



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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All Communications to
the General Secretary

K. Sebastin, General Secretary

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SNEA/CHQ/CMD/2018-21/132

Dated 09.06.2021.

To

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

Sub: Payment of Salary to the BSNL Executives and the Employees on the last working day of each month as Employees are fully depends on the salary for the daily needs. Salary is paid from the internal resources and it is just 1/3rd of the monthly collection.

Respected Sir,

This Association through various communications and in the meetings, continuously pleading with the management for the regular payment of salary for the employees on the last working day of the month. Employees fully depend upon salary by the month end for their daily needs, loan clearance, transportation etc. During the Covid 19 pandemic period, employees are suffering like anything for meeting the medical expenses. As we suggested, this could have easily done by rescheduling other payments. It is only the question of preponement of the salary by two weeks, to the last working day of every month. The revenue collection is almost steady at an average of Rs 1400 Cr per month. The VRS for about 79000 employees had reduced the wage bill by half.

Unfortunately management did not taken this issue seriously as observed in the case of other Human Resources related issues. There is no improvement in the payment of salary and the employees are suffering. Employees are highly demoralized, not able to give their best to the company for months together, their productivity is going down, having serious impact on revenue generation and the efforts for Revival of BSNL.

At the time of VRS, it was assured to the employees by the management as well as the Govt that once VRS is successful, salary payment will become regular and BSNL Revival will be very much possible through the Revival package. Now, no one is talking about the Revival package and the important decisions of the Union Cabinet dated 23.10.2019 for launching 4G services and land monetization which is not happened so far. Last 19 months developments established that Govt is not much keen on BSNL Revival. Govt and the BSNL management miserably failed in the process of Revival of BSNL. The employees cannot be punished for the failure of the Govt and management.

Since salary is always paid from the internal resources generated by the employees, it should be paid in time. Moreover, BSNL is a 100% Govt owned CPSU. **Instead of creating industrial unrest, it is once again requested to accord priority to Salary payment to the employees on the last working day of the month by simply rescheduling other payments by one or two weeks. It is not going to have any impact on BSNL services.**

With kind regards,

(Sebastin. K)

09/06/2021
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.