

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/MOS(C)/2018

DATED: 10.09.2018

To,

Shri Manoj Sinha Ji,
Hon'ble Minister of State for Communications (I/C),
Govt. of India,
New Delhi -110 001

Subject: Request for considering 3rd PRC recommendation implementation with 15% fitment benefit to BSNL executives - reg.

Hon'ble Sir,

On the subject cited above, we would like to submit following points in respect of implementation of the 3rd PRC recommendations with 15% fitment benefit in Bharat Sanchar Nigam Limited (BSNL):

BSNL is a CPSE in telecom sector which is a service industry. It has pan India presence. It is facing competition from a large number of private players of the industry. Being a CPSE it is fulfilling the obligations of the Government by providing services in such areas also where the private players do not offer services because of absence of profit. The infrastructure cost in providing services in high terrains, Left Wing Extremists area are much more and it does not make business sense.

BSNL being a CPSE and "State" in terms of Article 12 of the Constitution of India is building and maintaining infrastructure in such areas too. It is noteworthy that in cases of natural calamity the services of BSNL only become available to the general public who are in distress. Furthermore, the decisions are also influenced by the stringent policies and frequent Government interferences, fear of CVC and all statutory bodies. BSNL's tariffs are significantly low and one of the cheapest in the world, resulting in low ARPU's.

Looking to these odds BSNL is on the path of turn-around and so far have shown positive trends, as is evident in Company being EBIDTA Positive.

Continued

The Executive Summary / Recommendations of 3rd PRC vide Para 5 provides that CPSEs which have been formed to perform specific agenda of the Government and where there is no budgetary support provided by the Government to such CPSEs, the affordability condition shall not be applicable to that CPSE. Whereas, pursuant to National Telecom Policy-1999 (NTP-1999) BSNL was formed to take over the service providing function of DoT. Thus, BSNL was formed as a Government Company to perform specific agenda of the Government with regard to Telecom Sector.

Huge legacy manpower, as a result about 60% of the total revenue goes to employees' remuneration; as these employees were enmass transferred and absorbed in BSNL without any functional considerations and justifications. While seeking their options for absorption in BSNL, Government gave them assurances for better prospects. Had they not opted for absorption, they would have got the benefits of 7th CPC.

Unabsorbed ITS officers deployed in BSNL have already been granted the benefits of 7th CPC w.e.f. 01.01.2016. About 1.35 lakh BSNL retired employees' pension revision is linked with implementation of 3rd PRC recommendations. About 25,000 employees are stagnating in their pay scales.

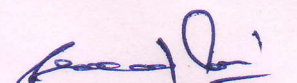
Turnaround of a non-profitable CPSU working in stiff competition needs more motivated employees than an organization already running in profit in a lesser competitive market. Further, to remain vibrant and to add to its competitive edge, BSNL has recruited about 30,000 Engineering Graduates. To retain this talent, pay revision is imperative.

The BSNL Board has recommended implementation of 3rd PRC with 15% fitment benefits on 14.11.2017 and pending in DOT for necessary action.

In view of this, it is requested to kindly get approved the implementation of 3rd PRC recommendations in BSNL with full 15% fitment benefit Pay revision of BSNL executives with full 15% fitment benefits to keep the executives motivated and to turn around BSNL.

With Kind regards,

Yours Sincerely


(PRAHLAD RAI)
General Secretary

Copy for kind information to:

1. Shri Arjun Ramji Meghwal ji, Hon'ble Minister of State for Water Resources, Govt. of India, New Delhi
2. Ms. Aruna Sundararajan, Chairperson TC & Secretary (Telecom), Govt. of India, New Delhi -110 001
3. Shri Anupam Shrivastava, CMD, BSNL, New Delhi – 110001