

**11-1/2027-SU-II**  
Government of India  
Ministry of Communications  
Department of Telecommunications  
(SU-II section)  
\*\*\*\*\*

Sanchar Bhawan, 20, Ashoka Road,  
New Delhi-110001

Dated : 09-01-2026

To

The Chairman & Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi-110001.

The Chairman & Managing Director  
Mahanagar Telephone Nigam Limited  
Mahanagar Doorsanchar Sadan, 9,  
CGO Complex, Lodhi Road,  
New Delhi - 110003

**Subject: Representation received from SNEA requesting to grant approval of 3rd PRC - regarding.**

Sir,

I am directed to refer the subject cited above and to forward herewith SNEA letter dated 26.12.2025 requesting approval of 3rd PRC. O/o HMoC has desired that the matter be examined and requisite action as deemed fit may be taken.

2. In this regard, it is requested to furnish the status of implementation of 3rd PRC in BSNL & MTNL by **20.01.2026**.

Yours faithfully,

Encl.: As above.

(Raiti Madhava Rao)  
Director (PSU-1)

Digitally signed by  
RAITI MADHAVA RAO  
Date: 09-01-2026  
10:39:49



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2025@gmail.com

All Communications  
to the General Secretary

To,

**Respected Shri. Jyotiraditya M. Scindia ji,**

Honourable Minister of Communications and DoNER,  
Government of India, Sanchar Bhavan,  
Ashoka Road, New Delhi 110001.

**No. SNEA CHQ/GoI/MoC/Corr/2025/ PRC**

**Dated 26<sup>th</sup> December 2025.**

**Sub: Humble Request for giving justice to all devoted but financially affected Workforce of BSNL by granting approval for 3<sup>rd</sup> PRC for timely completion of the different projects of GoI with huge and high targets thereof.**

**Respected Sir,**

We once again convey thanks and gratitude for support being extended by your high Office to BSNL along with huge financial support by Government of India. By now the Government of India has extended about 3.5 lakh crores of financial support to the BSNL and we are highly obliged by this.

It is also heard from news that some more support is being extended for BTS expansion and we are confident that with such great BSNL will complete all the projects assigned and will give more effective Telecom services to our countrymen.

Sir, when BSNL has successfully completed Herculean task of developing Indigenous 4G Mobile network as desired by your Honour and Prime Minister of India under Atmnirbhar Bharat Project and trying to meet other expectations also, the executives involved in completing these tasks are not provided single rupee financial dues for last 19 years.

It is unfortunate that when about all higher officers working BSNL are getting benefits of 7<sup>th</sup> CPC/3<sup>rd</sup> PRC and ready to accept the benefits of 8<sup>th</sup> CPC in Year 2026, but all the officers in middle and junior level Management and few in senior management who are either Absorbed in BSNL or Recruited by BSNL and about all Employees are compelled to work on the salary of Year 2007 i.e. old salary approved before 19 years which is really painful and disappointing to each and every executive of BSNL.

We feel ourself saddened and disappointed as this discrimination continued for many years in BSNL and continues now also when Telecom Ministry is headed by the Great Leader from great family which is known for support each and every deprived class of society for years together. We the BSNL Executives and employees are deprived of similar blessing of your excellency and we humble request for extending similar blessing to us.

We, executives of BSNL support all the initiatives of Government of India for Indigenous Mobile Equipments and understand its importance for making India Strong but due to this the competition between BSNL and other private companies in unfair and we are not able to reach the affordability clause as referred for grant of 3<sup>rd</sup> PRC for BSNL executives.

BSNL is not working only for profits as required under affordability clause for implementation of 3<sup>rd</sup> PRC and is working for implementation of all projects of

Government of India without looking into loss or profit. Till BSNL has gained Net profit is last two quarters and it is appreciated by your high offices and Honourable PMO.

We have noticed no issue on part of the Government led by Respected Shri. Narendra Modi ji Honourable Prime Minister and your honour as Respected Minister of Communications & DoNER as till now whatever has been requested/demanded by BSNL management and DoT has been approved and every demand of financial support or approval of any proposal with expenditure of BSNL is approved by Government, but the Department of Telecom is not acting on long pending proposal by BSNL for extending 3<sup>rd</sup> PRC benefits to BSNL workforce and directions of DPE for waiver of affordability clause to BSNL.

