

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



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No. AIBSNLEA/CHQ/SECY/DPE/2017

DATED: 01.06.2017

To,

Smt. Seema Bahuguna,
Secretary, DPE,
Govt. of India,
New Delhi -110 001

Subject: Request for implementation of 3rd PRC recommendations with 15% fitment benefit to BSNL executives - reg.

Respected Madam,

On the subject cited above, we would like to submit following points in respect of 3rd PRC recommendation implementation with 15% fitment benefit in Bharat Sanchar Nigam Limited (BSNL).

AIBSNLEA is an association of Executives in Bharat Sanchar Nigam Limited, the Central Public Sector Enterprise in the Telecom industry. We represent about 20,000 Executives of different streams viz. Telecom Engg., Finance, Civil, Electrical, Architecture, CSS, OL etc.

BSNL is a CPSE in telecom sector which is a service industry. It has pan India presence. It is facing competition from a large number of private players of the industry. Being a CPSE it is fulfilling the obligations of the Government by providing services in such areas also where the private players do not offer services because of absence of profit. The infrastructure cost in providing services in high terrains, Left Wing Extremists area are much more and it does not make business sense. However, BSNL being a CPSE and "State" in terms of Article 12 of the Constitution of India is building and maintaining infrastructure in such areas too. It is noteworthy that in cases of natural calamity the services of BSNL only become available to the general public who are in distress. Furthermore, the decisions are also influenced by the stringent policies and frequent Government interferences, fear of CVC and all statutory bodies.

Looking to these odds BSNL is on the path of turn-around. In the last four consecutive financial years it is earning Operational Profit. This year, it is presumed that the Operational Profit will be about Rs. 3000 Crores.

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It is also relevant to mention that there is a relativity of BSNL with Government as well as Private Telecom Sector. The BSNL is governed by the rules and regulations framed by the Government. BSNL has to fulfil the social obligations and commitments of the Government also. On the other hand, it has to compete with private players of the telecom industry. In such a scenario, the expectations of the executives of BSNL can only be met by allowing proper compensation.

The enhancement in the overall compensation package will result in more dedicated, committed workforce and further attract and retain talent in BSNL. This will result in increase in revenue by way of increased quality of services of BSNL and thus financial burden because of enhancement in the overall compensation package can be negated / reduced. The attractive pay package will stop the attrition from BSNL and will motivate the executives for dedicated work so that BSNL's turn around will be at a faster rate.

The absorbed employees in BSNL from DoT are governed by Govt. Pension Rules 37-A. Hence, DPE should recommend revision of IDA pension of BSNL pensioners also.

Therefore, to keep the employees of BSNL motivated it is requested to approve the proposal submitted by BSNL Management which is having the approval of DoT and Hon'ble Minister of State (C) (I/C) for implementation of 3rd PRC recommendations in BSNL with full 15% fitment benefit. Any deferment in the enhanced package will only act negatively. The demotivated Executives cannot be expected to bring the best performance of BSNL.

We hope a positive and a considerate favor please.

With Kind regards,

Yours Sincerely

Sd/-
(PRAHLAD RAI)
General Secretary

Copy to:

1. Shri Pradeep Kumar Sinha, Cabinet Secretary, Rastrapati Bhawan, New Delhi - 1
2. Smt. Aruna Sundararajan, Secretary (T), DoT, Govt. of India, New Delhi - 110001
3. Shri Anupam Shrivastawa, CMD, BSNL, New Delhi – 110001
4. Shri Madhukar Gupta, Addl. Secretary (DPE), Govt. of India New Delhi 110001
5. Shri N.Sivasailam, Addl. Secretary (T), DoT, Govt. of India New Delhi 110001
6. Smt. Sujata Ray, Director (HR) / (Fin.), BSNL Board, New Delhi-110001