



All Unions and Associations of BSNL (AUAB)

.....OA/BA Circle

To,

Respected,
Honourable Member of Parliament,

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No. AUAB/Corr/2026-27/ ----- Circle/-----BA/OA Dated /10/2026.

Subject: Request for your kind intervention and support for early approval and implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives

Respected Sir/Madam,

The All Unions and Associations of BSNL (AUAB), the apex forum of Unions and Associations representing its serving Executives and Non-Executives across the country, respectfully seeks your kind intervention and support for the long-pending demand for the implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives.

The Government of India has consistently recognised the strategic importance of BSNL in the Indian Telecommunications Sector and has extended substantial support for its revival, modernisation and expansion. Accordingly BSNL continues to play a vital role in providing affordable Telecommunications services to esteemed citizens of India, strengthening connectivity in rural and remote areas, promoting indigenous Telecom Technology and implementing important National Projects in the larger interest of Nation.

Though, such support is extended to BSNL, the Executives/Non-Executives are not given even due financial benefits through Pay Revision became due with effect from 01/01/2017. But the same has been granted to officers working on deputation and but the same is not granted to its own Executives and Non-Executives of BSNL. Consequently, thousands of serving Executives/Non-Executives continue to be deprived of their legitimate pay revision, adversely affecting their morale and creating a sense of disparity and injustice.

The principal impediment cited in this matter is the affordability clause. AUAB respectfully submits that the strategic and public service responsibilities entrusted to BSNL, including the provision of affordable services and the execution of Government sponsored projects, deserve due consideration while deciding the applicability of this clause.

The management of BSNL has already cleared all required formalities and sent duly recommended proposal for the Pay/Wage revision to DoT on 24/02/2026. Since then for last seven months the matter is awaiting consideration and approval by the Department of Telecommunications (DoT). In response to letter written by DoT for waiver of affordability clause, the DPE has directed to take up the proposal to the Cabinet for approval of third Pay/Wage revision to Executives/Non-Executives of BSNL and approve the Pay Revision, but no action has been taken by DoT in last six years.

The continued disparity in the Pay/Wage has further aggravated the concerns of the entire workforce of BSNL. AUAB seeks a fair and equitable resolution of this long-pending issue in accordance with applicable Government decisions and guidelines.

The enclosed Annexure sets out the principal justifications for our demand, including the strategic role of BSNL, its contribution to National Telecommunications objectives set by the Government, the responsibilities shouldered by its workforce and the circumstances warranting an early decision on the Third PRC.

In view of the above, we earnestly request your kind intervention to:

- A. Take up the matter with the Honourable Prime Minister of India, the Honourable Minister of Communications and the Honourable Finance Minister for early approval and implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives.
- B. Support an appropriate decision on the affordability clause, taking into account strategic role of BSNL, public-service obligations and the applicable Government guidelines.
- C. Facilitate the expeditious resolution of the matter so that all the Serving employees receive fair and equitable treatment and remain motivated to contribute to the revival, growth and modernisation of this strategic public-sector undertaking.

The Executives and Non-Executives of BSNL have continued to serve the nation under challenging circumstances and have contributed to the expansion of indigenous telecommunications infrastructure and the delivery of affordable services to citizens. Early resolution of their long-pending pay/wage revision would be a meaningful recognition of their contribution and would strengthen employee morale and commitment.

We sincerely hope that your kind intervention and support will help resolve this long-pending issue at the earliest.

With respectful regards,

Neck: AA

Yours faithfully,

For All Unions and Associations of BSNL (AUAB)

Subject: Important justifications in support of demand for early approval and implementation of the Third Pay/Wage revision in BSNL.

