

A note on the burning issues of the BSNL employees.

(1) 3rd Pay Revision w.e.f. 01.01.2017.

The employees of BSNL are very much demoralised due to the denial of the 3rd Pay Revision, w.e.f. 01.01.2017. As per the 'Affordability Clause' of the 3rd Pay Revision Committee, the employees of BSNL are not entitled for wage revision, since the Company has not earned profit during the 3 preceding years. It is a known fact that, BSNL was not allowed by erstwhile government, to procure equipments for it's network expansion, from 2007 to 2012. This is the main reason why BSNL went into loss. In his interview to the CNBC-TV18 on 28.02.2015, Shri Ravi Shankar Prasad ji, the then Hon'ble Minister of Communications & IT, told, ***"Both BSNL and MTNL were in profit by the year 2005-2006, thousands and thousands of crore. What happened in the subsequent years that they have come under such a critical state? Something which I can openly tell you today that every attempt was made that they are not allowed to expand."*** This is the real fact behind BSNL's going into loss.

However, the situation has totally changed now. From the year 2013 onwards, BSNL has made considerable expansion of it's mobile networks. Together with this, the Non-Executives and Executives are also putting in extraordinary efforts, to increase the revenue of the Company. They have conducted very successful movements like ***"Customer Delight Year"***, ***"Service With A Smile"***, etc., to improve the quality of the services as well as to increase the customer-base and the revenue of the Company. As a result of the combined efforts taken by the Management and the employees, BSNL's revenue, as well as customer-base, have increased considerably. For example, BSNL's loss stood at Rs.8,234 crore in 2014-15, whereas it has come down to Rs.3,880 crore in 2015-16. BSNL has made operational profits of Rs.672 Cr, Rs.3,854 Cr and 1682 Cr respectively, in 2014-15, 2015-16 and 2016-17. In 2016-17 when the revenue gone down by 20% to 30% for all the Telecom operators, BSNL could retain its market share and revenue. The Company has also advanced from 6th position to the 4th position, in terms of market share.

Everyone agrees that BSNL is steadily moving in the revival path. However, non-implementation of 3rd pay revision has demoralised the employees and it will seriously affect the productivity as well as the revival of the BSNL. It is also worth mentioning that the BSNL Board has passed resolution in favour of settlement of 3rd Pay Revision to the employees with 15% fitment benefit, and without any financial assistance from the Government. **BSNL Board recommended only pay revision by merger of IDA with basic pay and a fitment of 15%, freezing all allowances and Performance Related Pay. There is no justification in denying the pay revision for the BSNL employees when the entire Telecom sector is under stress and all operators recorded huge losses with lakhs of Crores of liability as bank loans. BSNL is the only Telecom operator meeting the social obligations of the Govt. For accomplishing the Govt objectives, BSNL is implementing all the Govt projects like NOFN (BharatNet), LWE project, NFS project etc without much compensation, instead incurring huge losses.**

Considering all the above factors, we request that BSNL should be exempted from the Affordability Clause of the 3rd PRC, and that the employees should be given 3rd pay revision w.e.f. 01.01.2017, with 15% fitment **as recommended by the BSNL Board.**

(2) Formation of Subsidiary Tower Company will spell doom to BSNL.

The decision of the government to form a Subsidiary Tower Company has shocked the entire BSNL employees. The hiving off of BSNL's 66,000 mobile towers to the Subsidiary Tower Company, will certainly jeopardise the future of BSNL and it's employees. **About 1.1 lakh mobile BTSs are installed on these Towers.** The decision of the Union Cabinet that the Subsidiary Tower Company would be under the control of BSNL Management has been violated with the appointment of an IAS officer as the CMD of the Subsidiary Tower Company, **even without the knowledge of BSNL Board.** The formation of the Subsidiary Tower Company is nothing but the

deprivation of its tower assets from BSNL. **The existing mobile services and the future expansion plans will be seriously affected by this decision.** The Unions and Associations view that formation of the Subsidiary Tower Company will ultimately culminate into its privatisation, and thereby ruining the future of BSNL. The entire employees and their Unions and Associations of BSNL vehemently oppose the formation of the Subsidiary Tower Company and request the Government to roll back the same.

(3) Pension Revision to the Govt pensioners retired from BSNL.

The pension revision of Govt pensioners retired from BSNL (DoT recruitees) has become due w.e.f 01.01.2017. They are covered by Govt. pension from the Consolidated Fund of India as per Rule 37A of CCS pension Rules, 1972. 7th CPC didn't cover them on the plea that BSNL employees are having IDA pay scales. Their earlier pension revision was done w.e.f. 01.01.2007 through a cabinet decision. It is demanded that the Government should take immediate steps for the revision of pension of BSNL pensioners. **The pension contribution for their service rendered in BSNL is already paid to the Govt.** It is pertinent to bring to your kind notice that, at the time of last wage revision, i.e., w.e.f. 01.01.2007, the orders for wage revision of the BSNL Executives were issued on 27.02.2009 and the orders for wage revision of the Non-Executives were issued on 07.05.2010. However, order for revision of pension of the BSNL retirees was issued much belatedly, i.e., only on 15.03.2011. Such a delay should not take place this time. Hence, it is requested that the Government may immediately take necessary steps for the timely pension revision of the Govt pensioners retired from BSNL.

(4) Non-implementation of the recommendation of the 2nd PRC, in respect of 30% superannuation benefit to BSNL's Directly Recruited Employees.

The 2nd PRC has recommended that PSUs should implement 30% superannuation benefits to its employees. It is a matter of regret that BSNL has so far not implemented this recommendation of the 2nd PRC in its totality, which has resulted in irreparable loss to the Directly Recruited Employees of BSNL. It is demanded that this issue should be settled without further delay.