



NATIONAL UNION OF BSNL WORKERS (FNTO)

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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 3rd 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:

	-2-	
Minimum of Pre-revised scale	-	7760
119.5% IDA as on 01.01.2017	-	9274

Total	-	17034

15% fitment benefit given to the BSNL employees appointed before 01.01.2017	-	2556

Total	-	19590

So the minimum is proposed as Rs.20, 000/-

As the increase of 15% of pay is inbuilt or inherent in the minimum pay there is no need for giving 15% fitment benefit to them again. The seniors who are appointed during 2016 are eligible for 15% fitment benefit and will also draw the minimum of 20000 after giving 15% fitment benefits and draw increment earlier than those appointed on or after 01.01.2017 and therefore there will not be any anomaly.

5) Replacement scale for Sr.TOA should be upgraded from NE 7 to NE 8 as per the decision of the JCM (DC) taken just before the formation of BSNL. The recommendation of JCM (DC) upgrading TTA scale was implemented from 01.10.2000 but the decision of upgrading Sr.TOA pay scale to 4500-7000 was not implemented. This is to be implemented atleast now by giving replacement scale as proposed above (i.e. NE 8 for old NE 7 scale). Thus the anomaly arising out of clause 6 of NEPP agreement with regard to Sr.TOA Gr.II pay scale can be set right.

6) After adding the 15% fitment benefit the pay as on 01-01-2017 may be fixed rounding off the total to the next hundred rupees instead of Ten's as Ten's have no value at present.

Note: - a) We may submit separate memorandum if required at a later stage.

b) On Allowances and other related matters, separate memorandum is being submitted shortly.

Suggestions for new pay scales from 01.01.2017

NE	Pre-revised scale	Revised scale
1	7760 ----- 13320	20000 ----- 45930
2	7840 ----- 14700	21500 ----- 49400
3	7900 ----- 14880	23000 ----- 52800
4	8150 ----- 15340	24500 ----- 56260
5	8700 ----- 16840	26000 ----- 59690
6	9020 ----- 17430	28000 ----- 64290
7	10900 ----- 20400	30000 ----- 68850
8	12520 ----- 23440	33000 ----- 75710
9	13600 ----- 25420	35000 ----- 80290
10	14900 ----- 27850	38000 ----- 87030
11	16370 ----- 30630	39900 ----- 106090
12	16390 ----- 33830	40000 ----- 106380

Note: 1) Pay scales 28 years span from NE 1 to NE 10

2) 33 years span for NE 11 & NE 12

Table showing the pay of the employees from NE 1 to NE 12 drawing maximum of existing scale with one, two and three stagnation increment as on 01.01.2017

NE No.	Maximum of the scale	with 1 stagnation increment as on 01.01.2017	with 2 stagnation increment as on 01.01.2017	with 3 stagnation increment as on 01.01.2017
1	13320	13720	14140	14570
2	14700	15150	15610	16080
3	14880	15330	15790	16270
4	15340	15810	16290	16780
5	16840	17350	17880	18420
6	17430	17960	18500	19060
7	20400	21020	21660	22310
8	23440	24150	24880	25630
9	25240	25600	26370	27170
10	27850	28690	29560	30450
11	30630	31550	32500	33480
12	33830	34850	35900	36980

Calculation sheet for additional expenditure on account of pension contribution

Scale	Amount of increase in wages i.e. 15%	Rate of Pension Contribution	Total amount of increase	No. of Employees	Amount of addl. P/c
NE 1	4798	14%	672	3237	2175264
NE 2	5295	14%	742	8636	6407912
NE 3	5357	14%	750	10704	8028000
NE 4	5525	14%	774	1712	1325088
NE 5	605	18%	1092	2060	2249520
NE 6	6276	18%	1130	7220	8158600
NE 7	6717	18%	1209	20398	24661182
NE 8	7718	18%	1389	46562	64674618
NE 9	8370	18%	1507	21917	33028919
NE 10	9170	18%	1651	9563	15788513
NE 11	10085	18%	1815	19889	36098535
NE 12	11139	18%	2005	540	1082700
					203678851

Per Month	203678851
Total Addl. Expenditure Per Year	20378851 x 12
Per Year	2444146212

Rounded off to Rs.245 crores

Note :


(a) BSNL has already paid pension contribution for the maximum of the pay scales. Employees also drawing the maximum of the pay scales and even drawing stagnation increments.

