



(A GOVERNMENT OF INDIA ENTERPRISE)  
O/o PGM(SR), Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane, Janpath, New  
Delhi-110001

No. BSNL/38-1/SR/2016

Dated: 16.11.2022

Sub: Record of discussion of the reconstituted Joint committee for recommending wage revision for non-executive employees w.e.f 01.01.2017 in BSNL held on 10.06.2022.

The 4<sup>th</sup> meeting of the reconstituted Joint committee was held on 10.06.2022 in the Library Room, 6<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting.

Official side:

- |                                 |   |          |
|---------------------------------|---|----------|
| 1. Sh. R. K. Goyal, PGM Pers.   | : | Chairman |
| 2. Sh. P.C. Bhatt, PGM CBB      | : | Member   |
| 3. Sh. Saurabh Tyagi, PGM Estt. | : | Member   |
| 4. Smt. Anita Johri, PGM SR     | : | Member   |

Staff side:

1. Sh. Animesh Mitra, President BSNLEU
2. Sh. P. Abhimanyu, General Secretary BSNLEU
3. Sh. John Verghese, Dy. General Secretary, BSNLEU
4. Sh. C. Santhosh Kumar, CS BSNLEU Kerala
5. Sh. Islam Ahmed, President NFTE (BSNL)
6. Sh. Chandeshwar Singh, General Secretary NFTE (BSNL)
7. Sh. K.S. Seshadri, Dy. General Secretary NFTE (BSNL)

At the outset, PGM (SR) welcomed the worthy Chairman and all the esteemed participants from management and staff side. Minutes of the previous meetings were perused to recall the discussions held so far.

**2.0 Discussions:**

1. Staff side stated that in the previous meeting held on 10.03.2022, it was agreed that members from official side will discuss with higher management about the 5% fitment and accordingly feedback will be conveyed in the next meeting. Staff side insisted that the wage revision of the non-executives should be settled by considering 5% fitment instead of 0% in view of the following:
  - BSNL revenue collection is likely to be increase due to launch of 4G services shortly, increase of tariffs in telecom industry, reduction of expenses on salary after VRS etc.

- The pay revision (7<sup>th</sup> pay commission) of Non-absorbed officers in BSNL management has already been implemented.
  - It will remove the frustration of employees and motivate them for working hard.
2. The Management side explained that as per DPE guidelines, the wage revision shall be finalized, taking in consideration the financial position of BSNL, as BSNL has to bear the financial burden from its own internal resources.
- The new pay scales proposed by the Management side have been designed considering 0% fitment, in which the issues like stagnation in existing pay scales, minimum increase in pension contribution have been largely addressed.
  - It is not possible to give wage revision of 5% as BSNL is incurring losses since 2009-10.
  - Management side mentioned that as per the guidelines issued by DPE, wage negotiation and finalization shall be keeping in view the affordability & financial sustainability of such wage revision for the CPSE concerned & no budgetary support shall be provided by Govt. The entire financial implication would be borne by the respective CPSEs from their internal resources.
3. No conclusion could be arrived as staff side insisted for 5% fitment and Management side expressed its inability due to BSNL being in losses since 2009-10.
4. The management side informed that the next meeting will be held as per the convenience of all the members. The staff side submitted that the process of 9<sup>th</sup> MV will not have effect till the period of recognition of 8<sup>th</sup> MV. The meeting was closed with a vote of thanks to the chair, all the participants and to the SR cell team.

This is issued with the approval of competent authority.

  
16/11/2022  
(Sunita Afora)  
DGM (SR-II)

To

All members of the Joint Committee (By name)

Copy to:-

1. PPS to CMD, BSNL.
2. PPS to Director (HR), BSNL Board.