



ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

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No. AIBSNLREA/CHQ/2017/19

Dated: 25.07.2017

To
Smt Sujata Ray,
Director (HR),
Bharat Sanchar Nigam Limited,
New Delhi 110001.

Sub: Your message dated 06.07.2017 on Pay Revision of BSNL Executives

Madam,

We write this letter with regard to your message dated 06.07.2017 since our pension revision is linked with the pay revision of the BSNL Executives. We politely disagree with the veil message carried that once the Government approves the pay revision of the executives of CPSEs, the same cannot be negotiated or bargained. We firmly believe that Government cannot and will not keep its eyes closed if some serious aberrations in the matter are raised or come to its notice.

2. We know that Government will not recommend pay revision separately for each and every CPSE including BSNL. There may be standard revised IDA pay scales for all CPSEs with the option given to the CPSEs to opt for one out of three fitment benefits as recommended by 3rd Pay Revision Committee. Thus, the CPSEs have the liberty to choose the particular fitment benefit to be given to their executives. In this context, we are happy to note that BSNL has advocated for 15% fitment benefit to its executives.

3. Once the Department of Public enterprises issues the Notification of Pay Revision for their implementation, the onus to implement the same for BSNL executives lies totally with BSNL Board and Department of Telecommunication. In regard to this we are to say that profit or loss is not always the key issue to decide the pay scales/fitment for the executives. Apart from the grounds advanced by BSNL to DOT for revision of pay scales for the BSNL Executives with 15% fitment benefit, we would like to draw your kind attention to the following factual position after the Pay Revision was ordered following 2nd PRC recommendations: -

(a) MTNL which was in red for years together was given pay revision with 30% fitment benefit (highest fitment benefit) along with BSNL executives. Thus, though MTNL was a loss making CPSE, it did not come in the way to allow the highest fitment benefit of 30%.

(b) The Government of India, while allowing payment of pension by the Government to the MTNL employees vide Para (c) of its Order No. 41-4/2012-Pen(T) dated 28.04.2014 had ordered that the revised arrangement regarding liability for

pensionary benefits to MTNL employees shall continue "till next wage revision by which time MTNL and BSNL shall achieve pay scale parity by bringing down the pay scales of MTNL to the level of BSNL pay scales". Thus, according to this decision, the BSNL employees are to get their pay revision as per 3rd PRC recommendations since in reality the pay scales of MTNL employees cannot be brought down.

4. Therefore, the revision of pay scales of the BSNL Executives following the decision of the Government on 3rd PRC recommendations with 15% fitment benefit is more than justified. We hope that BSNL Management will keep the above points in view while processing the case for revision of pay scales with 15% fitment benefit to BSNL Executives.

With kind regards,

Yours sincerely,



(S Basu)
General Secretary

Copy to:

1. Ms. Aruna Sundararajan,
Secretary (Telecom),
Department of Telecommunications.
2. Shri Anupam Srivastava,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited.
3. Shri A M Gupta,
General Manager (SR), BSNL.