



**K. Jaya Prakasah**

General Secretary

NU/CHQ/3rPRC

03.12.2021

To  
 Sri.Ashwini Vaishnaw,  
 Hon'ble Minister for Communication,  
 Govt. of India,  
 Dept. of Telecom,  
 Sanchar Bhavan,  
 New Delhi – 110 001.

Respected Sir, Vanakkam

Sub : Revision of wages of BSNL/MTNL Employees - under 3<sup>rd</sup>  
 PRC – Reg.

I on behalf of the National Union of BSNL workers (FNTO) submit the following suggestions with regard to the wage revision of BSNL/MTNL Employees from 01.01.2017 as per the recommendations of 3<sup>rd</sup> PRC.

Recently for the revision of pay it is proposed to revise the same by 0% fitment benefit. FNTO is not in favour of this proposal. BSNL is formed as Corporation by converting the Dept. of Telecom operation and Department of Telecom Services on a special dispensation and the profit or loss should not stand in the way of revision of pay scales of its employees, as per the provisions in para 3.2.7 IV of 3<sup>rd</sup> PRC report. Giving 0% fitment will be a disgrace not only to the Govt./DOT/BSNL but also for BSNL employees who have sincerely opted to BSNL when the corporatization was proposed by the then NDA Government headed by late Hon'ble A.B.Vajpayee as Prime Minister in the year 2000. He was kind enough to continue the Govt. Pension to such optees.

Almost more than 50% of Non-Executives and Executives have gone on VRS in the year 2019 and the wage bill has become drastically cut down or reduced. The


remaining Non-Executives are about 35,000 only. They may be extended the benefit of fitment to 15% notionally from 01.01.2017 with actual benefit from 01.01.2022 so that the superannuation and VRS retirees will get the benefit of pension, if not pay arrears.

The liability of wages also for the present / remaining Non-Executives will be far less which can be met by the BSNL with its own resources / revenue. This will encourage the employees to put more efforts to increase the revenue of the company as these remaining employees are more educated to effectively manage the new technology and improve the services.

The difference in the pension contribution for the revised notional pay of the VRS retirees may be adjusted against the excess payment of the same made since 01.01.2006 for the maximum of the scale instead of the actual pay drawn by the employees, as per the rules on the payment of pension contribution, as the BSNL should not be discriminated against the others in the matter of payment of pension contribution.

Thanking you,  
With regards,

Yours sincerely

  
**(D.CHANDRASEKARAN)**  
**General Secretary (Offg.)**

**Copy to**

- 1) The Secretary, DOT, New Delhi-1.
- 2) The CMD, BSNL, New Delhi-1.
- 3) The Chairman, Joint Committee for wage negotiation through the Sr GM (SR) BSNL Corporate Office, New Delhi – 110 001.
- 4) Te GS, BDPA(I), CHQ at Ahmedabad.
- 5) The GS, BSNLEU/NFTE also for information and necessary action.