

## Well done DOT- BSNL- Unions

It seems that DOT is moving its cards beautifully paving the road to settle the issue of Pay and Pension to the absorbed BSNLwallahs.

The unions may feel good on finding one of their long pending demands settled by DOT with the due approval of DOE ID note dated 29-8-2025. **The subject matter is 'calculating pension contribution at actual pay drawn instead of the maximum scale'.**

DOE has approved the same from a prospective date that is from 1-9-2025 only, instead from 1-1-2017. Though it may stand as a grievance, BSNL may take good breath at least from that date regarding its 'expenditure burden' on pension contribution. For CG departments, this concession was given long back, now at least BSNL got that.

Each demand has its own background and its birth pains.

-37 A was brought at the behest of formation of BSNL.

-Pro rata pension option (when combined service pension only there) was inserted during ITS option struggle.

-Pension expenditure linked to 60 percent of Receipts withdrawn during 78.2 extension to pensioners.

-Now pension contribution on actual pay instead of the maximum scale due to the exigencies of approving DPE directed Executive Scales.

This order of DOT dated 1-9-2025 is necessitated to settle the long pending issue of approving 3rd PRC Executive scales which stands in the gateway to allow NON Executive scales and the following or simultaneous pension revision to both the pensioners.

Since the calculation of contribution is prospective (1-9-2025), the 3rd PRC scales may also be notional from 1-1-2017 and may become actual any day on or after 1-9-2025.

A sound question may arise, if notional how they revise pension to all those retired from 1-1-2017 that is post 2017. Pension is fixed on the basis of last pay drawn. Their pension is fixed today as per 2nd PRC last pay drawn. If 3rd PRC scales are given notionally, can they fix pension as per notional pay so calculated.

DOT well ahead expecting this situation intimated its requirement to DOPPW seeking its support for a decision on 'issuing PPO on notional pay', if necessary through relaxing appropriate pension rules. Hope DOPPW might have given its nod to settle this question. I do not know the exact version of DOPPW on this notional pay PPO issue, if DOT decides to settle Executives scales on 3rd PRC notionally from 1-1-2017.

Another important question is whether BSNL is going to come down to redesign the NE scales 'on the same lines of Executive scales as arrived at during 2018' or going to keep 'the Nov 2022 scales'. **The main cause of 'reduced scales' is the issue of pension contributions on the maximum of the scales.** Now that question is settled. So BSNL may take that 2018 scales to satisfy the demands of the recognize unions in the wage committee.

DOT mentioned in its earlier leaked note sheet the followings.

- PSU division would notify the approved 3rd PRC scales for the purpose of revision of pension of pre 2017 BSNL IDA Pensioners.
- BSNL would notify the revised pay scales for NE to enable their pension revision along with that of Executives.

The most important question one needs to address in this context is - DOT's approval of scales and BSNL notification of scales only for the pension revision sake or that amounts to pay revision also to the BSNL employees. Whether DOT is going to issue any pay revision orders to Executives or not - one should wait and watch.

DOT issuing such order only helps the NE to get their 3rd PRC revision. For this one has to wait till 'the Recorded Proceedings signed by both BSNL management and Unions' issued.

In this 'pension contribution' matter also one may appreciate the wisdom of com O P Gupta by playing the sub rule 23 of 37 A 'open ended one'.

" ....the Govt will specify the arrangements and the manner including the rate of pensionary contributions made by BSNL to the Govt ..". This open ended enabling clause helped us without any amendments to 37 A to bring this 1-9-2025 intimation on Pension contribution.

**Hope things will move smoothly after this 1-9-2025 letter addressed to CMD BSNL by DOT.**

07 hrs 12-9-2025 R. Pattabiraman