Name S/Shri</b>	<b>Name of Union</b>	<b>Contact No.</b>
1.	Chandeswar Singh GS & Chairman, AUAB	National Federation of Telecom Employee (NFTE)	9868256622
2.	P. Abhimanyu GS and Convenor, AUAB	BSNL Employee Union (BSNLEU)	9868231113
3	Ravi Sheel Verma GS	All India Graduate Engineer Telecom Officers Associations (AIGETOA)	8373967633
4.	K. Sebastian, GS	Sanchar Nigam Executive Association (SNEA)	9868266200
5.	Prahlad Rai GS	All India BSNL Executive Association (AIBSNLEA)	9868278222
6.	V. Subburaman GS	Telecommunications Employees Progressive Union (TEPU)	9444948822
7.	Suresh Kumar GS	BSNL Mazdoor Sangh	9868240035
8.	Kabir Das GS	BSNL Officers Association (BSNLOA)	9868375798
9.	Rewati Prasad, AGS	Association of Telecom Mechanic (ATM)	9868020035