



# **MEMORANDUM**

To,

Date:20.08.2024

**Shri Ravi A Robert Jerard,  
CMD BSNL  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001**

Sir,

We the Unions and Associations, representing the employees of BSNL, submit the following memorandum to you and fervently appeal to you to take expeditious steps to implement the Pay Revision of the Executives and Wage Revision of the Non-Executives.

The Pay Revision of the Executives and Wage Revision of the Non-Executives is not settled for the past 7 years, as a result of which the employees suffer seriously and have become a frustrated lot. Nearly 60% of the employees are facing heavy financial loss since they are stuck in stagnation. While the officers working in BSNL on deputation from the DoT have already got their Revision of Pay and Allowances based on the recommendation of the 7th Central Pay Commission, the Executives and Non-Executives of BSNL continue to languish without Pay Revision. This has caused a serious heart-burning among the Executives and Non-Executives of BSNL, as a result of which they have become totally demotivated.

The BSNL Board has already recommended Pay Revision of the Executives with 15% fitment and has sent the same for the consideration of the DoT. In turn, the DoT, vide letter no.F.No.11-1/2017-SU II dated 20th March, 2018, has already written letter to the DPE, for relaxing the Affordability Criteria so that Pay Revision of the Executives can be done.

As per the instruction contained in the DoT letter no.F-62-2/2016-SU dated 27th April, 2018, addressed to the CMD BSNL, the process of Wage Revision of the Non-Executives has started. In accordance with this, a Joint Wage Negotiating Committee, consisting of the representatives of the Management and the two Recognised Unions has been constituted. The pay scales of the Non-Executives were finalised in the meeting of this Joint Wage Negotiating Committee held on 27.07.2018, through mutual agreement between the Management Side and the Unions. However, subsequently, the Management Side has reneged from this agreement and has proposed an alternative set of pay scales with reduced minimum and maximum. These truncated pay scales will perpetuate the problem of stagnation being suffered by the Non-Executives.

In this connection, we also wish to bring to your kind notice that, the Pay Revision of BSNL employees has been reviewed at the highest level, i.e., by Ms. Aruna Sundararajan, the then Secretary, Telecom on 02.12.2018 and Shri Manoj Sinha ji, the then Hon'ble Minister of Communications on 03.12.2018. Official minutes have been issued for these meetings.

In view of the aforementioned circumstances, all the unions and associations fervently appeal to the CMD BSNL to take the needful steps for the settlement of the Pay Revision of the Executives and the Wage Revision of the Non-Executives without further delay. In this connection, we, all the unions and associations request you to kindly consider:-

- i) To kindly take up the issue of Pay Revision of the Executives afresh with the DoT, for implementation of the proposals of the BSNL Board on Pay Revision of the Executives, already sent to the DoT.

- ii) To kindly ensure that, the agreement on Wage Revision of the Non-Executives is signed immediately, based on the pay scales already finalised in the meeting of the Joint Wage Negotiating Committee, held on 27.07.2018.

We assure you sir, that the early Pay Revision / Wage Revision will highly motivate the Executives and Non-Executives of BSNL to dedicate themselves totally for the betterment of our beloved Company.

Thanking you,  
Yours sincerely



**[P.ABHIMANYU]**  
GS, BSNLEU



**[CHANDESHWAR SINGH]**  
GS, NFTE



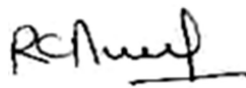
**[M.S. ADASUL]**  
GS, SNEA



**[RAVI SHIL VERMA]**  
GS, AIGETOA



**[N.D. RAM]**  
GS, SEWA BSNL



**[R.C. PANDEY]**  
GS, BTEU



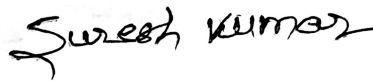
**[V. SHAJI]**  
GS, AIBSNLEA



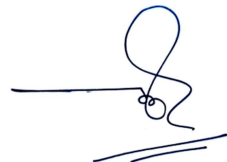
**[K. JAYAPRAKASH]**  
GS, NUBSNLW (FNTO)



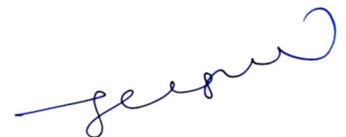
**[SURESH KUMAR]**  
GS, BSNL MS



**[SURESH KUMAR]**  
GS, SNATTA



**[Manoj Singh]**  
GS, AITEEA



**[J. VIJAYAKUMAR]**  
GS, TEPU



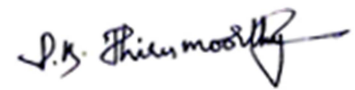
**[ANIL KUMAR]**  
GS, BSNL ATM



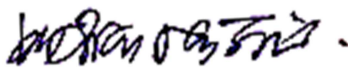
**[JANARDHAN YADAV]**  
GS, AIBSNLOA




**(R.K. GUPTA)**  
GS, DEWAB



**(P.K. THIRU MOORTHY BABU)**  
GS, BSNL DEU



**[M. RAMASUNDARAM]**  
GS, BSNLEC



**[SUMIT SONI]**  
GS, CBOWA