

**GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF TELECOMMUNICATIONS**

**LOK SABHA
UNSTARRED QUESTION NO. 5410
TO BE ANSWERED ON 25TH MARCH, 2026**

3RD PAY REVISION FOR BSNL EMPLOYEES

5410. SHRI CHAVAN RAVINDRA VASANTRAO:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether 3rd Pay Revision (3rd PRC) for BSNL employees (executives and non-executives) is still pending from 01.01.2017 and if so, the details thereof along with the reasons for non-implementation;
- (b) whether the Government has examined the possibility of waiving or relaxing the affordability clause of Department of Public Enterprises (DPE) guidelines in the specific case of BSNL in view of its strategic/national importance and if so, the details and present status;
- (c) the estimated annual financial burden on BSNL for implementing 3rd PRC at 15% / 10% / 5% fitment for all eligible employees and manner in which this compares with BSNL's current financial turnaround and revival packages already approved by the Government; and
- (d) whether the Government proposes to implement 3rd PRC for BSNL employees before a specified date (for example, before 31.03.2026) and if so, the likely timeline and if not, the reasons for delay?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS AND RURAL DEVELOPMENT
(DR. PEMMASANI CHANDRA SEKHAR)**

(a) to (d) As per extant guidelines of Department of Public Enterprises (DPE) vide DPE Office Memorandum (OM) dated 03.08.2017, the revised pay scales would be implemented subject to the condition that the additional financial impact in the year of implementing the revised pay-package for the Board level executive, below Board level executive and Non-Unionized Supervisors should not be more than 20% of the average Profit-Before Tax (PBT) of the last three financial years preceding the year of implementation. The 3rd pay revision has not been implemented in BSNL as it does not meet the criteria under affordability clauses of Department of Public Enterprises (DPE) guidelines.