A. Strategic Role and Public Service Obligations Of BSNL:

- 1. BSNL as a Strategic Partner of the Government of India:** BSNL plays a vital role in Indian Telecommunications sector and serves important National objectives. Apart from providing affordable Telecom services, BSNL supports rural and remote connectivity, development of indigenous Telecommunications Technology, National Security requirements and various Government-sponsored projects. The responsibilities of BSNL extend beyond commercial profitability. Its contribution to public welfare, digital inclusion and National connectivity must be duly considered while examining the applicability of the affordability clause to its Third Pay/Wage Revision.
- 2. Contribution to affordable Telecom services:** BSNL has continued to provide affordable Telecom services, particularly in rural and remote areas where commercial considerations on loss /profit are discouraging private Telecom operators from expanding their networks. Many of the Telecom Operators have closed loss making Rural Network and shifted it to revenue earning areas and even preferred to pay penalties as fixed by Government, but discontinued the loss making services. The presence of BSNL also promotes competition and helps protect the interests of consumers. The social and economic benefits of these services should be considered alongside conventional financial performance indicators while deciding the pay/wage revision of BSNL employees.
- 3. Implementation of important National Projects:** BSNL and its employees have been entrusted with responsibilities relating to Indigenous 4G Telecommunications technology, 4G Saturation Project for Mobile services in uncovered areas, BharatNet for rural Internet connectivity, Mobile connectivity in Left-Wing Extremism-affected areas under LWE project and other national initiatives. The successful execution and maintenance of these projects require a committed, skilled and adequately motivated workforce. The employees responsible for delivering these objectives deserve fair and equitable consideration of their long-pending pay/wage revision.
- 4. Government support and the financial viability of BSNL:** The Government of India has extended substantial support for the revival, modernisation and expansion of BSNL. The company's financial position, operational performance, social obligations and the costs of Government-mandated projects should be examined comprehensively. AUAB submits that the affordability clause should not be applied mechanically without considering strategic responsibilities of BSNL and the public service obligations entrusted to it. We request for an appropriate policy decision on relaxation of the clause, in accordance with the prescribed as directions of DPE issued in year 2019.
- 5. Extra deduction/recovery from BSNL by DoT/GoI:** As per the decisions taken by Cabinet, BSNL was given certain privilege to meet the Government Obligations in providing Telecom services in competitive market. But the decisions of cabinet are not respected and DoT and other Government Departments have collected excess money from BSNL in tune of more than Rs one lakhdh Crores. The break of such due amount is as follows.

Sr	Written Assurance given by then Govt	Amount Rs Crs
1.	Exemption from Income Tax liability for the first five years and review thereafter	5757.52

2.	Exemption from payment of dividend for 10 years	6360.44
3.	Exemption from payment of spectrum charges (License fees)	30978.69
4.	Losses Faced by BSNL Due to Delayed 4G Spectrum Allotment and Pan-India Spectrum Allotment	35000.00
5.	Losses Faced by BSNL Due to Early Allotment of 5G Spectrum and Non-Availability of Indigenous 5G Equipment	6000.00
6.	Non-up gradation of 3G to 4G BTS	5000.00
7.	BSNL Properties taken over by DoT/GoI without payment or adjustment of dues	14668.00
8.	Excess recovery by DoT due to deduction of pension contribution on higher basic for 18 years i.e. from 2007 to 2025	3200.00
9.	Non-release of amount by DoT/GoI against DoT period Leave encashment of 3.8 L Employees absorbed in BSNL	11000.00
	Total	1,17,964.65
Total amount in words One Lakh Seventeen Thousands Nine Hundred and Sixty Five Crores only		

If this Money is released by DoT/GoI, BSNL will continue to be profit. But one side excess amount is collected from BSNL and other side it is blamed that BSNL is not in profit.

B. Justification for Relaxation of The Affordability Clause:

- 1. Existing policy framework and the need for a considered decision:** The Department of Public Enterprises (DPE), through its Office Memorandum, prescribed the framework for the Third Pay Revision of executives and non-unionised supervisors in Central Public Sector Enterprises (CPSEs), including the affordability criteria. The case of BSNL for relaxation of these criteria has previously been taken up with the competent authorities. In its communication dated 18/04/2018, DPE indicated that relaxation or amendment of the existing guidelines would require Cabinet approval and that DoT should examine the matter for necessary action. AUAB therefore requesting DoT to take the necessary steps for an early, reasoned decision on the approval of Third Pay Revision as sought by BSNL and directed by DPE.
- 2. Recognition of Public/Service obligations of BSNL:** BSNL is required to undertake activities that serve National and Social objectives, including connectivity in commercially challenging areas and implementation of projects in the public interest. The financial implications of these responsibilities should be assessed separately and transparently, wherever appropriate to accord the approval of Third Pay Revision of BSNL Workforce.
- 3. Minimum Level of Motivation of BSNL workforce is essential for proposed revival of BSNL:** The revival of BSNL depends not only on financial assistance, infrastructure and technology but also on the competence, commitment and motivation of its employees. Executives and Non-Executives have continued to maintain services, expand the network, support indigenous technology and implement national projects under challenging circumstances. Fair treatment

of this workforce is essential to sustaining employee morale and achieving the objectives of BSNL's revival.

