

Dated: 16.09.2025

No. BSNLCO/38-1/SR/2016

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 1.9.2025 and 3.9.2025.

The 12<sup>th</sup> meeting of the reconstituted Joint committee was held on 1.9.2025 in the Library Room, 6<sup>th</sup> floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting:

**Management Side:**

1.	Shri Rajeev Soni	CGM (EW)	Chairman (Present online)
2.	Smt. Anita Johri	PGM (SR)	Member
3.	Shri P D Chirania	Sr. GM (CBB)	Member
4.	Shri Gajender Kumar	Sr. GM & CLO(SCT)	Member
5.	Shri Sanjeev Kumar	AGM (Estt.)	Special invitee on behalf of Estt cell

**Staff Side:**

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

PGM (SR) welcomed all members from the management and new member from staff side.

Thereafter, Chairman who joined the meeting online welcomed all participants. It was once again intimated that pay scales proposed in November 2022 can only be offered by Management. Staff side was informed that these scales are already intimated to DOT by other section.

GS, BSNLEU once again referred to three points submitted in the meeting held on 30.6.2025.

GS, NFTE stated that staff side is hopeful to sign agreement, if the demands submitted on 30.6.2025 are considered.

**2. Discussions**

**2.1 Discussions held on 01.09.2025**

**Management Side:**

1. Demands of staff side has been captured in MOM held on 30.6.2025.
2. Pay scales of November 2022 can only be offered.
3. Fitment should be at 0%.

**Staff Side**

1. Fitment should be at par with executives.
2. Shorter pay scales accepted by them in the present wage revision, must not be taken as the basis for the revision of pay scales in the next wage revision. Assurance to this effect must be provided by the Management.

**2.2 Discussions held on 03.09.2025**

**Management Side**

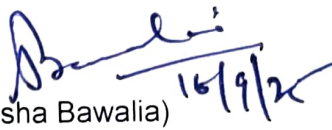
1. Pay scales of November 2022 can only be offered.
2. In the last wage revision, the pay scales of executives were approved before agreement on wage revision of Non-executives. Therefore, the agreement cannot be signed at this stage as it does not comply with DOT instructions dated 27.4.2018 read with Para 2 (iv) of DPE guidelines dated 24.11.2017.

**Staff Side** stated that it is ready to accept the pay scales offered in November 2022. However,

1. Fitment should be at par with executives.
2. Pay loss may be protected.
3. There should not be any stagnation in 2026 & 2027.
4. Shorter pay scales accepted by them in the present wage revision, must not be taken as the basis for the revision of pay scales in the next wage revision. Assurance to this effect must be provided by the Management.

Vote of thanks was conveyed by Sr. GM & CLO (SCT).

This is issued with the approval of competent authority.

  
(Asha Bawalia)  
DGM (SR)

To

All Members of the Joint Committee

Copy to:

1. PPS to CMD, BSNL
2. PPS to All Directors, BSNL Board