

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

**LOK SABHA
UNSTARRED QUESTION NO. 4005
ANSWERED ON 12TH AUGUST, 2026**

**IMPLEMENTATION OF 3RD PAY REVISION OF BSNL
EMPLOYEES/PENSIONERS**

†4005. SHRI KULDEEP INDORA:

WILL the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the 3rd Pay Revision for BSNL employees and pensioners has been pending since 01.01.2017, affecting lakhs of employees and pensioners and if so, the details thereof;
- (b) the key recommendations of the report submitted on 08.10.2025 by the Pay Revision Committee constituted in March 2025 and the action taken thereon so far;
- (c) whether the Government has assessed the impact of the non-implementation of the 3rd Pay Revision on employee morale, BSNL's operational efficiency and service quality and if so, the details thereof; and
- (d) the action plan and timeline of the Government for implementing the 3rd Pay Revision with effect from 01.01.2017 and for the payment of outstanding dues to employees and pensioners?

ANSWER

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

(a) to (d) 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.
