

# JOINT FORUM OF NON-EXECUTIVE UNIONS AND ASSOCIATIONS OF BSNL

JF/2023/14

Date: 26.05.2023

To,

(1) Shri P.K. Purwar,  
Chairman & Managing Director,  
Bharat Sanchar Nigam Ltd.,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane,  
Janpath, New Delhi – 110001.

(2) Shri K. Rajaraman,  
Secretary, Telecom,  
Department of Telecommunications,  
Ministry of Communications,  
Sanchar Bhawan 20, Ashoka Road,  
New Delhi-110 001.

Sir,

Sub: - **Issuing of notification for organising programme of action by the Joint Forum of the Non-Executive Unions and Associations of BSNL, demanding settlement of the burning issues – reg.**

The Joint Forum of the Non-Executive Unions and Associations of BSNL issues this notification for organising the following programme of action, demanding expeditious settlement of the burning issues of the Non-Executives.

### ***Immediate settlement of Wage Revision.***

On 27th April, 2018, the DoT issued direction to the CMD BSNL to negotiate and to sign the Wage Revision Agreement with the Recognised Unions of the Non-Executives of BSNL and to send the same for its approval. It is already 5 years since the aforementioned letter was issued. However, the BSNL Management is dragging its feet on the issue and has not signed the agreement with the Unions of the Non-Executives. Out of the 30,000 Non-Executives in BSNL, more than 10,000 Non-Executives are suffering from stagnation, due to the non-settlement of Wage Revision.

The Wage Negotiating Committee, formed by the BSNL Management, to arrive at a negotiated settlement of the Wage Revision, is stuck in a stalemate, due to the adamant and unreasonable approach of the BSNL Management, with regards to the new pay scales. On 27.07.2018 itself, both the Management Side and the Staff Side of the Wage Negotiating Committee, have finalised the new pay scales of the Non-Executives, through consensus.

However, after reconstitution of the Wage Negotiating Committee in November, 2021, the Management Side is taking an unjustified stand that, both the minimum and the maximum of the pay scales that have already been agreed to, should be cut down. This demand is being raised by the Management Side in the name of reducing the burden of payment of Pension Contribution of the Company.

It is important to mention here that, the pay scales of the Executives have already been determined by the 3rd PRC. The BSNL Management has no power to cut down the pay scales of the Executives, so as to reduce the Pension Contribution on the new pay scales. As such, why the Management is out to cut down the already finalised pay scales of the Non-Executives? This unreasonable and unjustified stand taken by the Management has created the deadlock in the Wage Negotiating Committee.

Further, it is being argued by the Management that, the fitments rates as recommended by the 3rd PRC cannot be made applicable to the BSNL employees, since BSNL is a loss making company. It is needless for us to mention that, BSNL has become a loss making Company only because of the wrong policies of the government and not because of the employees. It is worth mentioning here that, Shri Ravi Shankar Prasad, the former Hon'ble Minister of Communications has stated inside and outside the Parliament that, BSNL was not allowed to grow by the previous government. When this being the fact, it is unreasonable for the BSNL Management and the government to deny the fitment rates as recommended by the 3rd PRC. Hence, it is demanded that, the Wage Revision should be settled without further delay.

***Inordinate delay in the launching of BSNL's 4G & 5G services.***

When the private operators have already launched their 5G service, BSNL has not even been able to launch its 4G service. This delay is only due to the roadblocks created by the government in BSNL's 4G launching. Due to the non-availability of high speed data service with BSNL, 77 lakh customers have left the Company in the year 2022 alone. Even thereafter, lakhs of customers are leaving BSNL due to the heavy delay in BSNL's launching of 4G & 5G services. This exodus of BSNL's customers is causing irreparable damage to the Company. The BSNL Management and the government are making tall claims regarding the launching of BSNL's 4G service with indigenous technology. At the same time, it is also stated by the BSNL Management that, it will take another 18 months for the Company to launch its 4G service. Hence, it is demanded that, all out efforts should be taken for the immediate launching of BSNL's 4G & 5G services.

***Implement New Promotion Policy.***

The Non-Executives of BSNL are being discriminated in the matter of promotions. Even the promotional prospects available to the Executives, under the Executive Promotion Policy (EPP) are being denied to the Non-Executives. The Non-Executive Promotion Policy (NEPP) is sufficiently old and is out-dated. Hence, it should be reviewed and a New Promotion Policy for the Non-Executives should be implemented.

***Action Programme.***

Demanding settlement of the above mentioned issues, the Joint Forum of the Non-Executive Unions and Associations of BSNL has given call to organise the following action programme.

- (1) **01.06.2023** – **Organising Human Chain programme in all district headquarters.**
- (2) **14.06.2023** – **March to the Raj Bhawans and submission of memorandum in all circle headquarters.**
- (3) **07.07.2023** – **Delhi Chalo.**

We earnestly urge upon the BSNL Management and the DoT to look into the issues and to ensure their early settlement.

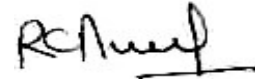
Thanking you,  
Yours sincerely,



(CHANDESHWAR SINGH)  
GS, NFTE & Chairman, JF



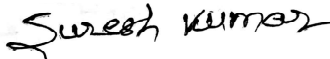
(P.ABHIMANYU)  
GS, BSNLEU & Convenor, JF



(R.C. PANDEY)  
GS, BTEU



(B.C. PATHAK)  
GS, NUBSNLW (FNTO)



(SURESH KUMAR)  
GS, SNATTA



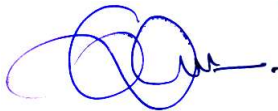
(SURESH KUMAR)  
GS, BSNLMS



(S.P. SHARMA)  
GS, BSNL WRU



(P.K. THIRU MOORTHY BABU)  
GS, BSNL DEU



(ANIL KUMAR)  
GS, BSNL ATM



(J. Vijaya Kumar)  
GS, TEPU