



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

{Contact Details: email id: auabchq@gmail.com Mob No. 9433009450}

To,

Dy Chief Labour Commissioner (Central)

Shramev Jayate Bhawan

Plot no. G - 4, Sector-10, Dwarka , New Delhi - 110075Dy,

Letter No. AUAB / CHQ / 2026 / Circular

Dated 23th October 2026

Sub: AUAB submission for conciliation Proceedings Scheduled on 26/10/2026 w.r.t. to the Notice for series of agitational Programme for early approval of Third Pay/Wage Revision.

Ref: Your office Letter No. N-7(16)/2026 Dated 01/10/2026.

Respected Sir,

At the outset AUAB, an apex Forum of All Unions and Associations in BSNL, conveys thanks for initiatives by your high office for holding conciliation Proceedings in response to the agitational notice by AUAB demanding early Approval of Third Pay Wage revision by DoT which is pending from last nine years. As directed by your high office, we submit the following for kind and sympathetic consideration and justice to Executives/Non Executives in BSNL.

The Pay/Wage revision for BSNL workforce is due on 01/01/2017 and BSNL Management has proposed a Pay Revision of Executives 14/03/2017. After persuasion by AUAB, a meeting was called by DoT on 02/12/2018 headed by Secretary DoT and on 18/01/2019 headed by Respected Shri Manoj Sinha, the then Minister of Communications (I/C).

We are also thankful to BSNL Management for responding to this AUAB notice for agitational Programme first by confirming in writing vide letter No. BSNLCO-SR/14(13)/7/2025 -SR Dated 21/09/2026 that the Proposal of Pay Revision is pending at DoT for approval of Affordability Clause and then by holding Meeting with AUAB Leaders which was headed by Director HR wherein formal appeal was made for withdrawal of agitational Programme.

But as there was nothing new in the submission of Director HR and it was factual position and no assurance was given by Director HR even to take up matter a fresh with DoT for early approval of Pay/Wage revision Proposal of BSNL pending for last nine years or no assurance to expedite meeting as requested by AUAB with Respected Secretary DoT, AUAB conveyed its decision to go ahead with the ongoing agitational call with intensified manner and till the dispute continues as DoT has neither conveyed any meeting on the subject and approval of Pay/Wage Revision for BSNL workforce continued pending for last nine years.

After detailed discussions and submissions by AUAB, Honourable MoC (I/C) has approved the Third Pay Revision for BSNL Executives and Non-

Executives with waiver of Affordability Clause. The details of Minutes of the said meeting Dated 27/04/2018 issued by DoT are attached please.

In the minutes issued it has been clearly mentioned that there will be regular Meetings with AUAB, BSNL and DoT for early approval of Pay/Wage Revision for BSNL Executives and four members of AUAB will be part of the Committee. Though BSNL has held negotiations meeting with Recognised Unions in BSNL and has successfully finalized the Wage Negotiation Agreement for Wage Revision of BSNL Employees, no even single meeting is conducted by DoT

Accordingly, the request was sent by DoT vide OM No. 11-1/2017-SU.II Dated 23/03/2018 seeking approval of waiver of Affordability Clause and granting Third Pay Revision to BSNL Executives and Non-Executives. In response, DPE vide OM No. W-02/0004DPE-WC Dated 18/04/2018 has conveyed that any relaxation /amendment in affordability clause would require the final approval of the Cabinet for which DoT has to take action at its end. Since then, DoT has not initiated any such proposal and the directions of DPE and formal approval by then Minister of Communications has been deliberately neglected by the DoT, and no action has been taken on repeated requests by BSNL Management.

Further in continuation with Directions by then MoC (I/C) BSNL vide letter No. BSNL/7-2/SR/2018 Dated 15/02/2019 has also conveyed that DoT is considering DA Neutralisation on the basis of Third PRC Scales and DoT will try further 5% fitment thereafter but BSNL will not seek budgetary support for Pay Revision.

It may be recalled that the DoT, acting on the directions of the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji, had instructed the CMD, BSNL, to sign the Wage Revision Agreement for Non-Executive employees and forward it to the DoT for approval.

Accordingly, a Joint Committee was constituted by BSNL Management, and the Wage Revision Agreement was subsequently signed, approved by the BSNL Board. The agreement was approved by the BSNL Board of Directors and forwarded to the DoT, with due recommendations sent by BSNL on 24/02/2026 to convey formal approval of DoT to sign the final agreement by Recognised Unions with BSNL Management.

The matter has also received the attention of the Parliamentary Committee on Public Undertakings, which, in its report submitted to Parliament on 12.08.2025, expressed concern over the disparity between the pay and allowances of ITS officers on deputation and those of BSNL's absorbed and directly recruited employees. The Committee observed that the prolonged stagnation in pay and benefits could adversely affect employee morale and undermine the Company's revival efforts. It accordingly urged the DoT to engage with the Ministry of Finance to explore a one-time exemption or a phased implementation plan for BSNL employees.

"While the Committee is aware of the DPE guidelines on affordability, a prolonged stagnation in pay and benefits can severely impact employee morale and motivation, which is counterproductive to the Company's revival efforts. The

Committee, therefore, reiterates its earlier recommendation and urges the Department of Telecommunications to engage with the Ministry of Finance to explore a one-time exemption or a phased implementation plan for BSNL employees. A motivated workforce is a prerequisite for a successful turnaround, and its welfare cannot be indefinitely postponed.”

