

# **ALL UNIONS AND ASSOCIATIONS IN BSNL KERALA CIRCLE**

To

**Smt. Aruna Sundararajan,  
Secretary, Department of Telecommunications,  
New Delhi.**

Respected Madam,

We, All Unions and Associations in BSNL, Kerala Circle submit the following for your information and kind consideration.

## **I. Financial Support extend to Kerala BSNL to rebuild its infrastructure lost due to the unprecedented natural calamity.**

As you aware that due to the recent flood in Kerala affected large number of our Exchanges and BTS are affected the services in the flood affected area. Our employees are fully engaged in restoring the affected services which is being appreciated by the entire media. It is reported that only BSNL services was available during the flood period. In this context we humbly request your goodself for kindly extending maximum financial support to Kerala BSNL to rebuild its affected infrastructure.

## **II. Financial Assistance to Employees**

Due to the recent floods, considerable employees have lost their homes and household utensils. Financial assistance is inevitable to reconstruct their normal life. So we request that necessary measures may be taken to give maximum financial support to our employees at the earliest.

## **III. 3rd Pay Revision for the BSNL employees with full 15% fitment.**

BSNL is in revival mode and the employees should be further motivated. Considering the strategic importance of BSNL which meets the social obligations of the Govt, the affordability clause of 3rd PRC needs to be exempted for BSNL. BSNL employees will not be eligible for the 3rd Pay Revision due to affordability clause even after a span of 10 years where as no such conditions exists in respect of Govt employees, employees of banking sector, Insurance sector etc. Even for loss making banks, wage revision taken place. In other sectors like banking sector, Insurance sector and Govt sector, profitability or affordability are not at all a criteria to decide the pay revision. We feel that BSNL



requires special consideration at this stage when it is under revival mode, under fierce competition. BSNL Board recommended 3rd Pay Revision with 15% fitment and sent the proposal to the Govt for approval. BSNL management expressed its readiness to meet the additional expenditure on account of pay revision through internal resources, without any support from the Govt. Pay Revision is absolutely required to motivate the BSNL employees who are fully involved in the revival of BSNL. Out of 1.85 lakh employees, 1.5 lakh employees of BSNL are Govt employees absorbed in BSNL after the formation of BSNL on 01.10.2000. After BSNL formation, BSNL paid about 1.76 lakh Crores as salary to the employees from its own resources and saved that much money for the Govt exchequer. Thus the implementation of 3rd Pay Revision, with 15% fitment benefit in BSNL, is must to keep the employees motivated and to turn around BSNL.

#### **IV. Abandon the move for Tower Subsidiary formation:**

The decision of Government to off load most powerful and potential assets of BSNL, 66,000 mobile towers, gravely threatens to decelerate an otherwise accelerating growth of BSNL, besides endangering its very existence. It will lead to disinvestment and eventually privatization of the most strategic and prestigious CPSU which enable the Government to successfully and effectively implement telecom policies, maintain competitiveness in the telecom market and defeat cartelization of private operators and also to meet social obligations of the telecom policies of the Government in an extraordinary and exemplary manner. In the name of monetization of assets, BSNL cannot be allowed to get disintegrated. Tower sharing growth of BSNL is accelerating at satisfactory proportion of 25% and this can be significantly increased without fiddling with the existing structure of BSNL in any way whatsoever. This move of the Government to form Tower Subsidiary will disintegrate and weaken BSNL. The creation of BSNL's Tower subsidiary should immediately be abandoned.

#### **V. Kind intervention to allot 4G spectrum as per the Detailed Project Report (DPR) submitted by BSNL Board to DoT for its immediate consideration.**

All other operators launched 4G services long back but BSNL could not start as Govt didn't allotted 4G spectrum. BSNL will be out of competition from the Telecom market if it is not allowed to launch 4G services immediately as in the case of 2G.

Telecom Industry entered into the next revolution through high speed Data. After the entry of Reliance Jio, the competition became tougher. Unfortunately Govt is compelling BSNL to compete with the private operators without even having the 4G services and 4G spectrum. BSNL is the only Telecom operator meeting the social obligations of the Govt. For accomplishing the Govt objectives, BSNL is implementing all the Govt projects like NOFN (BharatNet), LWE project, NFS project etc without much compensation, incurring huge losses to the company.

Without launching 4G services, BSNL cannot compete with other private operators in the highly competitive Telecom market. It is high time for your goodself to intervene and support BSNL, otherwise BSNL will miss the "DATA BUS" also as in the case of "VOICE BUS". Our earnest



appeal to goodself is to direct concerned officers in DoT to allot 4G spectrum to BSNL, based on the DPR submitted by the BSNL Board.

#### **VI. Pension Contribution.**

Your kind personal intervention is earnestly and urgently solicited to direct concerned officers in DoT(Finance) to give a favorable recommendation to Dept of Expenditure (DoE) in this regard so that DoE will take a favorable decision, allowing BSNL to pay the pension contribution on actual basic pay in tune with orders of DOP&T dated 19.11.2009 in letter and spirit. When the employees, BSNL management and Govt are trying to revive BSNL, it is high time that DOT does not overburden BSNL by arbitrarily forcing it to pay Pension Contribution on maximum of the pay scale.

#### **VII. Pension Revision**

Pension for the BSNL Pensioners is governed by Rule 37A of the CCS Pension Rules, 1972. Pension is paid by the Govt from the Consolidated Fund of India. Since Pension is paid by the Govt, affordability or profitability of BSNL is not at all affects the pension revision. For the Govt Pensioners retired from BSNL, the pension contribution as decided by the Govt is already paid in full by BSNL to the Govt, till their retirement. 3rd PRC recommendation is only for the pay revision of the Executives unlike Central Pay Commission (CPC) where pay revision and pension revision were part of the terms of reference and recommendations of CPCs. Pension revision for Govt Pensioners retired from BSNL was not part of terms of reference of 3rd PRC and hence no recommendation is given by 3rd PRC in this regard. Another reason is that 3rd PRC is only for the Executives, not for the Non-Executives. Last pension revision w.e.f 01.01.2007 for the Govt Pensioners retired from BSNL was done through a Union Cabinet decision. With regards to fitment, Union Cabinet already decided 15% fitment on IDA scales based on 3rd PRC recommendations.

In view of the above submissions, your kind personal intervention is solicited to take urgent steps to get the pension revision implemented for the Govt Pensioners retired from BSNL w.e.f. 01.01.2017 with 15% fitment.

With kind regards,



Convener,  
All Unions and Associations in BSNL,  
Kerala Circle.