

No. BSNLCO/38-1/SR/2016

Dated: 03.06.2025

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 29.04.2025.

The 10th meeting of the reconstituted Joint committee was held on 29.04.2025 in the Library Room, 6th floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting:

Management Side:

- | | | |
|------------------------|-----------------|----------|
| 1. Shri Rajeev Soni | CGM (EW) | Chairman |
| 2. Shri S. P. Singh | PGM (Estt.) | Member |
| 3. Shri P. D. Chirania | Sr. GM (CBB) | Member |
| 4. Smt. Anita Johri | PGM (SR) | Member |
| 5. Shri Gajender Kumar | Sr.GM& CLO(SCT) | Member |

Staff Side:

- | | |
|----------------------------|---------------------|
| 1. Shri Animesh Mitra | Member BSNLEU |
| 2. Shri P. Abhimanyu | Member BSNLEU |
| 3. Shri Suresh Kumar | Member BSNLEU |
| 4. Shri Manu Mehra | Member BSNLEU |
| 5. Shri Islam Ahmed | Member NFTE (BSNL) |
| 6. Shri Chandeshwar Singh | Member, NFTE (BSNL) |
| 7. 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 Rajeev Soni, CGM (EW) as new chairman, Shri S P Singh, PGM (Estt.) and P. D. Chirania, Sr.GM (CBB), as members(management Side).

It was informed that last meeting which was scheduled on 10.03.2025 could not be held due to administrative reasons.

Thereafter, the chairman welcomed all the participants. He stated that all new members from management side would like to listen to the submissions from the staff side and will require some time to go through the deliberations so far.

GS, BSNLEU welcomed Shri Rajeev Soni, CGM (EW), as new Chairman and other two new members. He submitted that the meeting is being held after 4 months and requested that it should be more periodic. As discussed in the meeting held on 19.12.2024, the staff side submitted live cases of

stagnation. Thereafter a workshop was held on 19.02.2025 to discuss these cases. Staff side proposed new pay scale with 5% fitment in view of these stagnation cases.

GS, NFTE also welcomed all new members and endorsed views of GS BSNLEU. He demanded that the pay scales proposed by staff side on 19.02.2025 may be agreed upon.

2.0 Discussions.

The stagnation cases submitted by staff side as discussed on 19.02.2025 were analyzed. Out of 90 sample cases submitted by staff side, 62 cases are found stagnating before 1.1.2027, whereas 19 cases do not stagnate as on 1.1.2027 (with 5% fitment). More than 1500 non-executives are retiring every year. To address these issues staff side proposed to cut down pay scale of 2018 and upgrade pay scales offered in March 2024 to midway. Thus new pay scales proposed by staff side in view of stagnating cases are as under:

Scales	Minimum	Maximum	Stages
NE-1	19000	35000	20
NE-2	19100	44000	28
NE-3	19300	48000	30
NE-4	19900	50000	31
NE-5	21000	52000	30
NE-6	21500	55000	31
NE-7	24000	57000	29
NE-8	27500	65000	29
NE-9	31000	70000	27
NE-10	34000	77000	27
NE-11	37000	90000	30
NE-12	38000	100000	32

Management side stated that:


1. As new Chairman and members have joined this committee and this is their first meeting, some time may be given to examine the proceedings so far.
2. The principal for designing a scale should be applicable to all the scales.

Staff side stated that:

1. The meeting is being held after 4 months, the committee should come to an amicable agreement as staff side has cut down its demand of pay scale of 2018 in view of stagnation.
2. 5% fitment should be considered.
3. Pay scales proposed by unions in the workshop held on 19.02.2025 may be agreed upon, as it is very much lower to pay scales of 2018.

It was agreed that the members of management side will examine the proceedings so far. Sr. GM & CLO (SCT) gave the vote of thanks.

This is issued with the approval of competent authority.


(Asha Bawalia)
(DGM (SR))

To,

All Members of the Joint Committee

Copy to:

1. PS to Dir HR, BSNL Board