



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Respected Dr. Chandra Sekhar Pemmasani ji,
Hon. Minister of Communications and Rural Development,
Government of India, Sanchar Bhavan,
Ashoka Road, New Delhi 110001.

No. SNEA CHQ/GOI/2025-28/PRC

Dated 25th August 2026.

Subject: Thanks for firm assurance to Parliament for consideration of Wage/ Pay Revision for BSNL Employees and request for giving consideration to the points other than the affordability clause.

Ref: Replies to unstarred PQ No. 4005 Dated 12/08/26 & No. 2893 dated 13/08/26.

Respected Sir,

With reference to above unstarred Parliament Questions replies under reference 1 & 2 by your honour in Parliament Monsoon session, we submit the following few lines for kind and sympathetic consideration and giving justice to BSNL Executives and Employees giving their best with mission Nation First.

First of all, on behalf of more than 55000 serving Executives/Employees of BSNL and on my personal behalf, I convey sincere thanks and gratitude to your honour for firm assurance for confirming that the recommendations contained in the Wage Revision Committee report are dealt in accordance with the extant policy framework, the applicable guidelines issued by the DPE and additional financial implications.

Though, both the replies are conveying present status as per Parliamentary Questions asked, but its continued connection only with Affordability clause has enhanced ongoing unrest among the workforce of BSNL and hence we request for kind intervention of your high office for resolution of this long pending HR issue affecting each and every Executive/Employee of BSNL.

Honourable Sir, in this regard it is to respectfully submit that since last six years, only linking of Affordability clause is being updated by the concerned officers in DoT/BSNL to your honour and the same is being presented to the Parliament. But apart from this affordability clause, there are certain points in support of approval PRC for BSNL Executives and Employees which needs kind and sympathetic consideration of your high office. These points are never produced by the concerned officers in deciding the third PRC issue thereby denying the Pay/Wage Revision to BSNL Executives/Employees.

By understanding this approach by certain officers, vide our Request vide letter No. SNEA CHQ/GoI/MoC/Corr/2025/PRC Dated 26/12/2025 (**Annexure-A**), we have submitted details to Honourable Minister of Communications & DoNER, the points which are in favour of approval of third Pay/Wage Revision to BSNL Executives and Employees.

The Honourable Minister of Communications & DoNER was kind enough to give sympathetic consideration to our request and call for a detailed report from DoT and in turn from BSNL. Accordingly BSNL has submitted the said report vide letter vide request letter No. BSNLCO-A/11(15)/1/2025-ESTAB Dated 27/02/2026. (**Annexure B**). But for the last six months the same is being discussed within DoT and not submitted to the Honourable Minister Of Communications & DoNER. We are also pursuing this issue and we have received a positive response from concerned officers, but it is moving very slowly thereby delaying justice.

By understanding the ongoing dilemma, we have once again submitted a prayer vide request letter No. SNEA CHQ/GoI/MoC/Corr/2025-28/PRC dated 10/08/2026 to Honourable Minister of Communications & DoNER humbly requesting for kind intervention (**Annexure C**) and for the following necessary directions to concerned officers in DoT for:

1. Submitting status of third PRC implementation as desired by the high office of Honourable Minister Of Communications & DoNER.
2. Follow directions of DPE vide Letter No. W-02/0004/2018-DPE-WC dated 18/04/2018, for taking up the proposal for waiver of the Affordability clause for approval of the cabinet and then approval of third PRC to BSNL Executives and Employees.
3. For consideration of the options/points other than the Affordability clause for approval of third PRC for BSNL Executives and Employees.

All these details under point 3 above, are clearly mentioned with full justification in letter No. BSNL/38-2/SR/2016 dated 14/03/2017 (**Annexure D**), by then CMD BSNL for approval of third PRC for BSNL Executives, and it fully justifies the approval of third PRC with 15% fitment formula.

But since last nine years, these points are not given sympathetic consideration and only focus is kept on Profit from BSNL services and Affordability clause, **when BSNL is not working only for profit earning**, but it is working for different missions of the Government including affordable services to customers in Rural and remote area, wherein chances of profit due to this approach are as good as nil.

Apart from the above, the following points may also be given consideration about calculating Profits of BSNL and approval of third PRC by DoT.

