

**BSNL EMPLOYEES UNION (BSNLEU)**

**NATIONAL FEDERATION OF TELECOM EMPLOYEES (NFTE-BSNL)**

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Date: 30.07.2024

To,

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

Sub: - **Inordinate delay in the settlement of wage revision of the Non-Executives – requesting for your kind intervention to remove the bottle-neck – req.**

Sir,

BSNLEU and NFTE BSNL, the two recognised trade unions of the Non-Executives of BSNL, once again convey our best wishes and warm greetings to you, on your assuming charge as the CMD BSNL. Both the recognised trade unions reiterate our whole hearted support and cooperation to all your endeavours for achieving the early financial revival of BSNL.

We are writing this letter to urgently seek your kind intervention for the removal of the bottle neck created in the settlement of Wage Revision of the Non-Executives. It is unfortunate that, thousands of the Non-Executives are suffering due to the problem of 'stagnation' and are not drawing their annual increments for years together. This is due to the non-settlement of Wage Revision. In this connection, we wish to draw your kind attention to the following facts.

The BSNL Board has already recommended the Pay Revision of the Executives, with 15% fitment. This file is presently lying pending with the DoT. As per the direction of the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji, the DoT, vide letter no. F-62-2/2016-SU dated 27<sup>th</sup> April, 2018, has directed the CMD BSNL to conclude the Wage Settlement of the Non-Executives and to send the same for the approval of the DoT. Copy of the above mentioned letter is enclosed as annexure-1.

Based on this direction of the DoT, the BSNL Management formed the Joint Wage Negotiating Committee, with Sri H.C. Pant, the then GM (Legal) as the chairman of the Committee. After in-depth discussions, the Joint Wage Negotiating Committee finalised the new pay scales of the Non-Executives in its meeting held on 27-07-2018. Details of the pay scales finalised on 27.07.2018 are enclosed as annexure-2.

In the meanwhile, Shri H.C.Pant, chairman of the Joint Wage Negotiating Committee retired from service on superannuation. Also, some of the Management Side members of the Joint Wage Negotiating Committee retired under VRS. Under these circumstances, the Joint Wage Negotiating Committee was reconstituted, with Shri R.K.Goyal, as the Chairman. Unfortunately, in the meeting of the reconstituted Joint Wage Negotiating Committee, the Management Side reneged from the agreement already reached on the pay scales. They proposed another new set of shorter pay scales, with reduced minimums and maximums. It is totally unethical on the part of the Management to renege from the agreement reached on the new pay scales in the Joint Wage Negotiating Committee.

The Management Side argues that, BSNL would have to incur hefty expenditure towards pension contribution, if the already agreed pay scales of the Non-Executives are implemented. This argument is unacceptable. The new pay scales for the Executives are already recommended by the 3<sup>rd</sup> PRC. These pay scales are with longer spans compared to the pay scales of the Non-Executives. BSNL Management has no power to modify these pay scales of the Executives. It is duty bound to implement the Executive's pay scales, as recommended by the 3<sup>rd</sup> PRC. As such, BSNL has to pay pension contribution based on those pay scales of the Executives.

Under such a situation, the Management's attempt to implement shorter pay scales to the Non-Executives is grossly unjustified. Implementation of such shorter pay scales to the Non-Executives will perpetuate the problem of stagnation. Further, it will have serious implications in the future wage revisions of the Non-Executives. In this connection, we wish to bring to your kind notice about two important meetings held on the matter of Wage Revision of the Non-Executives.

The first meeting was held on 02-12-2018, between the All Unions and Associations of BSNL (AUAB) and Ms.Aruna Sundararajan, former Secretary, Telecom. The meeting was presided over by Ms. Aruna Sundararajan, Secretary (Telecom) and was attended by the representatives of the AUAB, senior officers of the DoT and the CMD BSNL. In that meeting, the Wage Revision of the Non-Executives of BSNL was reviewed. After detailed discussions, the Secretary, Telecom, directed the CMD BSNL to conclude the Wage Negotiations of the Non-Executives expeditiously. The minutes of this meeting, released by the Director (PSU-I) on 02.12.2018 is enclosed as annexure no.3.

The second meeting was held on 03-12-2018, between the AUAB and Shri Manoj Sinha Ji, Hon'ble Minister of State for Communications. This meeting was presided over by Shri Manoj Sinha ji, Hon'ble Minister of State for Communications. Representatives of the AUAB, Secretary (Telecom), Additional Secretary, (Telecom), Member (Finance), Member (Services), Member (Technology), CMD BSNL and Director (HR), BSNL, were present. In that meeting, The CMD BSNL informed that, negotiations between BSNL Management and the Unions were in the final stage. The Hon'ble Minister of State for Communications directed all concerned that, due priority should be accorded to this demand of the employees for an expeditious decision. Minutes of this meeting, issued vide letter no.BSNL/7-1/SR/2018 dated 4<sup>th</sup> December, 2018, is enclosed as annexure-4.

