



ALL INDIA
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EXECUTIVES' ASSOCIATION
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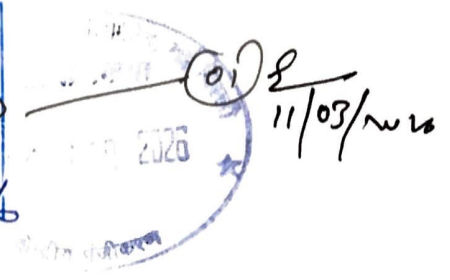
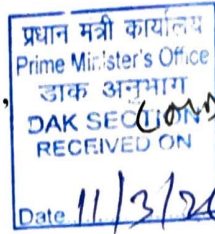
Finance Secretary
Subhrendhu Bhattacharjee
Mob:- 9435599357

No:- AIBSNLEACHQ/Third PRC/2025-28/116

Dated:-10.03.2026

To,

✓ **Shri Narendra Modi Ji,**
Honourable Prime Minister of India,
Prime Minister's Office,
Seva Teerth-I (Executive Enclave),
Near Raisina Hill, Kartavya Path,
New Delhi-110001



Subject: Humble request to waive off the affordability clause for the implementation of 3rd Pay Revision Committee (PRC) recommendations for BSNL employees.

Ref:- 1. No-W-08/0003/2017-DPE(WC) Dated:- 16th August 2017

2. Sixth Report of the Committee on Public Undertakings(18th Lok Sabha) on Bharat Sanchar Nigam limited (Presented to Lok Sabha on 12th August 2025)

Respected Sir,

This Country has been blessed with an extraordinary and visionary leader after a long time, whose vision, thoughts, dedication and decisions clearly reflect the roadmap for building Bharat into a developed Nation by 2047. It is pertinent to mention that the journey towards becoming a developed Nation can only be achieved when the Country becomes not only self-reliant but also capable of developing Indigenous technologies.

In the field of telecommunications, technology evolves very rapidly, and dependence on foreign technology can never fully support our dream of making Bharat a developed Nation. In this regard, your Government has laid a strong foundation in the telecom sector through Bharat Sanchar Nigam Limited (BSNL) by promoting the development of an Indigenous core network in the wireless segment.

We all remember the era of Hon'ble Prime Minister Shri Atal Bihari Vajpayee Ji, who laid the foundation of BSNL by reorganizing Department of Telecommunications (DoT) employees and recruiting qualified engineering graduates, chartered accountants and diploma holders at entry-level posts such as JTO, JAO and JE. This visionary reform yielded fruitful results when nationwide

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cellular services were inaugurated in October 2002 by the then Hon'ble Prime Minister Shri Atal Bihari Vajpayee Ji.

In 2014, the scenario changed once again when the people of the country entrusted leadership to your hands. Your futuristic approach paved the way for the revival of BSNL through three revival packages to this fully government-owned public sector undertaking. The employees of BSNL embraced this opportunity with dedication and worked tirelessly to develop an Indigenous 4G network.

Their efforts bore fruit when the Indigenous 4G network was dedicated to the people of Bharat in September of 2025. With this achievement, Bharat now stands among the few nations in the world that have developed their own 4G technology.

As a Government organization, BSNL continues to deliver telecom services in border areas, hilly regions, remote rural locations and far-flung parts of the Country despite operating under financially challenging conditions. BSNL employees have been working tirelessly to maintain and expand the Nation's Telecom infrastructure. These efforts have been appreciated by your good self on several occasions.

However, while employees in other Central Public Sector Enterprises (CPSEs) have been enjoying the benefits of revised pay scales for several years, BSNL employees continue to draw salaries based on the 2nd Pay Revision Committee (PRC) scales. Residual benefits are also still pending. This prolonged delay has caused stagnation in both employee morale and financial well-being.

In view of the above, we humbly request the implementation of the 3rd PRC for BSNL employees on the following grounds:

1. Waiver of the Affordability Clause: -

The affordability guidelines under the 3rd PRC are broad guidelines designed for CPSEs operating in a stable business environment where technological advancements are relatively gradual and major financial investments for technology upgrades are not frequent.

However, BSNL operates in an exceptional and highly dynamic environment where telecom technology evolves rapidly. BSNL does not possess independent financial resources for acquiring advanced technologies without Government approval. Developing Indigenous 4G technology naturally required significant time and investment.

Despite these challenges, BSNL has achieved positive EBITDA in the last three financial years. However, due to other non-cash financial components such as depreciation, finance cost etc., the Profit Before Tax (PBT) remains negative.

