



BHARAT SANCHAR NIGAM LTD.

(A GOVERNMENT OF INDIA ENTERPRISE)
O/o GM(SR), Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

F.No. BSNL/38-1/SR/2016

Dated : 06.12.2021

Subject: Minutes of the reconstituted Joint committee for recommending wage revision for non-executive employees w.e.f 01.01.2017 in BSNL held on 18.11.2021.

The first meeting of the reconstituted Joint committee was held on 18.11.2021 in Library Hall, 6th Floor, Bharat Sanchar Bhavan, Janpath, New Delhi. The following were present in the meeting.

Official side

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|-----------------------------------|------------------|
| 1. Sh. R. K. Goyal, PGM Pers: | Chairman |
| 2. Sh. P.C. Bhatt, Sr.GM CBB: | Member |
| 3. Sh. Saurabh Tyagi, Sr.GM Estt: | Member |
| 4. Smt. Anita Johri, Sr.GM SR: | Member |
| 5. Sh. A K Sinha, DGM SR: | Member Secretary |

Staff side

1. Sh. Animesh Mitra, President BSNLEU
2. Sh. P. Abhimanyu, General Secretary BSNLEU
3. Sh. P.Asoka Babu, Vice President BSNLEU
4. Sh. Swapan Chakraborty, Dy.General Secretary, BSNLEU
5. Sh. Santhosh Kumar, CS BSNLEU Kerala
6. Sh. Islam Ahmed, President NFTE (BSNL)
7. Sh. Chandeshwar Singh, General Secretary NFTE (BSNL)
8. Sh. K.S. Seshadri, Deputy General Secretary NFTE (BSNL)

At the outset, Sr.GM SR welcomed Chairman and all the participants from management and staff side. It was informed that the earlier joint committee held a number of meetings in 2018 which included discussions on the guiding principles of pay revision, fitment, proposed pay scales, perks and allowances and retirement benefits. However, the discussions were not concluded. Now, on demand from the union side, this committee has been reconstituted for recommending wage structures. Members of the staff side were invited to give their opening remarks.

[Handwritten Signature]
6.12.2021
AGM(SR)

Sh. Abhimanyu, GS, BSNLEU stated that a large number of non-executives are facing stagnation in the existing pay scales. Hence wage revision of non-executive is an important issue at this stage. Sh.C. Singh, GS, NFTE stated that while revising pay scales it may be ensured that the non executives may not get less salary than the present amount they are getting. He stated that it may kindly be verified whether pay scales at the time of 2nd PRC were done with 68.8% of DA or 78.2% DA.

The Chairman of the Joint committee informed that DPE guidelines for PSU's with revival plans had to be taken into consideration. The affordability and sustainability clause as defined in 3rd PRC may be applicable in this case too. It was suggested that all the conditions/guidelines of DPE for the present wage settlement should be apprised to the reconstituted committee. Accordingly Sr. GM (SR) briefed the committee members of the condition/guidelines as mentioned in the DPE OM dated 24.11.2017 regarding wage policy for the wage negotiations of workmen in the Central Public Sector Enterprises. It was informed that the administrative ministry had to be consulted before the 'implementation' of the wage revision.

Sr. GM(CBB) informed that financial condition of BSNL had to be taken into consideration while revising the scales. Although draft scales had been calculated by earlier committee at 15% fitment, the same may not be viable for BSNL in the present scenario.

Sr.GM(Estt.) informed that the non-executive wage revision was linked to the implementation of PRC for executives. BSNL's case for pay revision would require case-specific approval by the government and the case would be stronger if financial burden is kept to a minimum.

The staff side requested the management side to present a draft proposal in the next meeting for further discussions. The official side accepted the proposal of the staff side. The next date of meeting was fixed on 3rd December, 2021 for further discussions.

This issues with the approval of the competent authority.


(Pardeep Kumar)

Asst. General Manager (SR)

To

All members of the Joint Committee (By name)

Copy to:-PPS to Director (HR), BSNL Board.