



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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18.08.2025

BSNLEU/422(WAGE)

To,

Shri Jyotiraditya M. Scindiaji,
Hon'ble Minister for Communications,
Sanchar Bhawan,
20, Ashoka Road,
New Delhi - 110 001.

Sub: - **Request for early settlement of Wage Revision of BSNL employees – req.**

Respected Sir,

We wish to bring the following to your kind consideration.

BSNL employees have been deprived of Wage Revision with effect from 01.01.2017, on the grounds that the Company is running in loss. As a result, more than 60% of the Non-Executive employees are affected by stagnation and are undergoing serious financial loss. On the other hand, the ITS officers working in BSNL on deputation from the DoT have already received their pay and allowances revision, as per the recommendations of the 7th Central Pay Commission. This has created an anomalous situation within BSNL, wherein the top managers of the Company are enjoying the benefits of revision, while the lower-level employees remain deprived, frustrated, and demoralised.

In this regard, the **Parliamentary Committee on Public Undertakings**, in its report submitted to Parliament on 12.08.2025, has expressed deep concern over the disparity between the pay and allowances of the ITS officers on deputation and those of the BSNL absorbed/directly recruited employees. The Committee has clearly observed that, while the ITS officers are drawing revised pay and allowances as per the 7th Central Pay Commission, the BSNL employees' pay and allowances are yet to be revised as per the recommendations of the 3rd Pay Revision Committee.

We quote below an important observation of the Committee:

"While the Committee is aware of the DPE guidelines on affordability, a prolonged stagnation in pay and benefits can severely impact employee morale and motivation, which is counterproductive to the Company's revival efforts. The Committee, therefore, reiterates its earlier recommendation and urges the Department of Telecommunications to engage with the Ministry of Finance to explore a one-time exemption or a phased implementation plan for BSNL employees. A motivated workforce is a prerequisite for a successful turnaround, and its welfare cannot be indefinitely postponed."

It may not be out of context to state that, despite denial of Wage Revision w.e.f 01.01.2017, the BSNL employees are immensely contributing towards the financial revival of the Company. The employees have significantly contributed, as a result of which, the Company has earned net profit in the 3rd and 4th quarters of the financial year 2024 -25.

Settlement of Wage Revision will certainly go a long way in further motivating the employees in achieving the goal of revival of BSNL.

In view of the above, we earnestly request you to kindly take the needful action to ensure the early settlement of the Wage Revision of BSNL employees.

Thanking you,

Yours sincerely

[Animesh Mitra]
General Secretary