



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
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To,

Respected Shri Narendra Modi Ji
Honourable Prime Minister of India,
Seva Teerth, Raisina Hill
New Delhi - 110011



No. SNEA CHQ/Corr/GOI/PMO/2025-28

Dated 11th August 2026.

Subject: Heartfelt Thanks and Gratitude for the support being extended to BSNL and humble request for kind intervention in the pending approval of third PRC for BSNL Executives & Employees.

Most Respected Pradhan Mantri ji,

On behalf of the Sanchar Nigam Executive Association (SNEA), the only recognised Association of BSNL Officers serving at different corners of India and on my personal behalf, I extend heartfelt gratitude and sincere thanks to your esteemed leadership for the support being extended to BSNL through different revival packages and also for giving opportunity to BSNL for successful rollout of Swadeshi 4G Network.

The launch of this fully indigenous **4G Swadeshi Network** stands as a historic milestone, not just for BSNL, but for the entire Nation. It is a testament to your visionary call for "**Atmnirbhar Bharat**", which has now been translated into a proud reality in the field of telecommunications.

This achievement is more than just a technological advancement but it is a symbol of **National Pride, Resilience, and Self-reliance**. By empowering BSNL with a homegrown 4G solution, your honour has reaffirmed commitment to strengthening Public Sector Enterprises and ensuring digital sovereignty for India.

Under your leadership, India now stands proudly among the **five nations globally** that are developing next-generation mobile networks. It fills us with immense pride that this has been achieved through BSNL and other Indian PSUs, elevating BSNL to new heights which is more than our expectations.

Sir, BSNL and its workforce are fully committed to rising to this occasion and will continue to dedicate ourselves to providing world-class telecom services to every corner of the country, particularly in rural and underserved areas. We all the officers of BSNL stand with your great leadership and vision ahead of nations making every Indian feel proud from bottom of heart.

We strongly believe that with such great leadership, guidance and support from your high office, BSNL will continue to flourish and will surely continue to contribute more and more to your missions **Atmanirbhar Bharat** and Digital India empowering every Indian citizen by all means.

Honourable Sir, when BSNL is being given every possible support, its workforce is facing certain hardship not because of Government, but due to the poor approach of certain officers dealing with Pay Revision of about 55000 Executives and Employees of BSNL serving at nook and corner of India.

We fully agree with the introduction of the affordability clause for commercial PSUs, but BSNL is a Strategic PSU working for the Nation without looking into loss of profits from services provided and this clause should not be applied for Strategic PSU.

But the last nine years, the officers in Dept of Telecommunications are applying only affordability clause and not adhering to other clauses viz. Strategic PSU, working for digital India mission and other projects of Government like 4G Saturation Project for Mobile services in Rural and Remote areas, PSU working without looking into loss/profit. The detailed list of points supporting affordability clause are attached for kind and sympathetic consideration of our request for approval of third PRC for BSNL Executives. **Annexure-A**

The above facts clearly establish that BSNL is a strategic national asset entrusted with responsibilities far beyond commercial profitability. It is implementing critical Government projects, providing affordable telecom services to millions of citizens, strengthening indigenous telecom capabilities, supporting national security and digital connectivity, and serving rural and remote areas where commercial operators may not find adequate economic incentives. BSNL is not merely a commercial enterprise, but it is a strategic national institution serving the Nation First.

At the same time, BSNL has demonstrated substantial improvement in its operational performance, including sustained EBITDA-positive results, significant expansion of its mobile network and achievement of net profit in successive quarters.

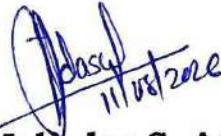
Therefore, applying the affordability condition in a rigid manner to BSNL, without taking into account its strategic role, Government-mandated responsibilities, social obligations and national service commitments, would not adequately reflect the ground realities.

In the larger national interest and in recognition of the dedicated contribution of employees and executives of BSNL, it is earnestly requested that the affordability condition may kindly be waived for BSNL and the 3rd Pay Revision Committee may be implemented for BSNL employees/executives at the earliest.

