



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

CENTRAL HEADQUARTERS
11, Connaught Place, New Delhi - 110028

No.AIBSNLOA/CHQ/2018/ 12

Dated: 27th April 2018

To
Shri Manoj Sinha,
Hon'ble Minister of State for Communications,
Government of India,
New Delhi.

Hon'ble Sir,

We seek to draw your kind attention to the issue of pay revision of BSNL Executives, which is already delayed and the advice rendered by Department of Public Enterprises to Department of Telecommunications to go for cabinet approval to relax/amend the affordability clause recommended by the 3rd PRC and accepted by Government of India.

2. In our considered opinion, there is no necessity to seek Cabinet approval, and your goodself as the Minister of Nodal Ministry is competent to approve relaxation of the affordability clause and order pay revision for BSNL Executives. Our opinion is based on the following facts, wherein MTNL Executives were allowed the maximum of 30% fitment benefit during pay revision as per 2nd PRC where similar 'affordability' clause existed and in spite of the fact that MTNL was making heavy losses for consecutive years then. The approval for such a decision was given by none other than the then Minister of Communications, in consultation with DoT Finance. No Cabinet approval was sought for and obtained.

3. The Government orders dated 26.11.2008 on pay revision of CPSE Executives w.e.f. 1.1.2007 had stipulated that "Affordability for implementation of pay revision: - The revised pay scales would be adopted, subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profit before tax (PBT) for the year 2007-08 of a CPSE in respect of executives as well as non-unionised supervisory staff taken together in a CPSE" and "The CPSEs, which are not able to adopt revised pay scales (2007), may give an increase on the basic pay plus DA drawn in the pre-revised scale as on 01.01.2007, with a uniform lower fitment benefit of 10% or 20%, depending upon their affordability, **with the approval of the Ministry/Department.**"

4.1 MTNL Executives were initially granted pay revision with 5% fitment benefit vide DoT Presidential Order issued vide F.No.11-1/2009-SU-II dated 13.5.2009 [copy enclosed], **with the concurrence of Member (Finance) DoT.**

4.2 Later the Presidential Order was amended vide F.No. 11-1/2009-SU.II dated 10.5.2010 [copy enclosed], allowing revised scales with 30% fitment benefit, which had the **approval of MOC & IT in consultation with the Finance wing of DoT.**

4.3 On both the occasions, the only condition was that MTNL has to bear the additional financial implication on account of pay revision from its own resources and no budgetary support will be provided by DoT/Government of India.

5. Thus it may be seen that **there is no necessity for DoT seeking Cabinet approval for pay revision of BSNL Executives on similar circumstances and when BSNL Board has already communicated in its proposal for pay revision that the additional financial outgo will be met from its own resources.**

6. We may also point out that there is already a Cabinet decision, granting Government Pension under Rule 37A to MTNL employees as had been extended to BSNL employees since their absorption, based on which DoT had issued OM No.4204/2012-Pension (T) dated 28.4.2014, conveying the decision that "the arrangement will 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." Since pay scales of MTNL cannot be brought down, it is quite practical that BSNL pay scales are to be revised in order to achieve the said pay parity among MTNL and BSNL.

7. Everyone is aware that you have been strongly supporting pay revision in BSNL ever since the 3rd Pay Revision Committee report was out and we believe that you will utilise every opportunity to get it done, since this precedence shows that as Minister of the Nodal Ministry, you are very much competent to approve revised pay scales for BSNL Executives despite existence of affordability clause, without any need to go to Cabinet for approval.

8. We therefore earnestly request you to kindly advise DOT authorities to prepare grounds for getting your approval for pay revision in consultation with their Finance Wing, so that BSNL executives get their pay revision without further delay.

With high regards,

Yours sincerely,

(Rakesh Sethi)

General Secretary

Encl: As stated

- Copy to: 1. Smt. Seema Bahuguna,
Secretary, DPE
2. Smt. Aruna Sundararajan,
Secretary, DoT
3. Shri Anupam Shrivastava,
CMD BSNL

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