C. Delay in Third Pay/Wage Revision and its Impact:

- 1. BSNL Pay revision overdue for last Nine Years:** The Third Pay Revision became due with effect from 01/01/2017 and it has been granted too officers on Deputation. However, the due pay revision own Executives/Non-Executives of BSNL remains unimplemented, while the wage revision process for Non-Executives has also faced prolonged delays. Nearly nine years have elapsed without implementation of the revision. This prolonged uncertainty has caused considerable disappointment among serving employees and has affected their sense of fairness and recognition.
- 2. Pay/Wage Proposal by BSNL and subsequent developments:** BSNL had submitted a proposal for the Third PRC for its executives with a 15% fitment benefit, seeking relaxation of the affordability criteria. The issue was taken up with DoT and DPE also has conveyed its approval in 2018, but the matter remained unresolved. Subsequently BSNL has pursued the Pay/Wage revision process further and BSNL submitted the fresh Pay/Wage revision proposal to DoT in February 2026 after completing the relevant internal processes, including the wage negotiations for Non-Executives. AUAB requests that the current status of both the executive pay-revision proposal and the Non-Executive wage-revision proposal be considered together and that all remaining administrative and policy issues be resolved expeditiously.
- 3. Impact on serving employees and their families:** The prolonged denial of pay/wage revision has imposed a continuing financial disadvantage on BSNL employees. It has also affected the morale of a workforce expected to compete in a rapidly changing telecommunications market while carrying significant public-service responsibilities. A timely decision would provide long-awaited relief, strengthen employee confidence and reinforce the workforce's commitment to BSNL's growth and modernisation.
- 4. Implications for retired employees and pensioners:** The pay-revision issue also has implications for retired BSNL employees, depending on the applicable pension rules, the nature of their retirement benefits and the decisions taken by the competent authorities. The concerns of pensioners should therefore be examined separately and appropriately, so that any consequential pension-related issues are resolved in accordance with the relevant rules and Government decisions.

D. Disparity in the granting Pay Revision in its Own Workforce:

- 1. Need for fair and equitable treatment:** BSNL has employees recruited directly by the company, absorbed from DoT as well as officers serving on deputation from the DoT. The applicable service conditions and pay arrangements of these categories differ. The concern of AUAB is that the Third PRC has not been extended to own Executives, Non Executives, while eligible officers serving on deputation are receive all benefits under the applicable arrangements governing their parent organisation and this disparity continues for last Nine Years. This difference has created a sense of disparity among employees performing responsibilities within the same organisation. AUAB is continuously requesting DoT to examine the matter objectively and ensure fair and equitable treatment in accordance with the applicable rules and policy framework, but the same is not taken care by DoT.
- 2. Recommendations of the Parliamentary Committee:** Officers who opted for absorption into BSNL, along with executives and employees recruited directly by

BSNL, have committed their careers to the organisation. Their pay progression and service benefits should be considered fairly and consistently under the applicable rules. The same has been noticed by the Parliamentary Committee and directed DoT to clear the disparity, but no action taken in last two years of such recommendations. AUAB is pursuing with DoT to clear the disparity in pay-revision underlines by the Parliamentary Committee and to take appropriate steps to ensure that the legitimate interests of own workforce of BSNL are not continued to be overlooked further. AUAB requests that the relevant recommendations and observations of the Parliamentary Committee be examined in their proper context and acted upon in accordance with the applicable Government procedure. The matter merits a time-bound decision rather than continued uncertainty for the serving workforce.

- 3. Recent Assurances by Honourable MoSC to the Honourable Parliament:** You are witness that in the last monsoon session, in response to the Parliamentary Question asked by Honourable MPs, it has been assured by Respected Dr. Chandra Sekhar Pemmasani ji, Hon. Minister of State Communications has assured to the house that the recommendations contained in the Wage Revision Committee report are dealt in accordance with the extant policy framework, the applicable guidelines issued by the DPE and additional financial implications. But no action has been taken by the DoT and issues is pending without any consideration.

E. Present position and Prayer for early approval of Third pay Revision:

- 1. Need for expeditious action by DoT:** The Pay/Wage Revision proposal by BSNL, now require expeditious examination and action by the DoT. AUAB is continuously requesting and pursuing with DoT to take a comprehensive view of the matter, including the financial implications, strategic responsibilities of BSNL, the contribution of its employees and the policy grounds for relaxation of the affordability clause.
- 2. A fair decision will support future growth of BSNL:** The long-term success of BSNL and the financial stake of Rs 3.5 Lakh Crores invested by Government on revival of BSNL depends on the coordinated development of its network, indigenous technology, customer base, operational efficiency and human resources. The workforce has continued to contribute to the revival of BSNL despite prolonged uncertainty regarding its pay/wage revision. Resolving this issue would strengthen employee morale and support the broader objectives of Government for a strong, sustainable and competitive public-sector telecommunications enterprise.

Thus it is crystal clear that the Executives and Non-Executives of BSNL have continued to serve the nation and support the expansion of affordable telecommunications services under challenging circumstances. AUAB firmly believes that a timely and equitable resolution of the Third Pay/Wage Revision will be a meaningful recognition of their contribution and will strengthen their commitment to the future growth of BSNL. **AUAB sincerely solicits your kind intervention and support for an early and favourable decision**
