



**ALL INDIA BHARAT SANCHAR NIGAM LIMITED
RETIRED EXECUTIVES' ASSOCIATION U.P. STATE
Lucknow- 226016 (PHQ)**

**PHQ : H. No.- 122, Sector - 21 INDIRA NAGAR
LUCKNOW - 226016 (UTTAR PRADESH).**

**President: M.K.Shukla
9415516080**

**State Secretary : R.S.Arora
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**Financial Secretary: Ambika Singh
9415100600**

No. AIBSNLREA/UP/2023/ 8

Dated:19th March 2023

**To
Shri Rajnath Singh,
Minister of Defence, GOI,
Camp at Lucknow.**

Sub:Revision of Pay Scales of BSNL employees following issue of DPE OMNo.W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017

Sir,

We are BSNL Retired Executives, who have served in the earlier Central Government Department of Telecommunications and later in the Government owned PSU, the Bharat Sanchar Nigam Limited. We had put in our might in the development of the country's major Telecom Network while in service. Therefore, we are still concerned about the survival and growth of BSNL, which plays an important role in moderating the cost of Telecom services to the common man. We are also concerned about the long pending pay revision of BSNL employees since that will lead to revision of our pension.

2. It is intriguing that both Department of Telecommunications and Bharat Sanchar Nigam Limited are repeatedly denying revision of Pay Scales of the BSNL Executives for the last five years taking excuse of the financial constraints of BSNL and the "Affordability Clause" in the O.M issued by Department of Public Enterprise vide its No.W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017 ordering revision of pay scales of Board level and below Board level Executives and Non-Executive Supervisors of BSNL w.e.f. 1.1.2017. We, therefore, earnestly request you to impress upon the Minister of Communications to re-examine the matter in the light of the followings: -

(1) Relaxation of 'affordability clause' of DPE O.M No.W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017 as BSNL has to meet the social obligation of the Government of India to provide services at affordable rates to the customers and thus cannot aim at profit:

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DPE, in response to DOT's OM No. 11-1/2017-SU.II dated 20.03.2018 on the question of relaxation of affordability clause, has already clarified vide its No. W-02/0004/2018-DPE-WC dated 18.04.2018, that this would **"require approval of Cabinet for which DOT may examine the issue at its end for necessary action"**. Keeping in view of the fact that BSNL is meeting the social obligations of the Government and also providing and maintaining telecommunication services, which are otherwise commercially non-viable, even in remote villages and hilly terrains is incurring huge losses on these counts, the DOT should immediately move a Cabinet Note seeking relaxation of affordability clause for BSNL. Moreover, it is the policy of the Government that did not allow BSNL to participate in auction for allotment of high speed 4-G services which finally forced it to lose its large number of customers and revenue because of its inability to provide high speed data services. After all, BSNL employees cannot be held responsible for wrong decisions of the Government and thus denied the legitimate revision of pay scale.

(2) Unjust decision for calculation of pension contribution on 'actual pay' under FR-116 for the absorbed employees to be withdrawn:

The issue of calculation of pension contribution under FR-116 in respect of the absorbed BSNL employees basing on "actual pay" instead of on the "maximum of the pay scale", as allowed by DOP&T for the Central Government employees on foreign service w.e.f. 1.1.2006 still remains unresolved. It is worth mentioning that Department of Expenditure, while clearing the proposal for calculation of pension contribution basing on "actual pay" w.e.f. 1.1.2006 for the Government employees on foreign service, advanced the following ground to arrive at this decision, vide its ID No. MoF (DoE) ID No.228 (SO)(E-III(A)/08 dated 19th December 2008: - *"With the introduction of Modified ACP Scheme under which an employee will now get financial upgradation to the next higher grade pay on completion of 10 years of service, under normal circumstances, no government servant is likely to remain in a particular grade for more than 10 years. In the light of this position, it is proposed that instead of the present practice of basing the calculation of pension contribution during the active period of foreign service on the basis of the maximum of the pay scale plus dearness pay appropriate to such maximum plus interim relief appropriate to such maximum, such calculations may now be based on the existing basic pay of the Government Servant."* There can be no denial that the above stated ground, as advanced by Department of expenditure in respect of CG employees on foreign service, is more applicable to the BSNL employees since all the BSNL Executives are covered under time bound financial upgradation Scheme after every 4/5 years and the non-executive employees after 7/8 years. Thus, none of the BSNL employees remain on the maximum of the scale in a particular grade for more than 4/5 years in case of the executives and 7/8 years in case of the non-executives. Thus, there is no justification at all to calculate pension contribution for the BSNL Employees basing on their pay scale instead of their actual pay. Since Rules or Law are equal to everyone, Government must allow implementation of same principle as allowed to the C.G. Employees in the matter of calculation of pension contribution to the BSNL Employees and thus stop bleeding BSNL financially.

(3) Allowing implementation of revised pay scales, fitment benefit, increment and Dearness allowance with temporary capping on other allowance for the time being:-

While considering the proposal for revision of pay scales of the Board level and below Board level Executives and Non-Executive Supervisors of BSNL, the revised pay scales along with fitment benefit, increment and Dearness Allowance alone, as ordered by the DPE, can be implemented now. As regards other allowances, these may continue to be paid on pre-revised pay scales for the time being. Payment of arrears on account of pay scale revision may also be made in two or three instalments. This will take care of huge outflow of fund in one go.

(4) Considerable reduction of staff-strength through VRS in the year 2019:

In the year 2019, nearly 80000 BSNL Employees, both Executives and Non-Executives, in response to an offer made by Government, took voluntary retirement. As a result the expenditure of BSNL on salary has reduced by 50%. Thus, the old plea of the Management that huge employee cost has affected the finances of BSNL is no longer tenable.

(5) Glaring discrimination between BSNL employees and those on deputation in the matter of revision of pay:

Also, in a blatant discrimination, those on deputation from DoT to BSNL and occupying key managerial and responsible positions are already drawing salary in revised pay scales as per the recommendations of Seventh Central Pay Commission w.e.f. 1.1.2016, with their entire salary and allowances being borne by BSNL. The same DoT did not find BSNL financial status a bar to their pay revision. This has led to a legally questionable anomaly wherein those on deputation are getting the revised pay paid by BSNL, but BSNL's own employees are denied the pay revision.

3. We, therefore, fervently appeal to your kind self to highlight these facts and get the issue of revision of pay scales of BSNL Executives examined with right earnest and to get it resolved at the earliest.

With thanks and regards

Sincerely Yours,

(R.S. Arora)



State Secretary Uttar Pradesh.