



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

No. BSNL/38-1/SR/2016

Dated: 07.06.2022

**Subject: Record of discussion of the reconstituted Joint committee for recommending wage revision for non-executive employees w.e.f 01.01.2017 in BSNL held on 10.03.2022.**

The 3<sup>rd</sup> meeting of the reconstituted Joint committee was held on 10.03.2022 in the Library Room, 6<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting.

Official side:

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

Staff side:

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

At the outset, PGM (SR) welcomed the worthy Chairman and all the esteemed participants from management and staff side. Minutes of the previous meetings were perused to recall the discussions held so far.

**2.0 Discussions:**

1). In the meeting held on 03.12.2021, it was suggested by staff side that new pay scales should be designed considering 5% fitment instead of Zero%.

➤ Management side explained that new pay scales proposed by management side notionally w.e.f 1.1.2017 have been designed by using :

- a. Multiplication factor of 2.20 to 2.21 on the minimum of the pay scales compared to 1.91 to 1.94 at the time of 2<sup>nd</sup> PRC w.e.f 1.01.2007 when 30% fitment was given.
- b. Multiplication factor of 2.33 to 2.62 has been used for maximum of the pay scale compared to 2.3 to 2.53 at the of 2<sup>nd</sup> PRC w.e.f1.01.2007 when 30% fitment was given.

2). Further, in the last meeting feedback was sought from staff side on the following point.

i. May the implementation of new pay scales result in any anomalous situation where pay in new pay scales is less than pay in old pay scales?

ii. Will the new pay scales remove the stagnation in majority of the cases?

- No such case was reported by staff side. However, it was informed that in some cases pension will get reduced on implementation of new pay scale.
- Three such cases were provided by staff side & shall be analyzed by management side. Management side mentioned that it will be ensured that there is no pension reduction on implementation of new pay scale.

3). Management side mentioned that as per the guidelines issued by DPE, wage negotiation and finalization shall be keeping in view the affordability & financial sustainability of such wage revision for the CPSE concerned & no budgetary support shall be provided by Govt. The entire financial implication would be borne by the respective CPSEs from their internal resources.

- Since BSNL is in losses since 2009-10, 5% fitment cannot be given. However DPE guidelines are silent about 0% fitment.

4). Staff side stated that only 1/3 of the total employees i.e. only stagnated employees will get benefits by new pay scales.

- Management side mentioned that in years to come, percentage of employees stagnating shall increase. Number of employees stagnating in next 4 years shall also be shared with staff side in next meeting.

This is issued with the approval of competent authority.

  
(Sunita Arora) 21/6/2022

Deputy General Manager (SR)

To

All members of the Joint Committee (By name)

Copy to:-

1. PPS to CMD, BSNL.
2. PPS to Director (HR), BSNL Board.