

Memorandum

To

Sir,

Sub: - Non-settlement of 3rd Pay Revision / Wage Revision to the Executives and Non-Executives of BSNL- submitting memorandum, seeking your kind intervention for the early settlement of the issue -reg.

We are submitting the following memorandum, seeking your kind intervention for the early settlement of the most burning problem of BSNL Executives and Non-Executives

The entire employees of BSNL are completely frustrated and demotivated, due to the non-settlement of the Pay Revision of the Executives and Wage Revision of the Non-Executives. Based on the recommendations of the 3rd Pay Revision Committee, the government has decided that BSNL employees are not entitled for Pay Revision / Wage Revision. This decision of the government is flawed due to the following reasons.

- 1) It is an undeniable fact that, BSNL has become a loss-making company, due to the factors which are beyond the purview of the employees. For example, procurement of 2G mobile equipments was denied to BSNL from 2007 up to 2012. This was the period when the country witnessed an exponential growth in mobile services. However, BSNL was unable to take advantage of this growth, since the Company could not expand its mobile networks, due to denial of procurement of mobile equipments. As a result of this, the private telecom companies made huge profits, whereas, BSNL became a loss-making company in 2009-10.
- 2) Even today, BSNL has not been able to launch its 4G service, while the private operators are getting ready to launch their 5G service. Firstly, BSNL was denied permission to upgrade its 49,300 4G compatible BTSs, for launching its 4G service. Had this upgradation been done, it would have enabled BSNL to launch its pan India 4G service, at least two years ago.
- 3) There after, BSNL was denied the opportunity to procure 4G equipments from global equipment vendors. All the private telecom companies, viz., Airtel, Reliance Jio and Vodafone Idea are procuring their mobile equipments from global vendors, such as Nokia, Ericsson and Samsung. Strangely, BSNL was denied permission to procure its 4G equipments from the aforementioned global equipment vendors. This denial of level playing field to BSNL, has hampered the Company's financial recovery in a very big way. Undoubtedly, these are the factors which have handicapped BSNL from competing on an equal footing with the private operators. The employees are in no way responsible for this.

4) Denial of technology to BSNL is the most important reason, which has immensely retarded the Company's growth. This can be proved from the fact that, BSNL is doing extremely well in the FTTH (Fibre To Home) segment. BSNL is the market leader today in the FTTH segment. The company is able to compete on an equal footing with Reliance Jio and Airtel. Hence road blocks created in BSNL's procurement of equipments from 2007 to 2012, denial of 4G technology, denial of level playing field, are the main factors which have contributed to the present financial condition of BSNL. In which way the employees are responsible for this?

5) Further, it is totally bizarre that, the top officers of BSNL, viz., the Chief General Managers, the Principal General Managers and the General Managers have already got their Pay Revision, as well as Revision of Allowances, based on the recommendations of the 7th CPC. At the same time, the Executives and Non-Executives working under them, are denied of their Pay Revision/ Wage Revision and are also denied revision of their allowances from 2007 onwards. What sin did the employees of BSNL commit, as a result of which they are denied of their Pay Revision/ Wage Revision, whereas their top managers have got both their Pay and Allowances revised? This is an anomalous situation, which is not prevailing in any other Public Sector Company. The government has to immediately intervene and remove this anomaly.

The employees are making their fullest contributions for the financial revival of BSNL. At the same time, the government has to ensure that, the 3rd Pay Revision /Wage Revision of the Executives and Non-Executives is settled without further delay.

In view of the foregoing, we earnestly implore upon you sir, to kindly take up this matter with the government and help in the settlement of our 3rd Pay Revision/ Wage Revision.

Thanking you,

Yours sincerely