



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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Dated 13.01.2021.

To

✓ **Shri. P. K. Purwar,**
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Need for giving priority to Payment of Salary on the last working day of each month as Salary is paid from the internal resources and the amount is just 1/3rd of the revenue collection – Employees are fully depends on the salary for the daily needs.

Respected Sir,


After the VRS, the wage bill has come down by half, from Rs 850 Cr to Rs 425 Cr (take home pay). The revenue collection also steady at an average of Rs 1400 Cr per month. The salary is just 1/3rd of the revenue collection. Even then, it is observed that there is no improvement in the payment of salary on the last working day. Delay in salary payment affects the employees as they fully depends upon salary by the month end for their daily needs, loan clearance, transportation etc. In addition, employees have to carry out medical expenses during the pandemic era.

Unfortunately, delayed payment of Salary every month gives an impression that Salary payment is not a priority agenda of BSNL management now. Net result is that the employees are demoralized, not able to give their best for days together, till they get their salary. In other words, the productivity of the employees is down almost 20 days out of 30 days in a month, having serious impact on the efforts for Revival of BSNL.

Salary is always paid from the internal resources, from the revenue collection. BSNL need not wait for any loan for salary payment. So, earmarking an amount of Rs 425 Cr by the end of month which is 1/3rd of the revenue collection is not at all a difficult task. Anyhow, salary is paid after 2 to 3 weeks. It is only the question of pre-ponement of the salary by two weeks, to the last working day of every month. It is surprising to note that even MTNL is paying the salary on the last working day but BSNL could not. **The success of Sovereign bond for Rs 8,500 Cr had given much flexibility to BSNL to make the salary payment regularly, on the last working day. BSNL employees expected that.**

In view of the above, it is requested to accord priority to Salary payment to the employees on the last working day of the month. Rescheduling other payments by one or two weeks is not going to have any impact on BSNL services. After one month it will become a routine. We hope that management will seriously consider it instead of deliberately delaying the payment and demoralising the employees.

With kind regards,


(Sebastin. K) 13/01/21

Copy to: 1. Shri. Anshu Prakash, Secretary (T), DoT, Sanchar Bhavan for kind information pl.

✓ 2. Smt. Yojana Das, Director(Fin), BSNL Board for info and n/a pl.

✓ 3. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.