(b) As per the amended provisions of FR116, pension contribution is to be paid for the actual pay. Therefore the calculation for additional contribution has been made for the 15% fitment benefit accrual.

(c) There will be savings of pension contribution due to the retirement of employees from 01.01.2017 to 31.07.2018 and thereafter. As such net expenditure on pension contribution will be roughly 200 crores.

With regards,

Yours Sincerely,


(K. Jayaprakash)
General Secretary,
NUBSNLW-FNTO

Copy to:- *Gen (FR) to BSNL Co*
1. All Wage Revision Negotiation Committee Members.

Calculation sheet showing the cost of expenditure per year on account of the demand of this union with regard to pay (excluding allowances)

NE	Scale of Pay	Pay drawn with or without stagnation increments	IDA @ 119.5% as on 01.01.2017	Total	15% fitment benefit	Total	No. of employees	Total expenditure per month
1	2	3	4	5	6	7	8	6x8

NE 1 to NE 4 Group-D cadres drawing 3 stagnation increments as on 01-01-2017

NE 1	7760-13320	14570	17412	31982	4798	36780	3237	15531126
NE 2	7840-14700	16080	19216	35296	5295	40591	8636	45727620
NE 3	7900-14880	16270	19443	35713	5357	41070	10704	57341328
NE 4	8150-15340	16780	20053	36833	5525	42358	1712	9458800

NE 5 and NE 6 Lineman and TM cadres drawing the maximum with 3 stagnation increments as on 01-01-2017

NE 5	8700-16840	18420	22012	40432	6065	46497	2060	12493900
NE 6	9020-17430	19060	22777	41837	6276	48113	7220	45312720

NE 7 to NE 12 Sr. TOA/TTA cadres drawing maximum of their pay scales as on 01-01-2017

NE 7	10900-20400	20400	24378	44778	6717	51495	20398	137013366
NE 8	12520-23440	23440	28011	51451	7718	59169	46562	359365516
NE 9	13600-25420	25420	30377	55797	8370	64167	21917	183445290
NE 10	14900-27850	27850	33281	61131	9170	70301	9563	87692710
NE 11	16370-30630	30630	36603	67233	10085	77318	19889	200580565
NE 12	16390-33830	33830	40427	74257	11139	85396	540	6015060

Per Month 1159978001

Total Expenditure Per month 1159978001x12

Per Year 13919736012 **Rounded off to Rs. 1392 crores**

Note:

If the Savings of salary of the employees retired from 01-01-2017 to 31-07-2018 is taken into account the net expenditure will be around 1000 crores.

The above calculation does not include additional expenditure on account of pension contribution and pension contribution savings for retired employees from 01-01-2017 to 31-07-2018



(K. Jayaprakash)
General Secretary,
NUBSNLW-FNTO

Additional Alternate Suggestions

1) At the time of refixing the pay in the proposed revised scale it was suggested to round off the pay to the next 100 rupees. In this connection we would like to submit the following suggestion as an alternate method.

“Refixing the pay to the next higher stage in the revised scale after adding the pay + IDA + 15% fitment benefit as on 01.01.2017. The stages in the revised scale (after adding 3% increment) are given in the reckoner” for the scales NE 1 to NE 12.

2) At the time of promotion also it was suggested to grant an increase of 5% of basic pay. For this also we would like to alternatively suggest that the pay on promotion may be fixed in the promoted scale to the next higher stage in the promoted post / scale after adding 3% of pay in the lower post held before promotion.

3) For JEs (former TTAs) there will be only 3 upgraded scales for NEPP after basic grade. As the NEPP is for four stages, the pay scale for fourth up gradation may be fixed as the same of 3rd up gradation with two advance increments. In this connection it is pointed out that in the case of post-based promotion to Executives in the identical scale one more increment is given in the EPP. Thus they are given two increments on upgradation / post based promotion.

