

No. BSNLCO/38-1/SR/2016

Dated: 27.12.2024

Sub: Record of discussion of the reconstituted Joint Committee on wage revision for Non-Executive Employees w.e.f. 01.01.2017 in BSNL held on 19.12.2024.

The 9th meeting of the reconstituted Joint committee was held on 19.12.2024 in the Library Room, 6th floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting:

Management Side:

- | | | | |
|----|---------------------|-------------------|----------|
| 1. | Shri Saurabh Tyagi | PGM (Rectt & Trg) | Chairman |
| 2. | Shri P C Bhatt | PGM (EF) | Member |
| 3. | Smt. Anita Johri | PGM (SR) | Member |
| 4. | Shri Gajender Kumar | Sr.GM & CLO(SCT) | Member |

Staff Side:

- | | | |
|----|-------------------------|---------------------|
| 1. | Shri Animesh Mitra | Member BSNLEU |
| 2. | Shri P. Abhimanyu | Member BSNLEU |
| 3. | Shri John Verghese | Member BSNLEU |
| 4. | Shri Suresh Kumar | Member BSNLEU |
| 5. | Shri Manu Mehra | Member BSNLEU |
| 6. | Shri Islam Ahmed | Member NFTE (BSNL) |
| 7. | Shri Chandeshwar Singh | Member, NFTE (BSNL) |
| 8. | Shri Vijay Pratap Singh | Member NFTE (BSNL) |

PGM (SR) welcomed all the members from the management side and the staff side. A special welcome was accorded to Shri Saurabh Tyagi, PGM (Rectt & Trg), as the Chairman, Shri Gajender Kumar, Sr.GM, CLO (SCT) as member (management Side) and Shri Vijay Pratap Singh, Member (NFTE)- staff side.

It was informed that last meeting which was scheduled on 23.10.2024 could not be held due to the tragic demise of Shri K.S. Sheshadari, one of the esteemed members of staff side. The committee observed one minute of silence to pay homage to the departed soul.

Thereafter, the chairman welcomed all the participants. He emphasised that stagnation will be minimized by the pay scales proposed by the management there will be no pay loss. The span of the payscales had been designed based on actual employee pay scale data. The pay scales will largely address the stagnation issue, which is the main cause of unrest among non-executives. There have been considerable number of retirements in last few years.

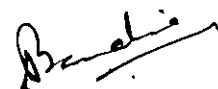
GS, BSNLEU welcomed Shri Saurabh Tyagi, PGM (Rectt & Trg), as new Chairman and other two new members. He stressed for implementation of pay scales proposed on 27.07.2018 and demanded that wage revision of non-executives should be in the line to that of executives.

GS, NFTE also welcomed all new members and endorsed views of GS BSNLEU. He demanded that the pay scales should be revised so that there is no stagnation

2.0 Discussions.

PGM SR apprised the committee members of the salient points of the discussions, so far. It was reiterated that:

- i) The new pay scales proposed by Management side, had been designed on the following broad principles.
- ii) There is no reduction in the pay (Basic + DA) of any employee after implementation of new pay scales.
- iii) Stagnation in the existing pay scales has been largely addressed.
- iv) As pension contribution is linked to the maximum of pay scale, the new pay scales have been designed optimally to minimize increase in Pension contribution.
- v) Financial burden has to be minimum so as to make the proposal viable, as any additional financial burden is to be met only from internal resources of the company.
- vi) The pay scales in 2007 were designed as per details given below:
 - Multiplication factor of 1.91 to 1.94 was used for the minimum of the pay scale.
 - Multiplication factor of 2.30 to 2.53 was used for the maximum of the pay scale.
 - Span of scale was 18 stages.
- vii) New pay scales proposed by the management side notionally w.e.f. from 1.1.2017 are designed as below:
 - Multiplication factor of 2.20 to 2.45 has been used for the minimum of the pay scale.
 - Multiplication factor of 2.40 to 2.87 has been used for maximum of pay scale
 - Span of pay scale is from 18-28 stages.
- viii) New pay scales have been designed to take care of stagnation issue and BSNL Recruits will get additional benefit on account of increase in EPF contribution by BSNL.
- ix) The implementation of new pay scales will result in an additional burden of increased pension contribution in case of absorbees and increased EPF contribution in case of Direct Recruits.
- x) There are a number of CPSUs which are loss making and the government has to decide in totality. Whatever proposal Joint Committee recommends, should be with minimum financial implication.
- xi) Stagnation in non-executive cadres, as on 1.02.2024, is much higher (60%) as compared to that in executive cadres (2%).
- xii) On an average 1500 non-executives will be retiring every year and non-revision of pay scales was impacting them the most.
- xiii) Even with 0% fitment, additional financial outgo on account of increased pension



contribution, EPF contribution etc. should be around 900 cr. p.a.

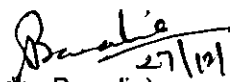
Staff side stated that:

1. The break up of the 900 crore should be provided.
2. Employees were not responsible for the loss situation of the company.
3. The pay scales agreed with the earlier committee should be implemented. Staff side had demanded HRA revision because of which the wage negotiation agreement could not be signed in 2018.
4. Proposed scales did not address all cases of stagnation and pay anomaly. Pay scale span of Non-executives was not at par with the pay scale span of executives.

It was agreed that staff side will provide live cases of pay loss, pay anomaly and stagnation by 30.12.2024. The cases will be discussed with establishment cell, accounts and union representatives first and then, brought to the next meeting of the joint wage negotiation committee. Staff side emphasized that live cases with 0% and 5% may be examined.

Sr. GM & CLO (SCT) gave the vote of thanks and it was agreed that the next meeting will be held in January 2025.

This is issued with the approval of competent authority.


(Asha Bawalia)
DGM (SR)
27/12/24

To,

All Members of the Joint Committee

Copy to:

1. PS to Dir HR, BSNL Board