With Profound Respect and Gratitude and Highest Regards,

Encl: AA

Sincerely Yours,


Mahadev S. Adasul
General Secretary
SNEA CHQ

Subject: Important points supporting the request for implementation of 3rd PRC for BSNL Executives and Employees

1. **BSNL is a PSU Primarily Engaged in Government Projects:** The Pay Revision Committee itself has recommended that the affordability condition should not be applied to PSUs engaged in the execution and completion of Government projects. BSNL, being a strategic PSU, is extensively engaged in such projects and national telecom initiatives and hence affordability clause is not applicable to BSNL. But over the last ten years Dept. of Telecom has not yet given consideration to this clause of third PRC recommendations.
2. **BSNL is a Strategic PSU Serving National Interest:** BSNL is a Strategic Public Sector Undertaking, entrusted with implementing critical Government projects and providing telecom services in areas where commercial viability is often not the primary consideration. Its role is therefore fundamentally different from that of a purely profit-oriented commercial entity. PSUs performing such strategic and Government-assigned functions deserve appropriate consideration while applying the affordability condition.
3. **Government Assurance of Financial Support to BSNL:** BSNL was constituted pursuant to a Cabinet decision, with the Government recognising the need to provide financial support for non-economic and socially essential telecom services undertaken by BSNL in accordance with Government directions. Such mandated responsibilities cannot be evaluated solely on the basis of commercial profitability.
4. **Recommendations of BSNL Board for approval of Third PRC for BSNL Executives and Employees:** BSNL Board has recommended for approval of third PRC for BSNL Executives with 15% fitment formula vide letter No. BSNL/SR/38-2/SR/2016 Dated 14/03/2017. Further after signing of Wage Negotiation agreement with recognised Unions, BSNL Board has recommended for approval of Wage Revision for Employees and same is forwarded to DoT vide letter No. BSNLCO-SR/15(11)/1/2025-SR Dated 24/02/2026 with due recommendations and early approval of third Pay/Wage revision for all Employees. Further, on our submission, Honourable Minister of Communications and DoNER Respected Shri Jyotiraditya Scindia ji, has issued directions to DoT and BSNL Management calling for status of PRC implementation and the details have been sent by BSNL vide letter No. BSNLCO-A/11(15)/1/2025/ESTAB Dated 27/02/2026. The further course of action from Dept of telecom for making proposal for waiver of Affordability clause or granting PRC as per the other provisions of DPE guidelines and other justification is till awaited.

5. **Recommendation of Dept. of Telecom for Waiver of Affordability Clause:** As per directions of then MoC (I/C) Shri. Manoj Sinha ji, after meeting with CMD BSNL along with Unions /Associations of BSNL and initial understanding thereof, the Department of Telecommunications, vide Letter No. 11-1/2017-SU-II dated 20/032018, has recommended to the Department of Public Enterprises for waiver of the affordability clause in respect of BSNL.
6. **DPE Directions for Waiver of Affordability Clause:** In response to DoT letter above, DPE vide Letter No. W-02/0004/2018-DPE-WC dated 18/04/2018, conveyed directions to DoT for taking up the matter for the approval of the Cabinet for waiver of the affordability clause for implementation of third PRC in BSNL. However, the required action in this regard is awaited from DoT even after eight years of this order from DPE.
7. **PSU providing Affordable Telecom Services to public:** BSNL continues to provide affordable telecom services, particularly in rural and remote areas, in the larger public interest. Its tariffs are significantly lower than those of private operators in several service segments. Such affordable services directly impact BSNL's revenue and profitability, but are essential for ensuring affordable digital connectivity to citizens, especially in rural and underserved areas. BSNL has also refrained from frequent tariff increases despite tariff revisions by other operators.
8. **Recommendations of the Parliamentary Committee:** The Committee on Public Undertakings (COPU), comprising Hon'ble Members of Parliament, has examined issues relating to BSNL and has highlighted the need to address the disparity in pay and service conditions between BSNL employees/executives and officers working in BSNL on deputation from the Government.
9. **Assurance by the Hon'ble Minister of Communications:** The then Hon'ble Minister of Communications, Shri Ashwini Vaishnaw Ji, in the presence of Secretary, DoT and CMD, BSNL, during the SNEA Conference, had assured that implementation of the 3rd PRC would be considered upon successful installation of 55,000 BTSs in BSNL. BSNL has since achieved this milestone by a substantial margin and has installed more than one lakh BTSs, demonstrating the successful turnaround and expansion of its mobile network.
10. **Achievement of Net Profit:** With the sustained support of the Government of India through successive revival packages and the dedicated efforts of its workforce, BSNL achieved net profit in two successive quarters after a prolonged period of 17 years. Although the net-profit position could not be sustained subsequently, largely due to the impact of depreciation arising from substantial investment in new infrastructure, the achievement clearly demonstrated the underlying

improvement in operational performance of BSNL. Though, BSNL is not working only for profits as required under affordability clause for implementation of 3rd 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 in two consecutive quarters and it is appreciated by your high offices and Honourable PMO.