- BSNL was formed to be out of control of DoT, the regulatory body, but over the period BSNL was and is totally controlled by DoT. Though DoT is owner of BSNL, it is seen that BSNL is facing losses as DoT has taken certain decisions against the interest of BSNL but directly or indirectly supporting DoT. As per our information, DoT has taken more than Rs 1,18,000 Crores (Rupees One lakh Sixteen Thousands Crores) from BSNL and the same is not being refunded/adjusted to BSNL after repeated requests. If this Money is returned or adjusted by DoT, then BSNL will be in full profit and will continue to pay dividend to the Government, as was doing in the initial years of its formation. Details attached as **Annexure-E**.
- **Losses due to Affordable services by BSNL:** BSNL is mainly working for providing affordable Telecom services to esteemed customers in City as well

as rural areas. Private Companies are providing Telecom services at four to six times rates of BSNL and till they are in losses. Providing affordable services by BSNL is mandatory for BSNL as per the Cabinet decision for formation of BSNL. It may be please seen that BSNL is providing data at an average rate of Rs 3.5 per GB while other operators are providing data at Rs 8 per GB and above up to Rs 14 per GB. If BSNL also stops affordable services, it will be in profit as its revenue will double. As it is responsibility of BSNL to provide affordable services as per the cabinet approval, as per the same cabinet approval, it is mandatory to Government to take care of financial viability of BSNL, which is taken care by Government to extent of requirement of BSNL but not given minimum level of consideration when it is turn of employees and in extreme approach even approval is not accorded for PRC of executives and this dilemma continues for last seven to nine years.

- **Improvement of Performance of BSNL:** It may be please seen that over the years BSNL has shown excellent performance and even in add circumstances in the Telecom sector, the performance of BSNL has improved from poor to Very Good. The details may be seen from the following reports.
 - a. MoU Score and rating of BSNL
 - b. BSNL Revenue Performance 2017 to 2026
 - c. Performance of BSNL as per PE Survey Report 2024 25
- It is important that **BSNL has not asked for any financial support from Government of India for implementation of 3rd PRC and shown readiness for bearing from its own resources** but the proposal is awaiting approval by DoT for years together and the entire workforce of BSNL is suffering huge financial issues.

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 as BSNL is not working with sole aim of profit there are no chances of pure profit for BSNL in coming years also. This has been clearly mentioned in the letter by then CMD BSNL and hence recommended for implementation of third PRC with 15% fitment.

Further Employees and Executives of BSNL have given their best to BSNL which has been always appreciated by all including Honourable Prime Minister of India Shri Narendra Modi ji. The employees or merely their actions are not responsible for losses being faced by BSNL and hence the present approach of linking PRC only with Affordability for granting third PRC is not correct and needs review by giving DPE directions for waiver of this clause and all other points as referred above in this letter and annexure.

The approval of third PRC for BSNL Executives will resolve the issues faced by employees of BSNL as they also signed wage Negotiation agreement with BSNL management as per fitment formula applied to the executives and once Pay Revision is approved for Executives, the same will be approved by BSNL Board for all Employees. It will further resolve the hardship faced by more than four lakh retired/

VRS opted employees/executives of BSNL as the Pay revision will automatically enhance Pension Revision which is also pending for the last nine years. This will conclude all court cases on Pension revision and it will save certain lakhs of rupees of Govt on pursuing these court cases on pension revision and will save man hours and precious time of senior officers of DoT which is being consumed on nonproductive pending court cases.

PRAYER

We respectfully submit our humble request and Prayer that

- A. **Implementation of 3rd PRC for BSNL executives is need of hour and as assured by your honour by going ahead with** directions of DPE for seeking approval of the Cabinet for waiver of Affordability clause and granting third PRC for Employees and Executives of BSNL.

OR

- B. Approval of third PRC for BSNL Executives by considering the other points submitted by CMD BSNL vide letter dated 14/03/2017 and our subsequent requests.

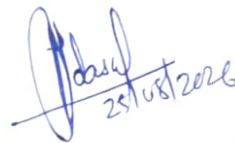
The resolutions of this major issue affecting each employee and executive of BSNL, will definitely help in enhanced motivation of BSNL workforce which in turn will be supportive in completing and achieving the Targets assigned by GoI to strategic partner BSNL with sole aim of Government of India '**Services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

Hence, we once again convey sincere thanks and gratitude and request your honour to consider humble request and folding hand prayer from each and every executive and employee of BSNL, for early implementation of 3rd PRC equally for all and oblige.

With Warm Regards,

Sincerely Yours,

Encl: AA



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

Copy to:

1. **Respected Shri Jyotiraditya Scindia ji** Honourable Minister of Communications and DoNER New Delhi for kind information please.
2. **Respected Shri Amit Agarwal ji**, Secretary Telecom for kind information and with request to accord kind and sympathetic consideration to third PRC proposal submitted by BSNL.