

Wage Revision for non-executive employees in BSNL

[BSNL/38-1/SR/Rectt./2009 Dated, 19th June, 2009]

To further discuss various issues relating to wage negotiation of non-executive employees a meeting of official and staff side members of the committee was held on 05.06.2009 in Committee Room, 2nd Floor, Eastern Court, New Delhi. Following members attended the meeting.

Official side Members:

1. Shri R.K.Batra, PGM (Rectt.)
2. Shri D.P.De, GM (Estt.)
3. Shri Shakeel Ahamad, GM (SR)
4. Shri A.K. Gautam, DGM (Rectt.)
5. Shri C.P.S. Verma, AGM (Rectt.-I)
7. Shri L.M. Kandpal, AGM (SR-III)

Staff side members

1. Shri V.A.N. Namboodiri, GS, BSNLEU
2. Shri Suresh Kumar
3. Shri V.Subburaman
4. Shri R.Venkitaraman
5. Shri Asoka Babu
6. Shri B.R. Jakhatia
7. Shri K.R. Yadav
8. Shri Hakam Singh

Minutes of the meeting held on 18.05.2009 between representatives of United Forum of BSNL and Management under the chairmanship of Director (HR) issued vide letter No. BSNL/7-6/SR/2009 dated 18th May 2009 were reviewed.

1. Immediate settlement of Wage Revision for Non-executives: The staff side was informed that the issue of five year periodicity for revision of wages has been referred to DoT. GM (SR) was requested to supply copy of the same to the members of the staff side.

2. Fitment benefit on par with top executives on pay + 78.2% of pay: The staff side was informed that for executives, fitment benefit on pay + 68.8% of pay has been granted. The decision regarding fitment benefit on pay + 78.2% of pay for executives is yet to be taken. The staff side told that in some of the PSUs fitment benefit of 30% on pay + 78.2% of pay has been accepted in principle for non-executives and they demanded the same for non-executives in BSNL also.

3. Five year periodicity for wage revision: Already discussed above.

4. Interim Relief @ 50% of basic pay or Rs.3000, whichever is more, be paid every month with effect from 01.01.2007, pending finalization of Wage Revision Agreement and it's approval by DoT/DPE: Orders for payment of six months basic pay as per mutual agreement between Union & Management have already been issued by BSNL management. This issue may be closed for present.

5. HRA at par with the rates implemented for Central Govt. employees w.e.f. 01.09.2008: Orders in this regard based on DPE guidelines and Presidential directives w.e.f. 27.02.2009 in pre-revised pay have already been issued. Further for protecting any

loss in pay in A-1 cities, decision for continued pay of money equal to earlier CCA has also been communicated. Staff side demanded for protection of revised HRA rate for the towns/cities which were earlier classified as B-2 class cities etc., but not fulfilled the population criterion as per revised HRA rules.

6. Annual Increment at the rate of 5% on basic pay be granted cumulatively for non-executives alongwith the revised pay scales with effect from 1.1.2007: Staff side demanded increment in the revised pay scales at the rate of 5% on basic pay. Management side said as per DPE orders, in the wage revision, the executives were granted 3% of basic pay as increment. Staff side pointed out that in ONGC, increment rate of more than 3% on basic pay was already in force for non-executives since last wage revision. Management side informed that these issues can be discussed further.

7. Pay fixation on promotion: Fitment benefit of two increments (10% of pay in the existing scale) be granted while fixing the pay in the promoted scale with effect from 1.1.2007: Staff side said that its demand for grant of two increments for pay fixation on promotion be accepted and pointed out that in ONGC, for pay fixation on promotion, more than one increment (example: normal increment 3.5% and increment added for pay fixation on promotion 4.75%) was being added since last wage revision.

8 (a) Pensionary benefits for absorbed employees on par with central govt. employees: Staff side pointed out that the order issued by DoT on 4.5.2009 extending revised pensionary benefits of Central Government Employees to BSNL absorbed employees should have mentioned the relevant orders of the Department of Pension for clarity, since such doubts are being raised by some authorities while settling pension benefits. Management side said if a clarification is required, it should be asked in writing by concerned DoT unit so that it can be taken up further with DoT Headquarters.

8 (b) Pension Scheme for BSNL recruitees: In the case of BSNL recruitees, their post retirement benefit is governed by EPF Act which also have the facility of Employees Pension Scheme. The details of Scheme is enclosed.

8 (c) 50% IDA merger for Pensioners: The Staff side requested the Management to further taken up with DoT for early orders for of 50% IDA merger for prior to 1.1.2007 BSNL pensioners.

9. Allowances and perks on par with executives: Staff side demanded for settlement of perks and allowances, without linking with settlement of fitment benefit and said that such a procedure was adopted in some PSUs like BEL. Management side said this can be looked into, however it is better to link up both issues side by side.
