

BHARAT SANCHAR NIGAM LIMITED
REPORT OF WAGE REVISION COMMITTEE
ON
REVISION OF PAY & ALLOWANCES
FOR NON-EXECUTIVE EMPLOYEES
IN BSNL W.E.F. 01.01.2017
Dated: October 08, 2025

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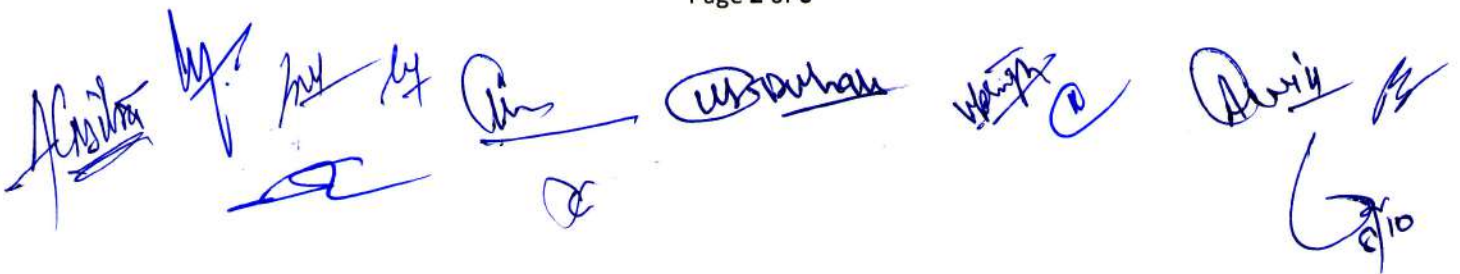
1. INTRODUCTION AND BACKGROUND

- 1.1 After formation of BSNL, IDA pay scales were introduced w.e.f.1.10.2000 as per order no. BSNL/26/SR/2002 dated 07.08.2002 which were effective for the period ending 31.12.2006. After the expiry of this period, the next pay revision was done w.e.f. 01.01.2007 vide BSNL/38-1/SR/2009 dated 07.05.2010, which were effective for the period ending 31.12.2016. After the expiry of this period the next pay revision fell due from 1.1.2017. DPE vide its OM No. W-02/0015/1016-DPE (WC)-GL-XXIV/17 dated 14.11.2017 conveyed the guidelines of the Govt. for the commencement of wage negotiation by the Managements of CPSEs with the trade unions.
- 1.2 DoT vide letter No. F62-2/2016-SU Dated 27.04.2018 forwarded DPE guidelines to BSNL with directions to take steps in strict compliance with DPE guidelines. It was also advised that as per clause 2(x) of the DPE guidelines the wage settlement arrived at after the negotiations may be submitted to DOT before it is implemented.
- 1.3 In pursuance to DoT instructions, a Joint Wage Revision Committee comprising of members from Management side and Staff side, represented by recognized unions, was formed in BSNL on 19.07.2018 for recommending wage structure for non-executive employees, w.e.f. 01.01.2017 in BSNL. After VRS 2019, the Joint Wage Revision Committee was reconstituted on 10.11.2021 & 28.04.2025 with change of members/chairperson. Several rounds of meetings have been held to negotiate the revised wages of non-executives.
- 1.4 Management side informed the staff side that:
- a) The non-executive wage revision was linked to the implementation of PRC for executives because as per 2(iv) of DPE OM dated 24.11.2017, the management of the concerned CPSEs has to ensure negotiated scales of pay do not exceed the existing scales of pay of executives/officers and non-unionized supervisors of respective CPSEs.
 - b) Regarding the pay revision of executives, a proposal for implementation of 3rd PRC w.e.f.01.01.2017 with uniform fitment of 15% has already been sent to DoT vide letter 1-08/2017-PAT(BSNL) dated 14.11.2017 (Annex-1). However, the decision on the proposal is still awaited.
 - c) The fitment methodology for arriving at the revised basic pay will be at par with the fitment allowed to the executive employees.

2. TERMS OF SETTLEMENT

The following terms of settlement have been agreed between the management side and staff side. It was agreed that with the approval of the competent authority, they may be forwarded to DoT for in-principle approval.

- 2.1 This settlement will be applicable to non-executives who were on the rolls of BSNL as on 31.12.2016 including those non-executives who are presently drawing executive pay scales due to grant of promotion.

The bottom of the page features several handwritten signatures and initials in blue ink. From left to right, there is a signature that appears to be 'A. S. S.', followed by 'M. S.', 'A. S.', 'A. S.', 'A. S.', 'A. S.', and 'A. S.'. There are also some initials and marks, including a large 'A' and a signature that looks like 'A. S.'.

