

Wage Revision – a significant achievement.

Wage Revision Agreement for the Non-Executives of BSNL has been signed in the Wage Revision Committee meeting held on 08.10.2025. The All India Centre of BSNLEU has given call to conduct special meetings in all districts, from 13th to 18th October, 2025, for explaining to the employees, about the salient features of the Wage Revision Agreement. Hence, this note is being circulated to the circle and district unions to enable our leaders to explain the details.

Background.

Signing of the Wage Revision Agreement for the Non-Executives of BSNL is certainly a significant achievement. This is because, as per the recommendation of the 3rd Pay Revision Committee (3rd PRC), employees of the loss making Public Sector Undertakings (PSUs) are not entitled for Wage Revision. This recommendation of the 3rd PRC is already accepted by the Union Cabinet. It is a known fact to all that, BSNL is running in loss continuously from the year 2009 onwards. Hence, as per the decision of the Union Cabinet, BSNL employees are not entitled for Wage Revision. It is also important to mention here that, Wage Revision Agreement has not been signed in any other PSU, which is running in loss.

The Unions and Associations in BSNL, under the banner of the AUAB, have organised many strikes and other struggles, as well as powerful campaigns, to settle the Wage Revision. BSNLEU has played the leading role in all these struggles and campaigns. BSNLEU has also independently organised many strikes, demanding settlement of Wage Revision.

Heroic strikes.

The first strike demanding Wage Revision to BSNL employees was organised on 27.07.2017. NFTE did not participate in this strike. Thereafter, the AUAB was formed in October, 2017. Immediately thereafter, the AUAB organised a two day strike on 12th & 13th December, 2017, demanding Wage Revision to BSNL employees. The AUAB organised two “March to Sanchar Bhawan” programmes, in which thousands of employees participated.

As per the call of the AUAB, memorandum was submitted to most of the MPs and many of the Central Ministers, urging for settlement of Wage Revision to BSNL employees. Since there was no improvement, the AUAB gave call for indefinite strike from 03rd December, 2018. The then Hon'ble Minister of State for Communications, Shri Manoj Sinha, invited the AUAB leaders for talks on 03rd December, 2018. Based on the assurances given by the Hon'ble Minister, the indefinite strike from 03rd December, 2018, was deferred.

Since the assurances given by the Hon'ble Minister were not implemented, the AUAB organised a 3 day strike on 18th, 19th and 20th February, 2019. Under the banner of the AUAB, two massive dharnas were also organised at Jantar Mantar, New Delhi, in which thousands of employees participated from all over the country. It is important to mention here that, FIR has been filed by the Delhi police against Com.P.Abhimanyu, the then GS, BSNLEU and Com.Chandeshwar Singh, GS, NFTE, for organising dharna at Jantar Mantar in 2021. The case is still going on in the Patiala House Court and the Delhi High Court.

Apart from the joint strikes, BSNLEU has organised several strikes demanding settlement of Wage Revision to BSNL employees. Settlement of Wage Revision was the first and foremost demand in the strikes organised by BSNLEU on 16th February, 2024 and 09th July, 2025. In addition to the above struggles, the Co-ordination Committee of BSNLEU, AIBDPA and BSNLCCWF has also organised many movements and campaigns, demanding settlement of Wage Revision to the BSNL employees.

It is very important to mention here that, due to the continuous strikes and other struggles organised in BSNL, Shri Manoj Sinha, the then Hon'ble Minister of State for Communications, instructed the DoT to write letter to the CMD BSNL, directing to sign the Wage Revision Agreement with the Recognised Unions of the Non-Executives. Accordingly, the DoT wrote letter to the CMD BSNL on 27.04.2018. Based on this letter, a Joint Committee for Wage Revision of the Non-Executives was formed.

In the Wage Revision Committee, consensus was reached on the new pay scales in 2018 itself. However, thereafter, the BSNL Management went back from its commitment and offered short pay scales. More importantly, the Management took a strong position that only 0% fitment would be given to the Non-Executives. Further, the Management rejected revision of allowances.

Short pay scales, 0% fitment and denial of revision of allowances were not accepted by the Recognised Unions. Struggles and other movements continued for the settlement of a reasonable Wage Revision.

It is under these circumstances, most importantly, considering the fact that the Recognition period of both BSNLEU and NFTE is expiring on 16.10.2025, the Wage Revision Agreement was signed on 08th October, 2025. The following are the existing and the revised pay scales.

New pay scales.

