



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/ 422(WAGE)

02.09.2025

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - **Settlement of Wage Revision of the Non-Executives - requesting to give fitment at par with the Executives and also to take steps to avoid pay loss and stagnation – req.**

Sir,

We wish to bring the following for favour of your kind consideration.

As regards the Wage Revision, both the Recognised Unions have demanded to improve the minimum and the maximum of NE-3, NE-8, NE-9 and NE-10 pay scales. However, this demand is not accepted by the Management. In view of this, we wish to request you to kindly consider the following:-

- (1) We have demanded the Management to ensure Wage Revision with 5% fitment. However, this demand was not accepted by the Management Side. Alternatively, we demand that, whatever quantum of fitment given to the Executives may kindly be given to the Non-Executives also.
- (2) Since the pay scales are short, some employees are likely to suffer from stagnation even after implementation of the Wage Revision. Hence, we demand that appropriate action should be taken by the Management to ensure that no employee suffers from stagnation, after the implementation of the Wage Revision. In case, any employee faces stagnation, appropriate action should be taken by the Management, so that the employee does not suffer from stagnation.
- (3) Some employees are likely to face pay loss in view of the shorter pay scales and implementation of 0% fitment. Hence, we demand that pay protection should be given by the Management, by way of granting special increments, so that no employee faces pay loss after implementation of the Wage Revision.

Thanking you,

Yours sincerely

[Animesh Chandra Mitra]
General Secretary

Copy to: Shri Rajeev Soni, Chairman, Joint Committee for Wage Revision, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001