



BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
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8th Floor, Bharat Sanchar Bhawan  
Harish Chander Mathur Lane  
Janpath, New Delhi-110 001

F. No. BSNL/38-1/SR/2016

Dated: 27.07.2018

Subject: Minutes of the meeting of Joint Committee for recommending wage structure for non-executive employees w.e.f. 01.01.2017 in BSNL held on 20<sup>th</sup> July, 2018

The first meeting of the Jt. Committee was held on 20th July, 2018(Friday) in 8<sup>th</sup> Floor Meeting Room Bharat Sanchar Bhavan, Janpath, New Delhi. The following were present in the meeting.

Official side:

1. Shri H.C. Pant	CGM( Legal)	Chairman
2. Shri Saurabh Tyagi	Sr.GM (Estt.)	Member
3. Smt. Smita Chaudhary	Sr.GM(EF)	Member
4. Shri A.M. Gupta	GM(SR)	Member
5. Shri A.K. Sinha	DGM(SR)	Member Secretary

Staff side

1. Shri Balbir Singh, President BSNLEU
2. Shri P. Abhimanyu, General Secretary BSNLEU
3. Shri Swapan Chakraborty, Dy. General Secretary BSNLEU
4. Shri P. Asokababu , Vice President BSNLEU
5. Shri Animesh Mitra, Vice President BSNLEU
6. Shri Islam Ahmed, President NFTE(BSNL)
7. Shri Chandeshwar Singh, General Secretary NFTE(BSNL)
8. Shri K.S. Seshadri, Dy. General Secretary NFTE(BSNL)

2. At the outset GM (SR) welcomed Chairman & all the participants from management & staff side members present in the meeting. Thereafter CGM(Legal) ,Chairman of the Joint Committee suggested that first of all the conditions/guidelines of DPE for the present wage settlement should be discussed. Accordingly GM (SR) made a presentation apprising the committee of conditions/guidelines as mentioned in the DPE OM dated 24.11.2017 regarding wage policy for the 8<sup>th</sup> round of wage negotiations for workmen in the Central Public Sector Enterprises.

3. During the discussions Staff side members raised their apprehension on whether the Para 3 of the DPE OM dated 24.11.2017 is applicable in case of BSNL as it has been declared incipient sick by DoT. The matter was discussed it emerged that so far Government has not approved a restructuring/revival plan for BSNL, therefore, at present this condition may not be applicable for BSNL.

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4. Further while discussing condition/guideline stated in para 2(vi) of the DPE OM, Staff Side pointed out that it lacks clarity, which reads as—


“To avoid conflict of pay scales of executives/non-unionized supervisors with that of their workmen, CPSEs may consider adoption of graded DA neutralization and /or graded fitment during the wage negotiations.”

On the request of the staff side it was agreed to seek a clarification from DPE on the para 2(vi) of their aforesaid OM dated 24.11.2017

5. Staff Side members mentioned that the last wage revision agreement for non-executive was for 10 years w.e.f. 01.01.2007 which has since been expired on 31.12.2016, thus the revision of wages has become overdue, therefore be done expeditiously. They further stated that the fitment of 15% is only a measure to compensate the inflation over the period of 10 years.

6. Staff side also expressed their concern over the major problem of stagnation faced by large number of non-executives after the last pay revision. They stated that due to very small span of pay scales, most of non-executives suffered wage loss and requested to take special care so that this problem may not recur.

7. The Staff Side suggested that meetings should be conducted in quick succession, so that the recommendation of the Joint Committee on new wage structure for non-executives w.e.f. 01.01.2017 could be finalized at the earliest. At the end of the meeting it was agreed to hold the next meeting of the Joint Committee at 15:30 hrs. on 09.08.2018.

  
(A.K. Sinha)  
DGM(SR)

To,

All Members of the Joint Committee (By Name)

Copy for information to:

PPS to Director(HR), BSNL Board