

To,

Shri _____

Hon'ble Member of Parliament.

Sub: - **Non-settlement of Wage Revision of BSNL employees – requesting for your kind intervention for taking up the issue with the Hon'ble Minister of Communications – req.**

We submit the following for favour of your kind consideration and necessary action.

As you are aware, the last Wage Revision of the Public Sector employees was done w.e.f. 01.01.2017. This Wage Revision has been implemented by the Government, based on the recommendations of the 3rd Pay Revision Committee. The recommendations of the 3rd Pay Revision Committee, has been duly approved by the Union Cabinet, before it's implementation by the various Public Sector Undertakings.

It is pertinent to bring to your kind notice that, the 'Affordability Clause' of the 3rd Pay Revision Committee states that the employees of a particular Public Sector Undertaking are entitled for the Wage Revision, provided that a particular Public Sector Undertaking had remind profit making during the 3 financial years preceding 01.01.2017. It is unfortunate that BSNL has become loss making ever since the financial year 2009-10. It is important to mention that, the erstwhile Hon'ble Minister for Communications, Shri Ravi Shankar Prasad ji, has openly stated that BSNL has become loss making due to the wrong policies of the UPA government. Hence, it is crystal clear that the employees of BSNL are in no way responsible for the loss making of BSNL.

For the past 9 years, BSNL employees are suffering due to non-settlement of their Wage Revision. More than 50% of the BSNL employees are languishing in 'stagnation' due to the non-settlement of Wage Revision. Employees have lost even up to 6 or 7 increments due to this problem of 'stagnation'. Thus, this has caused a very big financial loss to the employees who are trapped in 'stagnation'.

It will not be an exaggeration to state that the non-settlement of Wage Revision has created a very big demotivation among the BSNL employees. This demotivation of the employees is being further aggravated due to the fact that the top officers who are running BSNL are enjoying the fruits of Pay Revision as well as revision of all their allowances. These officers, who are on deputation from the Department of Telecommunications are managing the affairs and running the Company. They have already got their Pay Revision, as well as revision of allowances, based on the recommendations of the 7th Central Pay Commission. Whereas, the middle and bottom level employees of BSNL are deprived of their Wage Revision.

The issue of Wage Revision of BSNL employees is being continuously taken up with the government, by the unions and associations of BSNL. Consequent to this, the erstwhile Hon'ble Minister of State for Communications, Shri Manoj Sinha Ji, agreed to settle the Wage Revision of BSNL employees. Based on his advice, the DoT, vide it's letter no. F.62-2/2016-SU dated

27th April, 2018, directed the Chairman and Managing Director of BSNL to sign the Wage Revision Agreement with the Recognised Unions of the Non-Executive employees and sent the same for its approval. It will not be out of context to mention that Shri Manoj Sinha ji, erstwhile Minister of State for Communications, conducted a review meeting with the top officers of the Department of Telecommunications, BSNL Management and the leaders of the unions and associations on 03.12.2018 to take stock of the developments of the Wage Revision process. As a prelude to this meeting, a high level meeting was also chaired by Ms. Aruna Sundararajan, the then Secretary, Telecom, on 02.12.2018, to review the developments in the Wage Revision issue. This meeting was also attended by the top officers of the Department of Telecommunications, top officers of BSNL Management and the leaders of the unions and associations. Written minutes have been issued for both the above mentioned meetings.

Pursuant to this direction of the Department of Telecommunications, the Wage Revision Agreement for the Non-Executive employees has been signed on 08.10.2025, between the BSNL Management and the Recognised Trade Unions. This Wage Revision Agreement of the Non-Executive employees is likely to be approved by the Board of Directors of BSNL and will be sent for the approval of the Department of Telecommunications. In a similar development, the Board of Directors of BSNL have already recommended the Pay Revision of the Executive employees and sent it for the approval of the Department of Telecommunications way back in 2018. However, the Department of Telecommunications cannot take a final call on the Wage Revision of BSNL employees. This is because according to the 'Affordability Clause' of the 3rd Pay Revision Committee, BSNL employees are not entitled for Wage Revision, since BSNL is running in loss since 2009-10. As we have already stated, the Union Cabinet also has approved this 'Affordability Clause' of the 3rd Pay Revision Committee.

Thus, it is crystal clear that the Wage Revision of BSNL employees will not be settled unless BSNL is giving exemption by the Union Cabinet from the 'Affordability Clause' of the 3rd Pay Revision Committee. In view of this, we request you to kindly take up this issue with the Hon'ble Minister of Communications for getting BSNL exempted from the 'Affordability Clause' of the 3rd Pay Revision Committee. Your esteemed initiative and action in this connection will go a long way in mitigating the sufferings of BSNL employees due to non-settlement of Wage Revision w.e.f. 01.01.2017. We earnestly request you sir, to kindly do the needful in this regard.

Thanking you,