

BSNL EMPLOYEES UNION (BSNLEU)

NATIONAL FEDERATION OF TELECOM EMPLOYEES (NFTE-BSNL)

Date: 20.06.2025

To,

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

Sub: - **Inordinate delay in the settlement of Wage Revision – Agonising delay being caused by the Management Side members of the Wage Revision Committee – issuing notification for protest lunch hour demonstrations to be organised by BSNLEU and NFTE BSNL on 25.06.2025 - req.**

Sir,

As you are aware, the DoT vide it's letter no. F-62-2/2016-SU dated 27th April, 2018, has directed the BSNL Management to complete the Wage Revision of the Non-Executives and to send it for it's approval. New pay scales for the Non-Executives were finalised in the Wage Revision Committee, through mutual consensus between the Management Side and the Recognised Trade Unions, in the Wage Revision Committee meeting held on 27.07.2018 itself. However, thereafter, the Management Side members went back from their commitment on the new pay scales.

Consequent to this, settlement of Wage Revision was unduly delayed. Thereafter, in the informal discussions held on 19.02.2025 between the Management Side and the Recognised Trade Unions, proposals for the new pay scales were given by the union representatives. These proposed new pay scales are much lower than the pay scales mutually agreed to on 27.07.2018. Further, the proposed new pay scales have much shorter spans, compared to the pay scales given by the 3rd PRC to the Executives. As such, there cannot be any justified reason for not accepting the the new pay scales proposed by the Unions on 19.02.2025.

It is already 4 months since the informal discussions were held on 19.02.2025. It is a matter of serious concern that, still the Management Side members say that, the new pay scales proposed by the Unions are being studied. Further, in the last 6 months, the Wage Revision Committee meeting has been held only once, ie., on 29.04.2025. Even no meaningful discussion took place in that meeting, on the pretext that the Management Side members required more time to study the new pay scales proposed by the Unions.

More than 60% of the Non-Executive employees are facing serious financial loss due to the problem of stagnation and hundreds of employees are retiring every month without wage revision. This problem can be resolved only through the settlement of Wage Revision. In such a situation, the inordinate delay being caused by the Management Side members is unacceptable.

In view of this, BSNLEU and NFTE BSNL, the two Recognised Trade Unions of the Non-Executive employees, have given call to organise protest lunch hour demonstrations on 25.06.2025, demanding immediate settlement of the Wage Revision.

Thanking you,
Yours sincerely



[P. Abhimanyu]
General Secretary
BSNLEU



Chandeshwar Singh
General Secretary
NFTE BSNL

Copy to: (1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi-11001
(2) Shri Rajeev Soni, Chairman, Joint Committee for Wage Revision of the Non-Executives, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-11001.
(3) Ms. Anita Johri, PGM(SR), BSNL CO, Bharat Sanchar Bhawan, Janpath, New Delhi-11001.