



BSNL EMPLOYEES UNION

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BSNLEU/ 422(WAGE)

To,

**Shri Rajeev Soni,
CGM (EW) BSNL CO.,
& Chairman, Joint Committee for Wage Revision,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001**

Sub: - **Submitting a note on the ongoing Wage Revision talks – req.**

Sir,

As all of us are aware, the Executives and Non-Executives of BSNL are not entitled for Pay Revision / Wage Revision w.e.f. 01.01.2017, as per the recommendations of the 3rd Pay Revision Committee. However, due to the continuous strikes and other struggles / campaigns organised by the Executives and Non-Executives, under the banner of the All Unions and Associations of BSNL (AUAB), the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji, directed the DoT to write letter to the CMD BSNL with the direction to sign Wage Revision agreement of the Non-Executives and send the same for the approval of the DoT.

As per this direction of the then Hon'ble Minister of State for Communications, the DoT wrote letter to the CMD BSNL, directing to sign the Wage Revision Agreement of the Non-Executives and send it for the approval of the DoT. (A copy of this DoT letter is enclosed as annexure-1). It is also important to mention here that, during the same period, the BSNL Board of Directors recommended Pay Revision for the Executives, with 15% fitment and sent it for the approval of the government.

As per the direction of the DoT, BSNL Management constituted a Joint Committee for Wage Revision with Shri H.C. Pant, the then GM (Legal), as the Chairman of the Joint Committee. By July, 2018, the Management Side and the Staff Side in the Joint Committee for Wage Revision finalised the new pay scales of the Non-Executives. (A copy of the pay scales finalised through consensus in July, 2018, is enclosed as annexure-2). It is very important to mention here that, there was a total unanimity in the Joint Committee with regards to finalising the new pay scales of the Non-Executives.

Thereafter, the Management took steps for signing the Wage Revision agreement. The draft minutes of the Wage Revision agreement was prepared by the Management. (Copy of the draft minutes prepared by the Management and circulated to the Recognised Trade Unions is enclosed as annexure-3). The Joint Committee was all set to sign the Wage Revision agreement. However, the agreement could not signed due to differences in the matters of finalising the quantum of fitment as well as revision of allowances. There was a stalemate in the Wage Revision talks.

By this time, change of stewardship took place in BSNL and Shri P.K. Purwar became the CMD BSNL. For many months, meeting of the Joint Committee for Wage Revision did not take place due to implementation of VRS. Many members of the Management Side went on VRS. The Chairman of the Joint Committee, Shri H.C. Pant, also retired. After much persuasion by the AUAB, Shri P.K. Purwar, CMD BSNL, agreed for the reconstitution of the Wage Revision Committee towards the end of 2022.

Shri R.K. Goyal, the then CGM, CNTx (North), was appointed as the new Chairman of the Wage Revision Committee. When the meeting of the reconstituted Joint Committee for Wage Revision took place, Management Side informed that, the pay scales already finalised in the Wage Revision Committee were inflated, which will result in heavy expenditure to the Company, on account of payment of pension contribution. Having said this, the Management

Side offered shorter pay scales to the Non-Executives which are enclosed as annexure-4. From the table it can be seen that only a maximum of 28 stages are given for the Non-Executive pay scales. If these pay scales are implemented, then in future, all the Non-Executives will face the danger of stagnation.

In this connection, we would like to request you to kindly go through the pay scales of the Executives, as recommended by the 3rd PRC. We have enclosed the same as annexure-5. It can be seen that the 3rd PRC has given sufficiently long pay scales to the Executives, with the view to avoid stagnation. Upto 47 stages are given for the Executive pay scales.

It is apparent that, the BSNL Management has no power to modify the pay scales recommended by the 3rd PRC to the Executives. The recommended Executive pay scales have to be implemented in toto. When this being the fact, it is illogical on the part of the Management to offer truncated pay scales to the Non-Executives in the name of saving expenditure on pension contribution.

The shorter pay scales offered to the Non-Executives will plunge the entire Non-Executives into stagnation in future. Further, these shorter pay scales will become the basis for the next Wage Revision, which will bring perennial loss to the Non-Executives in all future Wage Revisions.

It is under these circumstances that the Joint Committee for Wage Revision was reconstituted and Shri Saurabh Tyagi, the then CGM, J&K circle, was appointed as the Chairman. In the Wage Revision Committee meeting held on 19.12.2024, the new Chairman directed the unions to submit cases of live stagnation, if Wage Revision was to be done based on 5% fitment in the pay scales offered by the Management in November, 2022 given in annexure-4.

Accordingly, the Staff Side submitted 90 live stagnation cases to the Chairman on 23.12.2024. The calculations contained in the live stagnation cases were scrutinised by the Management Side on 09.01.2025. It is proved beyond doubt that, the shorter pay scales offered by the Management in November, 2022, cannot support 5% fitment, resulting in a large number of employees getting affected by stagnation.

It is pertinent to mention here that, the BSNL Board of Directors have already recommended Pay Revision for the Executives with 15% fitment. As such, the fitment to be offered to the Non-Executives cannot be 0%, as it will be illogical. **Hence, the new pay scales of the Non-Executives have to be designed in such a manner, so that they can support 5% fitment.**

On 19.02.2025, an informal meeting of the Wage Revision Committee members was held. In that meeting, the Staff Side proposed a new set of pay scales which is given in annexure-6. It can be noted that these new pay scales proposed by the Staff Side are much shorter than the pay scales finalised through consensus by both the Management Side and Staff Side in July, 2018, which is cited in annexure-3. The Management Side must appreciate that the Staff Side has come down a lot and has proposed much shorter pay scales solely with the intension of not to prolong the stalemate in signing the Wage Revision agreement. Further, the demand of the Staff Side for 5% fitment is very much justified and we request the Management Side members to consider.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Encl: As above.

Copy to: (1) Shri S.P. Singh, PGM (Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-11001
(2) Shri Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-11001
(3) Shri P.D. Chiraniya, PGM(CBB), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-11001
(4) Shri Gajendra Kumar, Sr.GM & CLO(SCT), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-11001