The Parliamentary Committee on Public Undertakings has also highlighted the adverse consequences of continued stagnation and recommended a pragmatic solution. It is to inform that more than 70% of the workforce of BSNL is stagnated.

This recommendation provides further support for the Union’s demand that the Government take a pragmatic and employee-friendly decision by granting BSNL an appropriate exemption from the affordability clause or adopting a phased implementation mechanism.

It is further submitted that Paragraph 5 of the Executive Summary of the 3rd PRC report recommended that the affordability condition should not apply to CPSEs established to fulfil a specific agenda of the Government. BSNL was established pursuant to the objectives of the National Telecom Policy, 1999, with a mandate to provide telecommunications services in uneconomic and commercially unviable areas, including rural, remote, far-flung and difficult hilly regions, and to provide connectivity during emergencies and natural calamities.

These public-service obligations are integral to BSNL’s role and cannot be assessed solely on commercial profitability. The recommendation of the 3rd PRC, therefore, deserves due consideration for granting BSNL the necessary exemption from the affordability clause.

It is also pertinent to recall that the issue of wage revision had received the attention of the highest levels of the Ministry as far back as December 2018. At a meeting held on 03.12.2018, the then Hon’ble Minister of State for Communications, Shri Manoj Sinha ji, directed that due priority be accorded to the demand for an expeditious decision.

Further, at a meeting held on 02.12.2018, the then Secretary (Telecom), Ms. Aruna Sundararajan, directed the CMD, BSNL, to continue and conclude negotiations regarding the Non-Executive cadre, but nothing has been taken care of by DoT.

Thus the Government had recognised the importance of the issue and the need for an expeditious resolution. The Wage Revision Agreement has since been concluded and approved by the BSNL Board of Directors, but It is, therefore, earnestly requested that the matter now be brought to its logical conclusion through early Government approval.

At the same time, ITS officers working in BSNL on deputation from the DoT have received revised pay and allowances in accordance with the recommendations of the 7th Central Pay Commission. This has created a serious disparity within BSNL, where officers on deputation receive revised pay and allowances while absorbed and directly recruited BSNL employees remain deprived of wage revision under the 3rd PRC framework.

Sir, the continued denial of wage revision w.e.f. 01.01.2017 has resulted in severe financial hardship for BSNL employees. More than 60% of Non-Executive employees are reportedly suffering from pay stagnation, resulting in substantial wage losses amounting to thousands of rupees. The prolonged deprivation has adversely affected their morale and motivation, despite their continued dedication to the Company.

The non-approval of Third PRC has direct impact on 55000 BSNL employees, their Family members and also on the 3.5 lakh retired employees of BSNL as their pension is not revised for last 10 years. The issue is pending in court with contempt petitions against DoT. Thus total about four lakh executives, Non-Executives pensioner and their family members are sufferer due to delay in approval of Third Pay revision by the DoT. Approval of Third Pay/Wage revision will clear all such pending Court cases and will save Money of DoT and BSNL being wasted on such court cases.

It is also important to emphasise that, despite the prolonged denial of wage revision, BSNL employees have continued to contribute wholeheartedly to the financial revival of the Company. Their sustained efforts have contributed to the improvement in BSNL's financial performance, with the Company reportedly recording net profits in the third and fourth quarters of the financial year 2024-25. The dedication of the workforce, despite years of stagnation and financial deprivation, deserves due recognition and a positive response from the Government.

BSNL is clearing Payment of each authority, vendors, contractor and even any payment to DoT/Government. In some cases DoT has collected over an amount from BSNL in thousands of Cores. Classic example of it and Pension Contribution on higher basic for the last 25 years since formation of BSNL, The Spectrum Charges highest among any other Telecom operator, taxes on Data services only applied to BSNL. Even dues to BSNL against Leave encashment of DoT absorbed employees in BSNL are not cleared/settled by DoT for the last 26 years.

Important is that the Government has decided on the 8th Pay Revision and it is being approved for all Government Employees without applicability of affordability clause. It is also understood that by January 2027, constitution of 4th Pay Revision Committee will be announced and hence we are left only two months in hand to get Third Pay revision implemented in BSNL. As such, we have no time in hand to wait further and hence we are compelled to go for agitational programme.

Settlement of the Pay/Wage Revision would provide much-needed financial relief to the affected employees of BSNL and will address the longstanding issue of pay stagnation, remove a major source of dissatisfaction and strengthen employee morale. A motivated workforce is indispensable to the successful implementation of BSNL's revival plans, and the welfare of employees who are contributing to that revival should not be postponed indefinitely.

With submission of all above facts, we submit our continued Prayer that Third Pay/Wage Revision for BSNL Executives and Non-Executives may be approved without Further delay and if this demand is not given consideration, then we are not

left with any other action that continuation of agitational programme till this demand is given consideration.

We are hopeful that at least at this stage and time our demand will be given consideration by DoT and we are not compelled to go ahead with agitational programme.

Thanking you,

Yours sincerely,

Encl: As Above

With Warm Regards,



C. Singh
Chairman
AUAB CHQ
Mob: 9431000525



Animesh Mitra
Convener
AUAB CHQ
Mob: 9433009450

Copy to Respected Secretary DoT for kind information and with request to give justice to deprived Executives and Non-Executives of BSNL.