



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/422 (WAGE)

12.09.2025

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - **Government decides to collect Pension Contribution based on the actual basic pay of the absorbed employees – requesting the Management to reconsider its decision to offer shorter pay scales to the Non-Executives – req.**

Ref: - **DoT Letter no.40-32/2011-Pen(T) dated 09th September, 2025.**

Sir,

We wish to draw your kind attention to the DoT letter cited under reference regarding payment of pension contribution by BSNL, in respect of its combined service absorbed employees.

Vide the above-cited letter, the DoT has conveyed the decision of the Department of Expenditure regarding payment of pension contribution by BSNL for its combined service absorbed employees. Hitherto, pension contribution had been collected from BSNL, calculated on the maximum of the pay scale of the absorbed employees. Now, the Government has decided to collect pension contribution calculated on the actual basic pay of the absorbed employees.

It has been a long-standing demand of the Unions and Associations of BSNL that pension contribution should be collected on the actual basic pay, rather than on the maximum of the pay scale. Hence, this development is indeed welcome.

In this connection, we wish to draw your kind attention to an important point. In the ongoing Wage Revision talks, the Management has offered only very short pay scales for the Non-Executives. The reasoning given was that BSNL would have to bear an exorbitant financial burden towards pension contribution, if longer pay scales were implemented. In fact, a consensus was already reached between the Recognised Unions and the Management in July, 2018 itself, regarding the new pay scales. However, it is unfortunate that the Management went back from its commitment and subsequently offered shorter pay scales.

Further, in November 2022, the Management Side in the Wage Revision Committee once again proposed very short pay scales, which were not acceptable to the Recognised Unions. Consequently, the signing of the Wage Revision agreement has been delayed considerably.

Now, in view of the instructions issued by the Government vide letter cited under reference, with regard to calculation of pension contribution of the combined service absorbed employees, the very ground on which shorter pay scales were justified no longer exists. Therefore, there is no impediment for the Management in implementing the pay scales unanimously finalised in the Wage Revision Committee in July 2018.

In view of the foregoing, we earnestly request you to kindly implement the pay scales finalised in the Wage Revision Committee through consensus between the Management Side and the Recognised Unions in July, 2018. Since pension contribution will hereafter be based on actual basic pay, adoption of those pay scales will not result in any additional financial burden on account of pension contribution.

Thanking you,

Yours sincerely



[Animesh Chandra Mitra]
General Secretary

Copy to: (1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(2) Shri Rajeev Soni, Chairman, Joint Committee for Wage Revision, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(3) Shri Rajeev Kumar Kaushik, PGM (SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001