	PRS	RS
Basic scale	13600-25420	35000-80290
NEPP I	14900-27850	38000-87030
NEPP II	16370-30630	39900-106090
NEPP III	16390-33830	40000-106380
NEPP IV	16390-33830	40000-106380 with 2 Advance increments

Financial implications of FNTO's Proposal

1.	(a) Additional expenditure per year on account of wage revision	1392 crores
	(b) By way of pension contribution	245 crores
	Total	1637 crores
2.	(a) Savings of wages due to retirement in the year 2017	822 crores
	(b) Savings on Pension contribution payment due to retirement	66.5 crores
	Total savings	888.5 crores
3.	Net effect	
	Additional exp.	1637.0
	Savings	888.5
	Total	748.5

Rounded off to Rs.750 crores

Calculation sheet showing the savings on salaries (excluding allowing) on account of retirement of employees from 01.01.2017 to 31.12.2017

NE	Scale of Pay	Pay drawn with or without stagnation increments	IDA @ 119.5% as on 01.01.2017	Total	No. of employees retired	Savings on salaries due to retirement
1	2	3	4	5	6	7
NE 1 to NE 4 Group - D cadres drawing 3 stagnation increments as on 01.01.2017						
NE 1	7760 - 13320	14570	17412	31982	(- 86)	(-2750452)
NE 2	7840 - 14700	16080	19216	35296	2294	80969024
NE 3	7900 - 14880	16270	19443	35713	(-1682)	(-60069266)
NE 4	8150 - 15340	16780	20053	36833	124	4567292
NE 5 and NE 6 Lineman and TM cadres drawing the maximum with 3 stagnation increments as on 01.01.2017						
NE 5	8700 - 16840	18420	22012	40432	535	21631120
NE 6	9020 - 17430	19060	22777	41837	353	14768461
NE 7 to NE 12 - Sr.TOA / TTA cadres drawing maximum of their pay scales as on 01.01.2017						
NE 7	10900 - 20400	20400	24378	44778	5970	267324660
NE 8	12520 - 23440	23440	28011	51451	344	17699144
NE 9	13600 - 25420	25420	30377	55797	1608	89721576
NE 10	14900 - 27850	27850	33281	61131	2197	134304807
NE 11	16370 - 30630	30630	36603	67233	1694	113892702
NE 12	16390 - 33830	33830	40427	74257	44	3267308

685326376

Total Per Month 685326376

Total Per year 685326376 x 12

Per Year 8223916512

Rounded off to Rs.822 crores

Stage	NE-1			NE-2		
	PRS : 7760 - 13320			PRS : 7840 - 14700		
	RS : 20000 - 45930			RS : 21500 - 49400		
	Pay	Inct.	Pay after Inct.	Pay	Inct.	Pay after Inct.
1	20000	600	20600	21500	650	22150
2	20600	620	21220	22150	670	22820
3	21220	640	21860	22820	690	23510
4	21860	660	22520	23510	710	24220
5	22520	680	23200	24220	730	24950
6	23200	700	23900	24950	750	25700
7	23900	720	24620	25700	780	26480
8	24620	740	25360	26480	800	27280
9	25360	770	26130	27280	720	28000
10	26130	790	26920	28100	850	28950
11	26920	810	27730	28950	870	29820
12	27730	840	28570	29820	900	30720
13	28570	860	29430	30720	930	31650
14	29430	890	30320	31650	950	32600
15	30320	910	31230	3200	980	4180
16	31230	940	32170	33580	1010	34590
17	32170	970	33140	34590	1040	35630
18	33140	1000	34140	35630	1070	36700
19	34140	1030	35170	36700	1110	37810
20	35170	1060	36230	37810	1140	38950
21	36230	1090	37320	38950	1170	40120
22	37320	1120	38440	40120	1220	41340
23	38440	1160	39600	41340	1260	42600
24	39600	1190	40790	42600	1280	43880
25	40790	1230	42020	43880	1320	45200
26	42020	1270	43290	45200	1360	46560
27	43290	1300	44590	46560	1400	47960
28	44590	1340	45930	47960	1440	49400
29						
30						