SI.	Grade	Existing IDA pay	Revised pay scales(Rs.)
1	NE1	7760-13320	19000-32000
2	NE2	7840-14700	19100-39000
3	NE3	7900-14880	19300-42000
4	NE4	8150-15340	19900-44000
5	NE5	8700-16840	21000-47000
6	NE6	9020-17430	21500-50000
7	NE7	10900-20400	24000-52000
8	NE8	12520-23440	27500-60000
9	NE9	13600-25420	31000-63000
10	NE10	14900-27850	34000-71000
11	NE11	16370-30630	37000-80000
12	NE12	16390-33830	38000-88000

Undoubtedly, the pay scales are short. All the prolonged attempts made by the Recognised Unions, especially BSNLEU, did not succeed. As a final attempt, the Recognised Unions demanded at least the modification of 4 pay scales, viz., NE-3, NE-8, NE-9 and NE-10. However, even this demand was not accepted by the Management. The reason given by the Management for not considering modification of any pay scale is that, they had already communicated the proposed new pay scales of the Non-Executives to the DoT, in connection with the Pension Revision. Hence, the BSNL Management has taken a strong position that, modification of any pay scale is not possible. At the same time, it is very important to mention that, two important safeguards have been achieved to protect the employees from the adverse impact of the short pay scales. They are:-

- (a) A written assurance is given in the Agreement, stating that, the short pay scales implemented in this Wage Revision will not form the basis for revision of pay scales in the next Wage Revision to be implemented w.e.f. 01.01.2027.
- (b) Protection from pay loss is ensured. If any employee faces pay loss, it will be compensated by granting personal pay, which will be absorbed in future increments. This is a significant settlement because, even in the Wage Revision Agreement implemented w.e.f. 01.01.2007, there was no clause for protection from pay loss. Consequently, a section of the employees suffered from pay loss. BSNLEU was able to achieve granting of one extra increment to the JEs, who suffered pay loss. However, for other cadres, our demand for granting of one extra increment, to compensate the pay loss, was not accepted by the BSNL Board. Comparatively, in this Wage Revision Agreement, a concrete provision has been made, which states that, pay loss would be compensated by granting personal pay.

Fitment.

All along, the BSNL Management has been pressurising the Recognised Unions to accept 0% fitment. But, both the Recognised Unions did not accept this. They insisted that, at least 5% fitment should be given. In the Wage Revision Agreement signed on 08.10.2025, it is stated that, fitment for the Non-Executives will be at par with the fitment to be given to the Executives. It is known to everybody that, in 2018 itself, the BSNL Board has recommended 15% fitment for the Executives. The imposition of 0%

fitment on the Non-Executives has been successfully thwarted. Undoubtedly, it is an achievement that, parity of fitment with the Executives has been ensured.

Revision of Perks and Allowances.

From November, 2022 to December, 2024, the Management has been saying that, the Non-Executives would not get Revision of Allowances. A big improvement is brought on this issue also. Due to the pressure of BSNLEU, the Management has already formed a Committee for the Revision of Allowances. In the Wage Revision Agreement, it is mentioned that, Revision of Allowances would be implemented from the date of the signing of the Wage Revision Agreement. Now, the Unions and Associations can certainly pressurise the BSNL Management and get a reasonable Revision of Allowances, which will be implemented from the date of signing of the Wage Revision Agreement.

Revision of HRA.

No concrete agreement is reached on Revision of HRA. However, we wish to state that, Revision of HRA has not been rejected altogether. It is mentioned in the Wage Revision Agreement that, HRA revision would be considered by the BSNL Board. There is scope for the Unions and Associations to take up this issue further with the Management and settle it.

Anomalies and aberrations.

As regards anomalies and aberrations, it is stated in the Agreement that, the same would be addressed suitably.

NE-9 pay scale.

BSNLEU has taken all out efforts to get a reasonable pay scale for the Non-Executives, including the NE-9 pay scale meant for the JE cadre. However, Management was very adamant and did not agree to modify any pay scale offered in November, 2022. However, the SNATTA leadership is making BSNLEU as the scape-goat in the matter of NE-9 pay scale. The CHQ has circulated a detailed note on this issue. This note is enclosed herewith. Comrades are requested to explain it to each and every JE comrade.

Hearty thanks to our stalwarts.

As explained in detail above, BSNLEU has collectively and independently organised many strikes and other movements. A large number of comrades and leaders who stood in the forefront of all these struggles and movements have since got retired. Definitely, their sacrifices and dedication have greatly contributed for the settlement of this Wage Revision. At this juncture, BSNLEU expresses it's gratitude to all those comrades.

Conclusion.

BSNL is running in loss for the past 16 years. In no other loss making PSU, Wage Revision Agreement has been signed. This is because, the government has taken a firm decision that, employees of loss making PSUs would not get Wage Revision. It must be understood that, this Wage Revision Agreement in BSNL has been signed in the backdrop of the above mentioned adverse conditions. Despite the adverse financial condition of BSNL, a satisfactory Wage Revision Agreement has been signed. After approval of the BSNL Board of Directors, this Wage Revision Agreement will go for the approval of the DoT.

However, before giving it's approval for the Wage Revision, the DoT has to take the relaxation of the Union Cabinet for BSNL, from the Affordability Clause of the 3rd PRC. BSNLEU, together with the other Unions and Associations, will certainly take speedy action for getting the relaxation of the Union Cabinet and the DoT's approval. The CHQ calls upon our CHQ, circle and district level office bearers, to explain this Wage Revision Agreement with all the details and in the right perspective.

**- Animesh Mitra,
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