In this context, **Employee compensation should be viewed as an investment in the revival of BSNL rather than merely a cost component.**

2. Pay Erosion: -

Due to the non-implementation of the 3rd PRC for BSNL employees (both absorbed DoT employees and directly recruited staff), there is a widening gap between the rising cost of living and the existing pay structure. The absence of revised pay scales and proper IDA neutralization has resulted in a real decline in purchasing power parity of the BSNL Employees.

The Committee on Public Undertakings has also highlighted this issue in its report(Ref.-2). The report clearly mentions that while one category of employees (*namely ITS – who happen to be the decision makers in BSNL*) continues to receive benefits equivalent to the 7th Pay Commission, the other two categories are still awaiting the implementation of the 3rd PRC.

3. Balancing Role in the Telecom Sector: -

Bharat largely resides in rural areas where digital connectivity plays a crucial role in linking rural populations with the rest of the world. Several flagship schemes of the Government of India, such as PM-Kisan, NSAP, Jal Jeevan Mission, and DDU-GKY, are able to reach rural citizens due to the telecom connectivity provided by BSNL.

In the present scenario, the telecom market is increasingly moving towards a duopoly dominated by two private operators. Such a situation may not be beneficial for the long-term health of the telecom sector. The presence of BSNL as a Government-owned telecom operator helps regulate tariffs and ensures connectivity in remote and underserved areas and therefore to maintain the dynamism in the organisation and to keep its employees motivated, we plead the high office for kind consideration of request of the BSNL Employees for the removal of the affordability clause in deciding the implementation of the third PRC benefits to them.

4. Secure and Reliable Operator: -

During National emergencies such as earthquakes, tsunamis, floods and pandemics, BSNL employees have restored and maintained communication services within very short timeframes. BSNL has always served as a reliable operator during critical situations and even during wartime conditions. This is the reason why the defence forces of Bharat continue to trust and rely on the BSNL network.

As BSNL celebrates its Silver Jubilee year, the dedicated workforce of this strategic public sector undertaking continues to wait for the rightful implementation of the 3rd Pay Revision Committee recommendations.

The employees of BSNL have stood firmly with the organization through its most challenging phases and have played a vital role in developing Indigenous Telecom technology and maintaining connectivity in the remotest corners of the country.

In this context, a compassionate and visionary decision from the Government to waive the affordability clause and allow the implementation of the 3rd PRC will not only restore the morale and financial dignity of thousands of employees but will also reinforce the strength of BSNL as a strategic National asset. Such a step will send a strong message that the Government values the commitment and sacrifices of its workforce who are contributing to the realization of the vision of Viksit Bharat 2047.

We therefore humbly request your kind intervention and blessings in granting this long-pending legitimate demand of BSNL employees in the larger National interest.

With warm regards



Officer
Abhishek Jain

General Secretary, AIBSNLEA

Copy to:-

1. **Shri Amit Anilchandra Shah Ji**, Minister of Home Affairs & Cooperation, Government of India, Room No-104, North Block, New Delhi for kind information pl.

2. **Smt Nirmala Sitaraman Ji**, Minister of Finance & Corporate Affairs, Government of India, Room no-15074-15075, 5th Floor, B-Wing, Kartavya Bhawan I, New Delhi for kind information pl.



3. **Shri Vyomaditya M. Scindia Ji**, Hon'ble Minister of Communications & DoT, Government of India, Room No-105, 1st Floor, Sanchar Bhawan, New Delhi for kind information please.



4. **Dr. Pemmasani Chandra Sekhar Ji**, Hon'ble Minister of State for Communications and RD, Government of India, Sanchar Bhawan, 20 Ashoka Road, New Delhi for kind information please.

5. **Shri Amit Agarwal Ji**, Chairman DCC and Secretary DoT, Room no-210, Sanchar Bhawan, 20 Ashoka Road, New Delhi for kind information please.



6. **Shri Gulzar Natarajan Ji**, Addl Secretary DoT, Sanchar Bhawan, 20 Ashoka Road, New Delhi for kind information please.

7. **Shri Deb Kumar Chakrabarti Ji**, Member (Services), Sanchar Bhawan, 20 Ashoka Road, New Delhi for kind information please.

8. **Shri Manish Sinha Ji**, Member (Finance), Sanchar Bhawan, 20 Ashoka Road, New Delhi for kind information please,

9. **Shri A. Robert.J. Ravi Ji**, CMD BSNL, Janpath, Delhi for kind information please.