

**GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF TELECOMMUNICATIONS**

**RAJYA SABHA
UNSTARRED QUESTION NO. 2894
ANSWERED ON 13th AUGUST, 2026**

WAGE REVISION OF NON-EXECUTIVES IN BSNL

2894 DR. JOHN BRITTAS:

Will the Minister of Communications be pleased to state:

- (a) whether Wage Agreement for BSNL Non-Executives, signed on 08.10.2025 after negotiations with recognised unions and approved by BSNL Board, remains pending for implementation;
- (b) whether the Affordability Clause impedes implementation of 3rd PRC despite three Revival Packages and BSNL's improved financial performance;
- (c) whether a special exemption of Affordability Clause would be granted considering BSNL's strategic importance;
- (d) whether consultations were held with DPE, DoT and BSNL during the last two years regarding 3rd PRC and if so, the outcomes thereof; and
- (e) the timeline and any special dispensation proposed to implement wage revision with effect from 01.01.2017, considering BSNL's strategic national role?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS AND RURAL DEVELOPMENT
(DR. PEMMASANI CHANDRA SEKHAR)**

(a) to (e) As per extant guidelines of Department of Public Enterprises (DPE) vide Office Memorandum dated 03.08.2017, the revision of pay scales is subject to the condition that the additional financial impact in the year of implementing the revised pay-package for the Board level executive, below Board level executive and Non-Unionized Supervisors should not be more than 20% of the average Profit-Before Tax (PBT) of the last three financial years preceding the year of implementation. The 3rd pay revision has not been implemented in BSNL as it does not meet the criteria under affordability clauses of DPE guidelines.

The recommendations contained in the Wage Revision Committee report are dealt with in accordance with the extant policy framework, the applicable guidelines issued by the DPE and additional financial implications.
