



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/422 (WAGE)**

**05.09.2024**

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath,**  
**New Delhi – 110 001**

Sub: - **Requesting to break the deadlock prevailing in the negotiations for the Wage Revision of the Non-executives - req.**

Sir,

Kindly recollect the discussion that the General Secretary, BSNLEU, had with you on 24<sup>th</sup> August, 2024, on the issue of Wage Revision of the Non-executives.

During that discussion, the General Secretary, BSNLEU, earnestly requested you to take early steps for the removal of the deadlock that has arisen in the negotiations for Wage Revision of the Non-Executives. The General Secretary, BSNLEU, also pointed out that, 60% of the Non-Executives were suffering from the burning problem of Stagnation, and that many employees have lost even 5 to 6 increments, on account of Stagnation.

***In this connection, we would like to further inform you that, the negotiations for Wage Revision of the Non-Executives has not been started unauthorisedly. Rather, the DoT has officially directed the CMD BSNL, vide its letter number, F.62-2/2016-SU dated 27<sup>th</sup> April, 2018, to sign an agreement on Wage Revision of the Non-executives and send the same for its approval.***

We would also like to further inform you that, the developments in the Wage Revision talks have been reviewed by the then Secretary, Telecom, Ms. Aruna Sundararajan, in the meeting held on 02-12-2018, for which minutes have been issued. Further, the Wage Revision issue has also been reviewed by the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji, in the meeting held on 03-12-2018. Minutes have also been issued for this meeting.

However, it is regrettable that, despite review meetings are held at such high-levels, the Wage Revision of the Non-Executives has not been finalised and that, the negotiations have got stuck up due to the unreasonable stand being taken by the Management Side of the Wage Negotiating Committee. The deadlock has arisen only because, the Management Side has reneged from the agreement reached in the Wage Negotiating Committee, on the new pay scales of the Non-Executives. Undoubtedly, the Management Side had finalised the new pay scales of the Non-Executives, in agreement with the Staff Side. However, it is bizarre to note that, the same Management Side now says that, the pay scales already finalised through mutual consensus, are inflated.

The Management Side is now insisting that, the already finalised pay scales should be cut down, since it would result in heavy expenditure to the Company, on account of pension contribution. We would like to state that, the 3rd Pay Revision Committee has recommended longer pay scales, with more number of spans, to the Executives. It is obvious that, the BSNL Management has no power to alter those pay scales of the Executives. Then, why it wants to cut down the already finalised pay scales of the Non-Executives alone? Cutting down the already agreed to pay scales will only result in the perpetuation of the problem of Stagnation for the Non-Executives.

It was under these circumstances that, the General Secretary, BSNLEU, approached your good self and requested for your kind intervention in removing the deadlock that has arisen on the issue of Wage Revision of the Non-Executives. In this connection, we would also like to bring to your kind notice that, both BSNLEU and NFTE BSNL have submitted a detailed memorandum to the CMD BSNL, on the issue of Wage Revision of the Non-Executives. A copy of the memorandum is enclosed for your kind perusal. This memorandum contains all the important documents related to the Wage Revision of the Non-executives. Further, all the unions and associations of BSNL have also presented a memorandum to the CMD BSNL on 20-08-2024 on the issue of Pay Revision of the Executives and the Wage Revision of the Non-executives. This memorandum is also enclosed herewith for your kind perusal.

We once again earnestly appeal to you, sir, to kindly make necessary intervention, so that the new pay scales of the Non-Executives, already finalised in the Wage Negotiating Committee meeting held on 27.07.2018, are implemented. Your kind intervention for the resumption of discussions in the Wage Negotiating Committee, will go a long way in the early finalisation of the Wage Settlement of the Non-Executives.

Thanking you,

*Yours sincerely*



**[P. Abhimanyu]**  
**General Secretary**

Encl: -

- (1) Copy of the memorandum submitted to the CMD BSNL, by BSNLEU and NFTE BSNL.
- (2) Copy of the memorandum submitted to the CMD BSNL, by all the unions and associations of BSNL.

Copy to: (1) Shri R.K. Goyal, Chairman of the Wage Negotiating Committee, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001.  
(2) Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001