3. WAGE STRUCTURE

3.1 Scales of Pay for Non-executives

Sl.	Grade	Existing IDA pay	Revised pay scales(Rs.)
1	NE1	7760-13320	19000-32000
2	NE2	7840-14700	19100-39000
3	NE3	7900-14880	19300-42000
4	NE4	8150-15340	19900-44000
5	NE5	8700-16840	21000-47000
6	NE6	9020-17430	21500-50000
7	NE7	10900-20400	24000-52000
8	NE8	12520-23440	27500-60000
9	NE9	13600-25420	31000-63000
10	NE10	14900-27850	34000-71000
11	NE11	16370-30630	37000-80000
12	NE12	16390-33830	38000-88000

3.2 Industrial Dearness Allowance (IDA)

Dearness Allowance: 100% (i.e. 119.5%) DA may be neutralized as on 01.01.2017. Thus, DA as on 01.01.2017 will become zero. The quarterly DA payable from 01.01.2017 may be as per new DA rates of DPE OM dated 03.08.2017 and further as declared by DPE from time to time.

3.3 Fitment Method:

3.3.1 Non-executives who were in the pre-revised non-executive pay scales before 1.1.2017 will be placed in the corresponding revised non-executive pay scales as per the fitment formula given in Para 3.3.3.

3.3.2 Non-executives joining BSNL on or after 1.1.2017 will be placed at the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale(s) on the date of joining BSNL [i.e. Basic Pay + DA applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments.

3.3.3 Fitment in the revised scale shall be made applicable as per following formula:

To arrive at the revised Basic pay as on 01.01.2017 fitment methodology is proposed as under:

A		B		C		D
				Fitment method		[Revised BP as on 01.01.2017]*
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @119.5% as applicable on 01.01.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001=100 series]	+	At par with Whatever is given to Executives	=	Aggregate amount rounded off to the next Rs.10/-.

3.4 Annual Increment/Stagnation Increment/Pay Fixation on Promotion

3.4.1 Annual increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next 10 Rupees.

3.4.2 Stagnation increment will be @3% of the revised basic pay and the non-executive will be allowed to draw maximum 3 stagnation increments, one increment after every two years upon reaching the maximum of the revised pay scales.

3.4.3 On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10/- would be granted and pay fixed in the promoted scale.

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3.4.4 The annual increment which falls on 01.01.2017 will be granted in the revised pay scale on 01.01.2017.

3.4.5 The non-executives can opt for the revision of pay on 01.01.2017, or from the date of promotion after 01.01.2017, or from the date of next increment in the existing scale.

3.5 House Rent Allowance

Would continue to be drawn as per existing system and on pre revised pay scales. The revision of HRA as per 3rd PRC may be left to the BSNL Board to decide at an appropriate time.

4. PERKS & ALLOWANCES

4.1 The perks & allowances applicable to non-executive employees would continue to be drawn as per existing system and on pre revised pay scales. The revision of Perks and allowances as per 3rd PRC may be left to the BSNL Board to decide at an appropriate time with effect from the date of signing of this wage agreement.

4.2 Holidays, Leave, Working Hours and LTC

4.2.1	Holidays and Casual Leave	Existing arrangement will continue
4.2.2	Earned Leave, Half pay leave, Commuted Leave	Existing arrangement will continue
4.2.3	Maternity Leave	Existing arrangement will continue
4.2.4	Paternity Leave	Existing arrangement will continue
4.2.5	Working hours	Existing arrangement will continue
4.2.6	LTC	Existing arrangement will continue
4.2.7	EL encashment	Existing arrangement will continue
4.2.8	Uniform, Stitching Charges, Rain Coats, Chappals, Shoes, Washing Allowances etc.	Existing arrangement will continue
4.2.9	Family planning increment	Existing arrangement will continue

4.3 Advances

The existing advances in BSNL will continue as per the existing rates / amounts till revised keeping in view the relevant orders of Central Government. Separate orders will be issued for eligibility conditions etc. as per revised pay scales.

5 GENERAL :

5.1 Anomalies/aberrations, if any, arising out of this Wage revision will be addressed suitably. However, for pay loss, where emoluments in the pre-revised pay (i.e. Basic Pay +IDA)

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- exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon, the difference will be allowed as Personal Pay and it will be absorbed in future increments.
- 5.2 Other allowances / perquisites / advances / facilities etc. not mentioned in this agreement will remain unchanged, subject to eligibility/admissibility.
- 5.3 Committee agrees for pay scales with shorter span/ lower multiplication factor in view of current BSNL financial status. However, it shall not form the basis for next wage revision.

6 WORK CULTURE & TRAINING:

6.1 The Recognised union has agreed to extend full support to all initiatives taken by the management for further improving the work culture.

6.2 Management and representative unions agree to cooperate for creating a harmonious industrial relationship conducive to the growth of BSNL's share in the Telecom. Services market. It has also been agreed that re-training of its employees consistent with skills and technology will be undertaken, wherever necessary, especially in the context of technological changes.

PARTIES TO THE SETTLEMENT

Management Side

Rajeev Soni, CGM (EW)
Chairman, Wage Revision Committee

S.P.Singh, PGM(Estt)

P.D. Chirania, Sr.GM(CBB)

Rajeev Kumar Kaushik, PGM (SR/WSI/Rstg)

Gajender Kumar, Sr.GM(CLO/SCT)

Staff Side

M. Vijayakumar

Animesh Chandra Mitra

P. Abhimanyu

Ganesh N Hinge

Ashwin Kumar

Chandeshwar Singh

Uttam Singh Duhan

Vijay Pratap Singh