



**ALL INDIA
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EXECUTIVES' ASSOCIATION
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No:-AIBSNLEA CHQ/Third PRC/2025-28/138

Dated:- 19.6.2026

MEMORANDUM

To,

Shri Rajendra Sinh Rana Ji,
Hon'ble Former Member of Parliament (Lok Sabha),
Former President, BJP Gujarat State,
Bhavnagar, Gujarat

Subject: Request for intervention in the implementation of the 3rd Pay Revision Committee (PRC) recommendations for BSNL employees by waiving the affordability clause.

References:

1. DPE O.M. No. W-08/0003/2017-DPE(WC) dated 16 August 2017.
2. Sixth Report of the Committee on Public Undertakings (18th Lok Sabha) on Bharat Sanchar Nigam Limited, presented to Lok Sabha on 12 August 2025.

Respected Sir,

We express our sincere gratitude for your gracious presence at the Gujarat Circle Conference of AIBSNLEA held at Bhavnagar on 14.06.2026. The entire house was deeply inspired by your informative, motivational, and enlightening address. We also recall with gratitude the discussion held during the conference regarding the long-pending and legitimate demand of BSNL employees.

In this regard, we respectfully submit the following for your kind consideration and earnestly request your esteemed intervention in taking up this matter at the appropriate level for favourable consideration.

The telecommunications sector is characterized by rapid technological evolution, and dependence on foreign technologies can never fully support India's aspiration of becoming a developed nation. Recognizing this, the Government of India has strengthened the telecom sector through Bharat Sanchar Nigam Limited (BSNL) by promoting the development of indigenous telecom technologies and networks.

We fondly remember the visionary leadership of Hon'ble Prime Minister Shri Atal Bihari Vajpayee Ji, under whose guidance BSNL was established through the reorganization of Department of Telecommunications (DoT) services and the recruitment of qualified engineering graduates, chartered accountants, and diploma holders at entry-level positions such as JTO, JAO, and JE. This farsighted initiative yielded remarkable results when nationwide cellular services were launched in October 2002.

In 2014, the nation once again witnessed transformational leadership under Hon'ble Prime Minister Shri Narendra Modi Ji. His visionary approach led to the announcement of three revival packages for BSNL, enabling the organization to undertake one of the most ambitious indigenous telecom technology development programmes in the country. BSNL employees embraced this challenge with dedication and worked tirelessly towards the development and deployment of an indigenous 4G core network.

Their efforts culminated in the successful dedication of the indigenous 4G network to the people of India in September 2025. With this achievement, India joined the select group of nations possessing indigenous 4G technology capabilities.

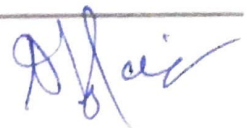
As a wholly Government-owned telecom operator, BSNL continues to provide services in border areas, hilly terrains, remote villages, and other underserved regions despite operating under challenging financial conditions. Its employees have consistently worked with commitment to maintain and expand the nation's telecom infrastructure. These contributions have been acknowledged and appreciated by the highest leadership of the country on several occasions.

However, while employees of other Central Public Sector Enterprises (CPSEs) have been benefiting from revised pay scales for several years, BSNL employees continue to draw salaries based on the 2nd Pay Revision Committee scales. The 3rd PRC revision has been due since 01.01.2017, and several residual benefits also remain pending. This prolonged delay has adversely affected employee morale and financial well-being.

In view of the above, we humbly request implementation of the 3rd PRC for BSNL employees on the following grounds:

1. Waiver of the Affordability Clause

The affordability condition prescribed under the 3rd PRC guidelines is a broad framework intended for CPSEs operating in relatively stable business environments, where technological changes are gradual and large-scale investments for technology upgrades are infrequent.



BSNL, however, functions in an exceptionally dynamic sector where technology evolves rapidly. The organization cannot independently undertake major technological upgrades without Government approval and support. The development of indigenous 4G technology naturally required substantial investment and time.

Despite these challenges, BSNL has achieved positive EBITDA during the last three financial years. Although Profit Before Tax (PBT) remains negative due to non-cash expenditures such as depreciation and finance costs, the operational turnaround is evident.

In this context, employee compensation should be viewed as an investment in the continued revival and strengthening of BSNL rather than merely as an expenditure item.

2. Erosion of Employee Pay

The non-implementation of the 3rd PRC for BSNL employees, including both absorbed DoT employees and direct recruits, has created a significant gap between the rising cost of living and the existing pay structure. The absence of revised pay scales and adequate IDA neutralization has resulted in a substantial decline in the real purchasing power of employees.

The Committee on Public Undertakings has also highlighted this concern in its Sixth Report. The Committee observed that while one category of employees, namely Indian Telecom Service (ITS) officers, continues to receive benefits broadly aligned with the latest Central Government pay scales, the other two categories—BSNL absorbed employees and BSNL direct recruits—are still awaiting implementation of the 3rd PRC despite all being supported from the resources of the same organization.

It is pertinent to note that, as on 31.03.2026, the average cost per employee per month in respect of ITS officers was approximately ₹4.26 lakh, whereas the corresponding cost for BSNL absorbed and direct recruited employees was about ₹1.26 lakh. Despite this significant disparity in employee cost, the implementation of the 3rd PRC for BSNL employees remains pending. This has further accentuated the sense of inequity among the workforce and has adversely impacted employee morale, particularly when these employees have been at the forefront of BSNL's revival efforts and the successful rollout of indigenous telecom technologies.

3. BSNL's Strategic Role in Maintaining Competition and Rural Connectivity

India's rural population continues to depend heavily on digital connectivity for access to essential services and welfare schemes. Several flagship programmes of the Government of India, including PM-Kisan, NSAP, Jal Jeevan Mission, and DDU-GKY, rely significantly on telecom connectivity in rural and remote areas.

At present, the telecom sector is increasingly moving towards a duopolistic market structure dominated by two private operators. Such concentration may not be beneficial for the long-term health and competitiveness of the sector. The presence of BSNL as a Government-owned telecom operator acts as a balancing force by helping regulate tariffs and ensuring connectivity in remote and commercially less viable areas.

To maintain organizational dynamism and employee motivation, we earnestly request consideration of the long-pending demand for removal of the affordability clause and implementation of the 3rd PRC benefits.

4. BSNL as a Secure and Reliable National Asset

During national emergencies such as earthquakes, floods, tsunamis, pandemics, and other crises, BSNL employees have consistently restored and maintained communication services within remarkably short timeframes. BSNL has repeatedly demonstrated its reliability during critical situations, including times of national security concerns and wartime exigencies.

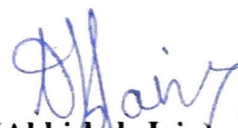
The trust reposed in BSNL by India's defence forces is testimony to the organization's reliability, security, and strategic importance.

The employees of BSNL have stood firmly with the organization through its most challenging phases and have played a vital role in developing indigenous telecom capabilities while ensuring uninterrupted connectivity across the nation.

A compassionate and visionary decision by the Government to waive the affordability clause and permit implementation of the 3rd PRC would restore the morale and financial dignity of thousands of employees while further strengthening BSNL as a strategic national asset. Such a decision would send a strong message that the Government values the dedication, commitment, and sacrifices of its workforce, who are contributing significantly towards the vision of Viksit Bharat 2047.

We, therefore, humbly seek your kind intervention and support in pursuing this long-pending and legitimate demand of BSNL employees in the larger national interest.

With warm regards,


(Abhishek Jain)
General Secretary
AIBSNLEA