11. **Sustained EBITDA-Positive Performance:** With the supportive initiatives of the Government and continuous efforts by DoT and BSNL towards operational efficiency and reduction of avoidable expenditure, BSNL has remained EBITDA positive for the last six years, since 2021. This sustained EBITDA-positive performance is a significant indicator of the improvement in BSNL's operational viability.
12. **Position of BSNL among Revenue Earning PSUs:** As per PE Survey 2024-25 report, BSNL Ranked 24th among 270 CPSEs in terms of generating revenue from Operation which shows its commitment to generation of revenue. BSNL is facing losses due to different reasons and mainly due to loss making services in rural area to support objectives of Government.
13. **Substantial Revenue with a Leaning Workforce:** With a workforce of approximately 55,000 employees, BSNL is providing telecom services on a pan-India basis and generating annual revenue of more than ₹25,000 crore. However, its financial position is affected by substantial statutory, spectrum-related and other legacy obligations, as well as the cost of maintaining a nationwide network. Therefore, the absence of sustained net profit cannot be viewed in isolation while assessing BSNL's eligibility for pay revision.
14. **Contribution in developing the Indigenous 4G Mobile Network, the dream project by Prime Minister of India:** At the initiative of the Hon'ble Prime Minister, BSNL has played a pivotal role over the last several years in the development and deployment of the Indigenous 4G Mobile Network, which is designed to be upgradeable to 5G. The successful development and deployment of the indigenous 4G network by BSNL and its workforce represents a major achievement in the Government's vision of **Atmanirbhar Bharat** and has also been appreciated by the Hon'ble Prime Minister in his address to the nation.
15. **Service Oriented Organisation, Not Merely a Profit-Oriented Enterprise:** The Government has repeatedly emphasised that BSNL is a service-oriented organisation and that its primary responsibility is to provide reliable and affordable telecom services rather than merely maximise profits. The Hon'ble Minister of Communications has also stated in Parliament that BSNL's role cannot be assessed solely on the basis of profitability, as its foremost priority is serving the nation.

16. **Employees Are Not Responsible for Historical Losses:** The Government has acknowledged on various occasions, including through statements of the Hon'ble Minister of Communications and the Hon'ble Finance Minister, that BSNL employees are not responsible for the historical losses of the company. Several policy and external factors contributed significantly to these losses, including delayed allocation of 3G and 4G spectrum to BSNL, delays in the development and deployment of indigenous 4G technology, restrictions and disparities in procurement of 4G mobile equipment compared with other telecom operators, additional responsibilities arising from the integration of MTNL services without commensurate manpower and infrastructure support, intense competition and volatility in the telecom sector and other policy and regulatory constraints that adversely affected BSNL's competitiveness.
17. **Disparity among serving executives in granting PRC:** All the higher officers working BSNL are getting benefits of 7th CPC/3rd PRC and ready to accept the benefits of 8th CPC in Year 2026, but all the Executives 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.
18. **Telecom Sector Itself Faces Severe Financial Challenges:** The financial difficulties faced by BSNL need to be viewed in the broader context of the highly competitive and capital-intensive telecom sector. Over the years, a large number of telecom operators have exited the Indian market due to the enormous financial and technological challenges. BSNL, however, has continued to survive, expand its network, implement major Government projects and provide affordable telecom services across the country.

In such circumstances, expecting BSNL to continuously maintain net profit for three consecutive years merely to satisfy the conventional affordability criterion for implementation of the 3rd PRC may not be realistic. BSNL's mandated role as a strategic and service-oriented PSU, rather than a purely profit-maximising commercial entity, must be duly recognised while considering pay revision.