Stage	NE-3			NE-4		
	PRS : 7900 - 14880			PRS : 8150 - 15340		
	RS : 23000 - 52800			RS : 24500 - 56260		
	Pay	Inct.	Pay after Inct.	Pay	Inct.	Pay after Inct.
1	23000	690	23690	24500	740	25240
2	23690	720	24410	25240	760	26000
3	24410	740	25150	26000	780	26780
4	25150	760	25910	26780	810	27590
5	25910	780	26690	27590	830	28420
6	26690	810	27500	28420	860	29280
7	27500	830	28330	29280	880	30160
8	28330	850	29180	30160	910	31070
9	29180	880	30060	31070	940	32010
10	30060	910	30970	32010	970	32980
11	30970	930	31900	32980	990	33970
12	31900	960	32860	33970	1020	34990
13	32860	990	33850	34990	1050	36040
14	33850	1020	34870	36040	1090	37130
15	34870	1050	35920	37130	1120	38250
16	35920	1080	37000	38250	1150	39400
17	37000	1110	38110	39400	1190	40590
18	38110	1150	39260	40590	1220	41810
19	39260	1180	40440	41810	1260	43070
20	40440	1220	41660	43070	1300	44370
21	41660	1250	42910	44370	1340	45710
22	42910	1290	44200	45710	1380	47090
23	44200	1330	45530	47090	1420	48510
24	45530	1370	46900	48510	1460	49970
25	46900	1410	48310	49970	1500	51470
26	48310	1450	49760	51470	1550	53020
27	49760	1500	51260	53020	1600	54620
28	51260	1540	52800	54620	1640	56260
29						
30						

Stage	NE-5			NE-6		
	PRS : 8700 - 16840			PRS : 9020 - 17430		
	RS : 26000 - 59690			RS : 28000 - 64290		
	Pay	Inct.	Pay after Inct.	Pay	Inct.	Pay after Inct.
1	26000	780	26780	28000	840	28840
2	26780	810	27590	28840	870	29710
3	27590	830	28420	29710	900	30610
4	28420	860	29280	3010	920	3930
5	29280	880	30160	31530	950	32480
6	30160	910	31070	32480	980	33460
7	31070	940	32010	33460	1010	34470
8	32010	970	32980	34470	1040	35510
9	32980	990	33970	35510	1070	36580
10	33970	1020	34990	3580	1100	4680
11	34990	1050	36040	37680	1140	38820
12	36040	1090	37130	38820	1170	39990
13	37130	1120	38250	39990	1200	41190
14	38250	1150	39400	41190	1240	42430
15	39400	1190	40590	42430	1280	43710
16	40590	1220	41810	43710	1320	45030
17	41810	1260	43070	45030	1360	46390
18	43070	1300	44370	46390	1400	47790
19	44370	1340	45710	47790	1440	49230
20	45710	1380	47090	49230	1480	50710
21	47090	1420	48510	50710	1530	52240
22	48510	1460	49970	52240	1570	53810
23	49970	1500	51470	53810	1620	55430
24	51470	1550	53020	55430	1670	57100
25	53020	1600	54620	57100	1720	58820
26	54620	1640	56260	58820	1770	60590
27	56260	1690	57950	60590	1820	62410
28	57950	1740	59690	62410	1880	64290
29						
30						

Stage	NE-7			NE-8		
	PRS : 10900 - 20400			PRS : 12520 - 23440		
	RS : 30000 - 68850			RS : 33000 - 75710		
	Pay	Inct.	Pay after Inct.	Pay	Inct.	Pay after Inct.
1	30000	900	30900	33000	990	33990
2	30900	930	31830	33990	1020	35010
3	31830	960	32790	35010	1060	36070
4	32790	990	33780	36070	1090	37160
5	33780	1020	34800	37160	1120	38280
6	34800	1050	35850	38280	1150	39430
7	35850	1080	36930	39430	1190	40620
8	36930	1110	38040	40620	1220	41840
9	38040	1150	39190	41840	1260	43100
10	39190	1180	40370	43100	1300	44400
11	40370	1220	41590	44400	1340	45740
12	41590	1250	42840	45740	1380	47120
13	42840	1290	44130	47120	1420	48540
14	44130	1330	45460	48540	1460	50000
15	45460	1370	46830	50000	1500	51500
16	46830	1410	48240	51500	1550	53050
17	48240	1450	49690	53050	1600	54650
18	49690	1500	51190	54650	1640	56290
19	51190	1540	52730	56290	1690	57980
20	52730	1590	54320	57980	1740	59720
21	54320	1630	55950	59720	1800	61520
22	55950	1680	57630	61520	1850	63370
23	57630	1730	59360	63370	1920	65290
24	59360	1800	61160	65290	1960	67250
25	61160	1840	63000	67250	2020	69270
26	63000	1890	64890	69270	2080	71350
27	64890	1950	66840	71350	2150	73500
28	66840	2010	68850	73500	2210	75710
29						
30						