From the annexure 3 and 4, it could be seen that, the issue of Wage Revision of the Non-Executives of BSNL has been reviewed in the meetings held at the highest levels in the Ministry of Communications. Directions on this issue has been given by the Hon'ble Minister of State for Communications and the Secretary Telecom. It is unfortunate that, in spite of such instructions, the Wage Settlement of the Non-Executives is getting unnecessarily dragged on.

We demand that the directions given by the Hon'ble Minister of State for Communications and the Secretary, Telecom, with regards to the the Wage settlement of the Non-Executives should be implemented without further delay. We demand that the new pay scales of the Non-Executives finalised in the Joint Wage Negotiating Committee meeting held on 27-07-2018 should be implemented by the BSNL Management and based on that, the Wage Settlement of the Non-Executives should be finalised without further delay.

Finally, we wish to bring to your kind notice that, the allowances of the BSNL employees have not been revised since the formation of BSNL. Thus, BSNL employees are drawing the allowances which are not revised almost for the past quarter of a century. This is a great injustice to the employees. Hence, we request you to kindly look into this issue also and to render justice to the employees.

Both, BSNLEU and NFTE BSNL earnestly urge upon you to kindly bestow your personal attention to this issue and to settle the same at the earliest.

Thanking you,  
*Yours sincerely*



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

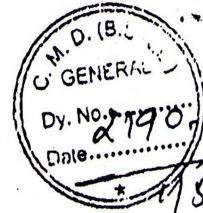


**Chandeshwar Singh**  
**General Secretary**  
**NFTE BSNL**

- Encl: (1) DoT, vide letter no.F.62-2/2016-SU dated 27<sup>th</sup> April, 2018  
(2) Pay scales finalised in the Wage Negotiation Committee meeting held on 27.07.2018  
(3) Minutes of the meeting held on 02.12.2018.  
(4) Minutes of the meeting held on 03.12.2018.

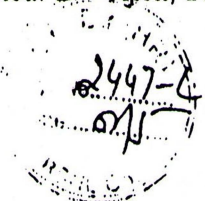
Copy to: Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001

F.62-2/2016-SU  
Government of India  
Ministry of Communications and IT  
Department of Telecommunications



Sanchar Bhawan, New Delhi-110001  
Dated: 27<sup>th</sup> April, 2018

To  
The Chairman & Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi-110001.



Handwritten notes and signatures: P/S, Dir (HR), and other illegible marks.

Subject: 8<sup>th</sup> round of wage negotiations for workmen in CPSEs -  
reg.

Sir,

I am directed to refer to BSNL letter No. BSNL/38-1/SR/2016 dated 21.03.2018 on the above mentioned subject and to say that BSNL may take steps in strict compliance with the DPE guidelines issued in this regard vide their O.M. No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017 (Copy enclosed).

2. As per clause 2(x), the wage settlement arrived at after the negotiations may be submitted to this Department before it is implemented.

Encl. As above

Yours faithfully,

( Pawan Gupta )  
Director (PSU-I)  
Tel: 2303 6019

Handwritten notes: GM(SR) Discussed, A-discuss, AC+A (SR), Re. put up, Discussed.

**Annexure -2**

**Pay scales finalised in the Wage Negotiation Committee  
meeting held on 27.07.2018:**

Grade	Existing (Rs)	Revised ( Rs)
NE-1	7760-13320	19000-45700
NE-2	7840-14700	19200-49900
NE-3	7900-14880	19300-53000
NE-4	8150-15340	19900-56300
NE-5	8700-16840	21300-59800
NE-6	9020-17430	22000-63500
NE-7	10900-20400	26600-69300
NE-8	12520-23440	30600-79600
NE-9	13600-25420	33200-86300
NE-10	14900-27850	36400-94500
NE-11	16370-30630	39700-104000
NE-12	16390-33830	39900-114800

### Annexure-3


A meeting was taken by Secretary(T) today evening (2<sup>nd</sup> December, 2018) and senior officers of the Department of Telecommunications with the representatives of the nine Unions/Associations of BSNL under the aegis of All Unions and Associations of BSNL (AUAB), to discuss the pending demands of the AUAB with regard to the strike notice issued by them. In the said meeting the representatives of AUAB explained each of the four demands namely, allotment of 4G Spectrum to BSNL, payment of pension contribution at actual basic pay levels, revision of pension to BSNL retirees w.e.f. 1.1.2017; and implementation of 3<sup>rd</sup> PRC with 15% fitment for executive cadre and also for the employees.

Secretary(T) assured the AUAB that positive action is already underway for the first three demands. As regards the fourth demand of 3<sup>rd</sup> PRC and wage revision, she directed CMD BSNL to continue and conclude negotiations with respect to non-executive cadre. In case of executive cadre, the DPE advise and guidelines were briefly discussed. She assured that this aspect will also be considered sympathetically.

