

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/MOC/2019

Dated 13.11.2019.

To,

Shri Ravi Shankar Prasad ji,
Hon'ble Minister of Communications & IT,
Govt. of India,
New Delhi – 110 001

Subject Request for considering much delayed Pay Revision through 3rd PRC implementation both for BSNL Employees and BSNL Pensioners- reg.
Reference AIBSNLEA Lr.No. AIBSNLEA/CHQ/MOC/2019 Dated 04.11.2019

Hon'ble Sir,

All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) Representing over 20000 Executives in BSNL express heartfelt thanks for your timely intervention and Herculean efforts which only helped finalize the Revival plan of BSNL and MTNL. The assurance given in the said plan to provide budgetary support for the huge expenditure to be incurred for the implementation of VRS is a major breakthrough well ahead of the roll out of the Revival plan.

We are fully confident that we will save BSNL and MTNL, of course, after becoming one entity, according to your serious commitment on the necessity of keeping this PSU alive in the midst of competitive environment as this is the one and only unique organization helping and extending uninterrupted service to the people in jeopardy and during the needy hours.

Hon'ble Sir, we would like to draw your kind attention regarding the problem mentioned in the subject above and pray settlement at your earliest convenience please.

After the release of 3rd PRC recommendations, Pay revision and Pension revision took place in all other PSUs in accordance with the guidelines of DPE. The affordability clause and the guidelines on profit-oriented pay rise have disallowed any pay as well as pension revision in BSNL. Though pension is the commitment of DOT, they categorically clarified that the pension revision will only follow pay revision and the revision of IDA Pension will not be done automatically.

Hon'ble Sir, we would like to bring to your kind notice that during the meeting with the Secretary (T) and All Unions and Associations held on 25.10.2019, it was categorically clarified by the Secretary (T) that 5%, 10% or 15% fitment benefit is not at all considered for BSNL employees due to the guidelines of DPE on affordability clause and BSNL was not making profit for the past three years and the Pension Revision is possible only after the Pay Revision to the BSNL employees. He further mentioned that delinking of Pension is

also not possible as demanded by the AUAB and various Pensioners' Associations. The Secretary (T) requested all the Unions' and Associations' Leaders to motivate all the Employees and make BSNL EBITDA positive for at least two years and also increase the Market Share of BSNL from present 10% to 17% in addition to increase the Performance of Employees to consider the demand of 3rd PRC fitment. Now the situation is totally different.

At this critical juncture we, after detailed discussions and debate among various platforms of our Association, on the prevailing financial condition of BSNL, decided to put forth alternate suggestions on Pay and Pension Revision.

1. The DPE guidelines on Pay Revision disallow pay revision in BSNL on the plea of not earning profit for the last three consecutive years. We put the demand that BSNL as a PSU under the control of Central Government and being the Strategic Sector purely a Service- oriented organization should not be brought under the DPE Guidelines in respect of profitability clause which permits Pay Revision.
2. We are waiting for a long time for the revision of pay since it is due from 01.01.2017.
3. **We have not asked any Pay hike or increase from 01-01-2017, we simply demand that the IDA of 119.5% (Full Neutralization) as on 01.01.2017 may be merged with the existing Basic Pay on 01-01-2017 since it has already crossed 50%.**
4. **In March, 2004 the Cabinet took the decision to merge 50% DA of Central Government Employees under the guidance of the then Hon'ble Prime Minister Shri A.B. Vajpayee ji.**
5. **The Merger of DA/ IDA with the existing Basic Pay is a routine practice whenever it crossed 50%.**
6. **The merger of 78.2% IDA (Full Neutralization) was ordered to take effect from 01-01-2007 for all the PSUs and it was implemented for the BSNL Employees and Pensioners also.**
7. **The Union Cabinet under the Chairmanship of Hon'ble Prime Minister, Shri Narendra Modi Ji has also approved the Merger of 125% CDA with the existing Basic Pay from 01-01-2016 i.e. before Pay Revision.**
8. Since, BSNL Employees are not eligible for Pay Revision due w.e.f. 01.01.2017, as per DoT version, we demand just to merge the IDA of 119.5% as on 01.01.2017 (full Neutralization) with the existing Basic Pay and extend the benefits as done in the past.
9. If there is a profit and weightage to the extent of 5%,10% or 15% as the case may be, the BSNL has to allocate huge fund towards Pay Revision. But while there is no profit, we demand only merger of the IDA with the existing Pay as done in the past which includes a very meager amount only to be borne by the BSNL.
10. As long as there may not be a Pay Revision for BSNL Employees, in future, the BSNL Pensioners can get revise their Pension by simply merging IDA on due date independent of any Pay Hike. As and when the revision in Pay for BSNL employees, it will also be reflected in the Pension Revision.
11. Through the merger of IDA with the existing Basic pay, the BSNL Pensioners will also get some relief without further delay as they are waiting for their Pension Revision for more than 35 Months.

Hon'ble Sir, We would like to bring to your kind notice that our suggestions regarding the issue of Merger of IDA of 119.5% (Full Neutralization) as on 01-01-

2017 with the existing basic pay and extension of the benefit as done in the past but without any increase/weightage to our present Pay Scales has been presented by the undersigned, the General Secretary of AIBSNLEA during the meeting with the Hon`ble MOC&IT and All Unions and Associations of BSNL on 04.11.2019 in the presence of the Secretary (T).

In view of the foregoing, our changed but justified demand which is not a violation of any rule or guideline but according to permissible rules may kindly be considered sympathetically and issue necessary directions to do the needful for the earlier settlement please.

Hon`ble Sir, We assure to strengthen your hands, in all your endeavors to strengthen BSNL.

With Kind regards

**Yours Sincerely
-sd-
(S.Sivakumar)
General Secretary**

Copy for kind information and necessary action to:

1. Shri. Anshu Prakash, Secretary (T) DoT, Govt. of India, New Delhi -110001.
2. Shri. P. K. Purwar, CMD, BSNL New Delhi- 110001.
3. Shri. Arvind Vadnerkar, Director (HR), BSNL Board New Delhi- 110001.
4. Shri Saurabh Tyagi, Sr.GM (Estt.) BSNL CO, New Delhi- 110001.
5. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi- 110001.