

OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
NEW DELHI

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No. – ND.8(16)/2026-DYC

Dated: - 26.10.2026

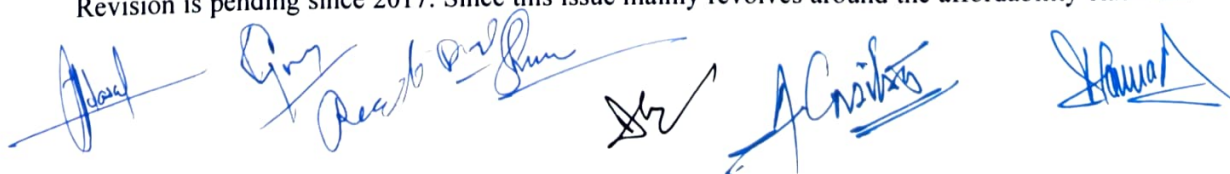
PROCEEDING

Representatives of DoT and AUAB are present as per attendance sheet.

The Representatives of the AUAB submitted that they are given notice dated 18.09.2026 for agitational programme leading to one day Nation-wide strike protesting undue delay by DoT in approval of BSNL proposal for Third Pay Revision Committee (PRC) for BSNL Executives and Non-Executives. They have submitted letter dated 23.10.2026 and copy of the same submitted to the DoT. Rep. of the AUAB submitted that 3rd PRC for BSNL Executives and Non-Executives is due on 01.01.2017. They have been constantly following the matter with the BSNL management and DoT. The DoT acting on the direction on the then Hon'ble MoS for Communication had instructed the CMD, BSNL to sign the wage revision agreement for non-executive employees and forwarded to the DoT for approval. Accordingly, a joint committee was constituted by BSNL and wage revision agreement for non-executives was signed on 08.10.2025 and the same was approved by the BSNL Board of Directors and forwarded to the DoT with due recommendation on 24.02.2026 to convey final approval of DoT. But the approval is still pending from DoT. The pay revision proposal of the executives is submitted by BSNL with approval of board and due recommendation to DoT on 14.03.2017 but action is still awaited from DoT. They have further stated that this matter has also received the attention of Parliamentary Committee on public undertakings, which in its reports submitted to Parliament on 12.08.2025 expressed concern over the disparity between pay and allowances of ITS officers on deputation and those of BSNL's absorbed and directly recruited employees. The Parliamentary Committee also observed that prolonged stagnation in pay in benefits could adversely affect employee morale and undermine the company's revival efforts. It accordingly urged the DoT to engage with the Ministry of Finance to explore a one-time exemption or a phased implementation plan for BSNL employees. Therefore, the AUAB have demanded that the long pending 3rd Pay Revision Committee (PRC) for BSNL Executives and Non-Executives should immediately take place before 31st of December 2026 as the 4th PRC is being constituted from 01.01.2027.

Representative of the DoT has submitted that the 3rd PRC w.e.f. 01.01.2017 is pending due to the affordability clause of Department of Public Enterprises (DPE) O.M. No. W-02/0028/2017-DPE(WC) dated 03.08.2017. Further, the establishment of BSNL - a central PSU also does not come in the ambit of Clause C of Annexure-II of the O.M. *ibid*. Therefore, the demand of the AUAB for the 3rd PRC for executives and non-executives is not tenable as of now. However, they have sought clarification from the BSNL vide their letter dated 17.10.2026 and reply is awaited. They have submitted letter dated 19.10.2026 on the demands of the AUABs and copy of the same supplied to AUAB. In view of the above the DoT has requested AUAB to call off their agitation programme and proposed strike on 20.11.2026.

After going through written/oral submissions made by both the parties the Dy. CLC (C), New Delhi and Conciliation officer has observed that the issue raised by the AUAB regarding the 3rd Pay/wage Revision is pending since 2017. Since this issue mainly revolves around the affordability clause as



per DPE guidelines, the DoT & BSNL are advised to hold bilateral meetings with the AUAB members at the competent level to resolve the issue amicably before next hearing.

Attention of both the parties are invited to their obligations imposed under Section 90(for employer) and Section 62(1) (for employees/AUAB) and Section 62(2) (for employer) of the Industrial Relation Code, 2020. The AUAB is requested not to resort to direct action during the pendency of conciliation proceedings.

The Conciliation Proceeding is adjourned and fixed on 05.11.2026 at 1130 hrs

Rep. of DoT

 ANIL KUMAR- DDG(SR)

 RAITI MADHAVA RAO
Director (PSUE)

 VINAY ANAND
Jr (LCT)

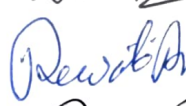
Rep. of AUAB

 M. S. Adas GS SNEA

 Animesh Ch. Mishra GS
BSNL

 C. S. Kumar GS
NITE
BSNL

 Ashok Patel, GS, SEWA

 P. S. Karmase GS BSNL ATOM
F.S. F.N.T.O


(P.S. Karmase)

Conciliation Officer under IR Code, 2020 &
Dy. CLC (C), New Delhi