

No. BSNLCO/38-1/SR/2016

Dated: 29.08.2025

Sub: Record of discussion of the reconstituted Joint Committee on wage revision for Non-Executive Employees w.e.f. 01.01.2017 in BSNL held on 30.06.2025.

The 11<sup>th</sup> meeting of the reconstituted Joint committee was held on 30.06.2025 in the Library Room, 6<sup>th</sup> floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting:

**Management Side:**

- |    |                     |                 |          |
|----|---------------------|-----------------|----------|
| 1. | Shri Rajeev Soni    | CGM (EW)        | Chairman |
| 2. | Shri S.P. Singh     | PGM (Estt.)     | Member   |
| 3. | Smt. Anita Johri    | PGM (SR)        | Member   |
| 4. | Shri P. D. Chirania | Sr.GM (CBB)     | Member   |
| 5. | Shri Gajender Kumar | Sr.GM& CLO(SCT) | Member   |

**Staff Side:**

- |    |                         |                     |
|----|-------------------------|---------------------|
| 1. | Shri Animesh Mitra      | Member BSNLEU       |
| 2. | Shri P. Abhimanyu       | Member BSNLEU       |
| 3. | Shri John Verghese      | Member BSNLEU       |
| 4. | Shri Suresh Kumar       | Member BSNLEU       |
| 5. | Shri Manu Mehra         | Member BSNLEU       |
| 6. | Shri Chandeshwar Singh  | Member, NFTE (BSNL) |
| 7. | Shri Vijay Pratap Singh | Member NFTE (BSNL)  |

PGM (SR) welcomed all the members from the management side and the staff side. It was intimated that as some members were new to the committee, few internal meetings of management side were carried out to examine the proceedings so far.

Thereafter, Chairman welcomed all the participants. Management side intimated that due to financial health of BSNL, pay scales proposed in November 2022 can only be offered by Management.

Thereafter discussion proceeded on mainly following points:

- Anomalies in Nov 2022 pay scales:** Staff side submitted that JEs were suffering a relative loss in NE-9 pay scale due to low minimum. Further, the Administrative Ministry, DoT has advertised for filling up of vacancies of JE cadres wherein minimum basic pay is Rs. 35400. Whereas in the current proposal offered by Management in November 2022, the minimum basic pay is Rs. 31000/- (NE-9). This may be addressed. Besides, employees in NE-3, NE-8, NE-9 and NE-10 are suffering from stagnation and these pay scales have maximum number of Non- Executives. These four pay scales must be revisited by Management.

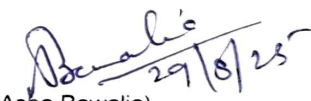
2. **Fitment:** Staff side demanded a fitment of 5%. Further, if the Government accords a different quantum of fitment to the Executives, the same can be made applicable to the Non-executives as well.

3. **Next Wage Revision:** The staff side stated that, in the prevailing circumstances, they were agreeing to accept shorter pay scales. At the same time, they strongly urged that, the shorter pay scales accepted by them in the present wage revision, must not be taken as the basis for the revision of pay scales in the next wage revision. They demanded that, an assurance to this effect must be provided by the Management.

Staff side further submitted that the above concerns are raised jointly by the two recognised Trade Unions. It was also conveyed that if these issues are addressed appropriately, the staff side is prepared to sign the wage revision agreement in the upcoming meeting of the Joint Committee.

Sr. GM & CLO (SCT) gave the vote of thanks.

This is issued with the approval of competent authority.

  
(Asha Bawalia)  
DGM (SR)

To,

All Members of the Joint Committee

Copy to:

1. PS to Dir HR, BSNL Board