



# NATIONAL UNION OF BSNL WORKERS (FNTO)

CHQ-(Regd. No. 4897)

T-16, Atul Grove, New Delhi - 110 001. Phone / Fax : 011- / 2335 8891

Mobile : 099688 54636 E-mail : fntochqnewdelhi@gmail.com, jayaprakashgsfnto@gmail.com

(Camp Office at Hyderabad - 094400 75366)



**K. Jaya Prakash**  
General Secretary

No NU/CHQ/67/Wage Révision/  
To

Dated 07-08-2018

Shri H. C. Pant,  
Chairman,  
Joint Wage Revision Committee for Non-Executives in BSNL,  
Bharat Sanchar Nigam Limited,  
Janpath, New Delhi-110 001

**Sub: - Submission of Memorandum on revised pay scales to be effective w.e.f. 01-01-2017-  
regarding**

Respected Sir,

On behalf on National Union of BSNL Workers (FNTO) being a responsible organisation, We submit this Memorandum for revision of pay scales w.e.f. 01-01-2017 in the interest of BSNL Employees keeping in view the Financial Position of the BSNL.

The following notes are to be addressed while finalising the pay scales w.e.f. 01-01-2017.

**1) How the minimum pay is fixed?**

At the time of formation of BSNL, the minimum pay of DOT, BSNL and MTNL are as follows:

Date	DOT/CDA	BSNL /IDA	MTNL / IDA
01.10.2000	2550	4000	4400
01.01.2017	18000 + 900 DA 5% = 18900	29647	32611

Taking into account the financial position of BSNL we have proposed the minimum of Rs.20,000/- for BSNL employees even though the MTNL pay scales are higher than BSNL and the MTNL employees are also given Govt. Pension as is given to BSNL absorbed DOT employees.

2) The rate of increment proposed is 3% as applicable to Central Govt. employees and also as per 3<sup>rd</sup> PRC report.

3) For promotion, the increase in basic pay should be 5% as FR22 I (a) (i) fixation will result in the increase of 1 ½ to 2 increments ranging from 4.5% to 6% of increase. Therefore uniform increase of 5% is suggested. It may be noted that the Central Govt. employees are getting additional increase in pay in the name of Grade pay which is not available to BSNL employees. It may also be noted that in the case of BSNL Executives when they are promoted against the vacant post from the same (upgraded) scale they are given one more increment. Thus they are given two increments on post based promotion amounting to 6% increase in pay.

As such the demand of this union for an increase of 5% of basic pay at the time of promotion of Non-Executives is just and reasonable.

4) The minimum pay of Rs.20, 000/- is fixed taking into account the fitment benefit of 15% to the employees appointed on or after 01.01.2017 as follows: