

The last Wage Revision Committee Meeting was held on 19.12.2024 and minutes were circulate on 31.12.2024. The last Paras reproduced below:

“The Staff Side stated that:

1. The breakup of the 900 crores should be provided.
2. Employees were not responsible for the loss situation of the company.
3. The Pay Scales agreed with the earlier committee should be implemented. Demanded HRA revision because of which the wage negotiation agreement could not besigned in 2018.
4. Proposal scales did not address all cases of stagnation and pay anomaly Pay scale span was not at par with pay scale span of executives.

*It was agreed that staff side will provide live cases of pay loss, pay anomaly and stagnation by 30.12.2024. The cases will be discussed with establishment cell, accounts and union representatives first and then, brought to the next meeting of the joint wage negotiation committee.* Staff side emphasized that live cases with 0% and 5% may be examined.

Sr. GM & CLO (SCT) gave the votes of thanks and it was agreed that the next meeting will be held on January 2025.

This is issued with the approval of competent authority.”

The staff side had provided 99 cases in next week.

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The Wage Revision Committee Meeting could not be held for various reason of members on leave, on LTC and to be retired in near future. When the pressure from Representative Union was increased, the New Committee formed.

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The Corporate Office vide No: No, BSNL/38-1/SR/2016 Dated 29.04.2025 under the subject “Reconstitution of Joint Committee to recommend Wage Revision of

Non-Executive Employees w.e.f. 01.01.2017 in BSNL – Regarding” notified the following New Committee.

Management Side:

- |    |                                     |   |          |
|----|-------------------------------------|---|----------|
| 1. | Rajeev Soni, CGM (EW)               | : | Chairman |
| 2. | 5.P.Singh, PGM (Estt)               | : | Member   |
| 3. | P.D. Chiraniya, Sr. GM (CBB)        | : | Member   |
| 4. | Anita Johri, PGM (5R/Rest C/WS& I): |   | Member   |
| 5. | Gajendra Kumar, Sr.GM & CLO (SCT:   |   | Member   |

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The Committee was formed on 28.04.2025 and meeting was conveyed on 29.04.2025 and the meeting as notified.

The Wage revision committee meeting held under the Chairmanship of Shri Rajeev Soni PGM (EW). The scale submitted on 19-02-2025 to remove stagnation was discussed in length **and almost it was found proper**. The maximum of these scales are lower than the scales formulated in year 2018. The staff side has agreed that the maximum should be kept in a manner that there should not be any stagnation in any scale up to December 2006. The two new members of official's side wanted some more time to study the whole documents and then they will share their views in next meeting.

The next meeting has been fixed in last week of May 2025 tentatively.

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Should be say that....

Not only Management but the representative unions are equally responsible to deprive the employees their legitimate right of wage revision by delaying the agreement on one pretext or the other?

If Shri P.C. Bhatt, PGM (EF) is retiring on 30.04.2025, who stopped the management to participate and compelled to form new committee?

To create more confusion, instead of one retiring member, two more members are added from Management side ???

When the Management had already studied the cases submitted by the representative unions and found proper, they should have gone further to sign agreement.

We hope all will understand the game of ..... !!!