

No. BSNL/38-1/SR/2016

Dated: 29.11.2022

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 28.11.2022.

The 5th meeting of the reconstituted Joint committee was held on 28.11.2022 in the Library Room, 6th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting.

Official side:

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| 1. Sh. R. K. Goyal, CGM (CNTx-N) | : | 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. Suresh Kumar, Member BSNLEU
5. Sh. Manu Mehra, Member BSNLEU
6. Sh. Islam Ahmed, President NFTE (BSNL)
7. Sh. Chandeshwar Singh, General Secretary NFTE (BSNL)
8. 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.

2.1 Pay Scales.

- New pay scales proposed in meeting dated 3.12.21 by Management side were discussed one by one on the following broad principles
- 1) Number of employees working in the payscale,
 - 2) Number of non-executives stagnating in payscale,
 - 3) To ensure that stagnation on existing pay scale is largely addressed
 - 4) Pension contribution is linked to the maximum of the payscale so it should be judicially decided so as to reduce the additional financial burden on account of pension contribution


29/11/2022

5) Minimum of the Pay scales on which direct recruitment is there should be optimally designed

- Unions agreed that inflated '**maximums**' of the pay scales which did not benefit employees may be curtailed.
- The revised payscales after detailed discussion were given to staff side for seeking their comments regarding stagnation, anomaly etc so that new payscales can be finalized by Joint committee of wage negotiation in next meeting.

2.2 Fitment.

Staff side demanded for minimum 5% fitment or at par with the fitment to be given to the executives on pay revision, whichever is higher.

Management side mentioned that as per the guidelines issued by DPE, wage negotiation shall be keeping in view the affordability and financial sustainability of such wage revision for the CPSE concerned and no budgetary support shall be provide by Govt. The entire financial implication would be borne by the respective CPSEs from their internal resources .Since BSNL is in losses since 2009-10 ,5% fitment cannot be given. However DPE guidelines are silent about 0% fitments.


If the staff side desires ,it can accordingly be recorded in report.

2.3 Allowances.

Staff side requested for revision of allowances to non-executives . Management side informed that wage revision even at 0% fitment, if approved ,will result in considerable financial burden. Revision in allowances can be dealt separately after basic pay scale and fitment are approved by competent authority. Staff side insisted that allowances must be discussed in next meeting after finalization of pay scales of non-executives.

The meeting concluded on a positive note .

This is issued with the approval of competent authority.


(Sunita Arora) 29/11/2022
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.