While noting the praiseworthy contribution of BSNL employees/officers in the past, she hoped that with such dedicated efforts in future also, BSNL will regain its glory and position.

A meeting to further discuss the demand of AUAB will be scheduled at the level of Hon'ble Minister of State for Communication (I/C) tomorrow (3<sup>rd</sup> December, 2018).

Secretary(T) made an appeal to the Representatives of AUAB to call off the proposed indefinite strike w.e.f. 3/12/2018 in the light of the positive response from the Department of Telecommunications and to ensure that public at large is not put to inconvenience.

  
2/12/18  
Dir (PSV.S)



Annexure-4



**BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001**

No. BSNL/7-1/SR/2018

Dated, the 4<sup>th</sup> December, 2018

To

The Concerned  
As per list attached by DoT

Sub: Intimation of Record of discussions issued by DOT

Sir,

Please find enclosed copy of record of discussions issued by DoT on 03.12.2018 for your information.

It is requested to acknowledge the receipt of the same for its onwards transmission to DoT.

Encl: As above

Yours faithfully,



(A K Sinha)

Dy. General GM (SR)

Record of Discussion

The representatives of AUAB consisting of members of various Unions/Associations of BSNL, as per list attached, participated in the meeting chaired by Hon'ble MOS(IC), MoC where Secretary (T), Additional Secretary(T), Member (F), Member (S), Member (T), CMD BSNL and Director (HR) BSNL were also present.

The four demands raised by AUAB were discussed in detail during the said meeting. The representatives of AUAB placed their viewpoint and suggestions before the Hon'ble Minister in relation to

1. Allotment of spectrum to BSNL for providing 4G services
2. Pension contribution at actual basic pay levels
3. Revision of pension to BSNL retirees w.e.f. 1.1.2017
4. Implementation of 3<sup>rd</sup> PRC for executive cadre and wage revision for non-executives.

Secretary(T) apprised the Hon'ble Minister regarding the status of each of the four demands. It was informed that positive action is already under way for allotment of spectrum for providing 4G services, pension contribution at actual basic pay levels and revision of pension to BSNL retirees. Hon'ble MOS(IC), MOC emphasised that further action for follow up on the said issues should be taken expeditiously.

For the fourth demand regarding pay revision in pursuance of 3<sup>rd</sup> PRC for executives, it was informed that the issue is under consideration and



CERTAIN ADDITIONAL INPUTS ARE REQUIRED BY BSNL MANAGEMENT TO START WORK ON a viable proposal regarding pay revision. It was also informed by CMD BSNL that negotiation of BSNL management with the Unions/Associations in relation to wage revision of non-executive employees are in the final stage.

Hon'ble MOS(IC) directed all concerned that due priority be accorded to this demand of the Employees/Officers for an expeditious decision.

Hon'ble MOS also directed that an institutional mechanism be put in place for periodic interaction between AUAB, BSNL management and relevant DoT officers, so that there is no communication gap and officers/employees of BSNL through Union/Association representatives are made aware of the progress being made in each of the above areas. Necessary mechanism in this regard will be immediately put in place by DoT.

He reiterated the department's commitment to support BSNL in its effort to retain its position as a key player in the telecom sector, and asked all participants in the meeting to work in this direction.

Hon'ble Minister urged AUAB representatives to withdraw their strike call, which is currently deferred by AUAB, so that an enabling environment is created for favourable action on the identified demands. He noted the commendable efforts made in the past by employees and officers of BSNL and hoped that such efforts will continue in the interest of BSNL, its employees and in the larger public interest.

**List of BSNL Union/Association representatives**

<b>Sl.No.</b>	<b>Name S/Shri</b>	<b>Name of Union</b>	<b>Contact No.</b>
1.	Chandeswar Singh GS & Chairman, AUAB	National Federation of Telecom Employee (NFTE)	9868256622
2.	P. Abhimanyu GS and Convenor, AUAB	BSNL Employee Union (BSNLEU)	9868231113
3	Ravi Sheel Verma GS	All India Graduate Engineer Telecom Officers Associations (AIGETOA)	8373967633
4.	K. Sebastian, GS	Sanchar Nigam Executive Association (SNEA)	9868266200
5.	Prahlad Rai GS	All India BSNL Executive Association (AIBSNLEA)	9868278222
6.	V. Subburaman GS	Telecommunications Employees Progressive Union (TEPU)	9444948822
7.	Suresh Kumar GS	BSNL Mazdoor Sangh	9868240035
8.	Kabir Das GS	BSNL Officers Association (BSNLOA)	9868375798
9.	Rewati Prasad, AGS	Association of Telecom Mechanic (ATM)	9868020035