It is important that BSNL has not asked for any financial support from Government of India for implementation of 3<sup>rd</sup> PRC and shown readiness for bearing from its own resources but the proposal is awaiting approval by DoT for last five years and entire workforce of BSNL is suffering huge financial issues. .

Management of BSNL and DoT dealing with this issue are not serious on this issue adversely affecting growth and development of BSNL, as they are getting all these benefits of 3<sup>rd</sup> PRC/7<sup>th</sup> CPC and is not facing such financial issues and hence there is total reluctance in approving this proposal of BSNL of grant of 3<sup>rd</sup> PRC within resources of BSNL or in asking for any financial support from Government of India or for proposing for waiver of the Affordability clause as per approval of DPE in 2020.

We are extremely sorry to know that since 2018, only reason reported for not granting 3<sup>rd</sup> pay Revision is affordability clause and all other supporting grounds are deliberated neglected. The details listed separately and attached as **Annex-A**.

With all above facts, we hereby submit that BSNL is Strategic Partner of Government, with 100% ownership of Government and all policy decisions including day to day maintenance are governed by DoT, the administrative Ministry and mainly BSNL is not working with sole aim of profit and the employees of BSNL are no way responsible for losses faced by BSNL.

Implementation of 3<sup>rd</sup> PRC for BSNL executives, will also resolve the issues faced by employees of BSNL as they also signed wage Negotiation agreement with BSNL management and it will also resolve the hard ship faced by more than four lakh retired employees/executives of BSNL and will conclude the contempt petitions on the subject matter against DoT and its senior officers.

The non-implementation of Pay Revision for last 19 years has already adverse impact on family of many and workforce of BSNL which is actually working day and night on frontline, is deprived from due and justified Salary to meet the present challenges in Telecom Sector.

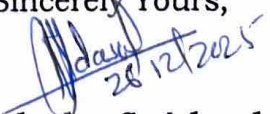
The resolutions of this major issue affecting each employee and executive of BSNL, will definitely help in enhanced motivation of BSNL workforce which in turn will be supportive in completing and achieving the Targets assigned by GoI to strategic partner BSNL with sole aim of Government of India '**Services to Nation**'

**Hence, we request your honour to consider humble request and folding hand prayer from each and every executive and employee of BSNL, for early implementation of 3<sup>rd</sup> PRC equally for Officers and employees of BSNL and oblige.**

With Warm Regards,

Encl:AA

Sincerely Yours,

  
**Mahadev S. Adasul,**  
**General Secretary**  
**SNEA CHQ, New Delhi.**



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2025@gmail.com

All Communications  
to the General Secretary

## Annexure-A.

### Sub: Important Points supporting our request for implementation of 3<sup>rd</sup> PRC.

1. Strategic partner status of BSNL, working of BSNL on Projects of Government without looking into profit,
2. Affordable services being provided by BSNL to its customers specifically in rural areas,
3. Recommendations of the Parliamentary Committee of Public Undertaking (COPU) of Respected Members of parliament under Telecom Ministry for clearing discrimination among the Salaries of own Officers & Employees of BSNL and the officer BSNL working on deputation,
4. Non-applicability of affordability clause for PSUs working for completing Government Projects, directions of DPE for waiver of affordability clause for BSNL,
5. Cabinet decision on formation of BSNL for extending financial support to BSNL for non- economic telecom services as per directions of Government,
6. Public announcement by then Minister of Communications Respected Shri Ashwini Vaishnav ji in presence of Secretary DoT and CMD BSNL for implementation of 3<sup>rd</sup> PRC on successful installation of 55000 BTS in 2024 and by now BSNL has installed more than One Lakh towers,
7. Net Profit earned by BSNL in two successive quarters.
8. Public Appreciation of BSNL and its executives by Honourable Prime Minister of India for developing Indigenous 4G network convertible to 5G.
9. Announcement by Minister of Communication in parliament that BSNL is not working only for profit and its priority is service.
10. Fact that Employees are not responsible for losses, but the wrong or delayed policy decisions are real Reasons for losses faced by BSNL viz. Delay in allotment of 3G and 4G spectrum to BSNL, Delay on part of Tejas and C-DoT in extending support for Indigenous 4G services, Disparity among BSNL and other Telecom Operators to purchase 4G Mobile Equipment, Addition of workload of services of MTNL without supporting staff and equipments, Competitive and volatile market in Telecom sector., Except R-Jio, all other telecom companies even providing services mainly at profit making areas are in loss and how BSNL can earn profit.

\*\*\*\*\*