





All Unions and Associations of BSNL (AUAB)

Calcutta Telephones Circle

To,

Respected Dr. Sukanta Majumdar
Minister of State, Ministry of Education
Govt. Of India

No. AUAB/Corr/2026-27/^{CTD} Circle/-----BA/OA Dated 16/10/2026.

Subject: Request for your kind intervention and support for early approval and implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives

Respected Sir/Madam,

The All Unions and Associations of BSNL (AUAB), the apex forum of Unions and Associations representing its serving Executives and Non-Executives across the country, respectfully seeks your kind intervention and support for the long-pending demand for the implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives.

The Government of India has consistently recognised the strategic importance of BSNL in the Indian Telecommunications Sector and has extended substantial support for its revival, modernisation and expansion. Accordingly BSNL continues to play a vital role in providing affordable Telecommunications services to esteemed citizens of India, strengthening connectivity in rural and remote areas, promoting indigenous Telecom Technology and implementing important National Projects in the larger interest of Nation.

Though, such support is extended to BSNL, the Executives/Non-Executives are not given even due financial benefits through Pay Revision became due with effect from 01/01/2017. But the same has been granted to officers working on deputation and but the same is not granted to its own Executives and Non-Executives of BSNL. Consequently, thousands of serving Executives/Non-Executives continue to be deprived of their legitimate pay revision, adversely affecting their morale and creating a sense of disparity and injustice.

The principal impediment cited in this matter is the affordability clause. AUAB respectfully submits that the strategic and public service responsibilities entrusted to BSNL, including the provision of affordable services and the execution of Government sponsored projects, deserve due consideration while deciding the applicability of this clause.

The management of BSNL has already cleared all required formalities and sent duly recommended proposal for the Pay/Wage revision to DoT on 24/02/2026. Since then for last seven months the matter is awaiting consideration and approval by the Department of Telecommunications (DoT). In response to letter written by DoT for waiver of affordability clause, the DPE has directed to take up the proposal to the Cabinet for approval of third Pay/Wage revision to Executives/Non-Executives of BSNL and approve the Pay Revision, but no action has been taken by DoT in last six years.

The continued disparity in the Pay/Wage has further aggravated the concerns of the entire workforce of BSNL. AUAB seeks a fair and equitable resolution of this long-pending issue in accordance with applicable Government decisions and guidelines.

The enclosed Annexure sets out the principal justifications for our demand, including the strategic role of BSNL, its contribution to National Telecommunications objectives set by the Government, the responsibilities shouldered by its workforce and the circumstances warranting an early decision on the Third PRC.

In view of the above, we earnestly request your kind intervention to:

- A. Take up the matter with the Honourable Prime Minister of India, the Honourable Minister of Communications and the Honourable Finance Minister for early approval and implementation of the Third Pay/Wage Revision for BSNL Executives and Non-Executives.
- B. Support an appropriate decision on the affordability clause, taking into account strategic role of BSNL, public-service obligations and the applicable Government guidelines.
- C. Facilitate the expeditious resolution of the matter so that all the Serving employees receive fair and equitable treatment and remain motivated to contribute to the revival, growth and modernisation of this strategic public-sector undertaking.

The Executives and Non-Executives of BSNL have continued to serve the nation under challenging circumstances and have contributed to the expansion of indigenous telecommunications infrastructure and the delivery of affordable services to citizens. Early resolution of their long-pending pay/wage revision would be a meaningful recognition of their contribution and would strengthen employee morale and commitment.

We sincerely hope that your kind intervention and support will help resolve this long-pending issue at the earliest.

With respectful regards,

Yours faithfully,

Neck: AA

For All Unions and Associations of BSNL (AUAB)

Sini Kunda Ray
Convener,
AUAB.

Robin Paul
C/S. F.N.T.O
C/S. SNEA

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C/S BSNL E.U