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|  BHARAT SANCHAR NIGAM LTD. | BHARAT SANCHAR NIGAM LIMITED (A GOVERNMENT OF INDIA ENTERPRISE) SR Cell, Corporate Office 8th Floor, Bharat Sanchar Bhawan, Harish Chander Mathur Lane, Janpath, New Delhi-110001 |
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No. BSNLCO/38-1/SR/2016

Dated: 21.10.2024

Sub: Record of discussion of the reconstituted Joint Committee on wage revision for Non-Executive employees w.e.f. 01.01.2017 in BSNL held on 22.03.2024.

The 8th meeting of the reconstituted Joint committee was held on 22.03.2024 in the Library Room, 6th floor, Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting:

Management Side:

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| 1. Shri R K Goyal | CGM (CNTX-North) | Chairman |
| 2. Shri Saurabh Tyagi | CGM (J&K.) | Member |
| 3. Shri P C Bhatt | PGM (CBB) | Member |
| 4. Smt. Anita Johri | PGM (SR) | Member |
| 5. Shri S P Singh | PGM (Estt.) | Special Invite |
| 6. Shri V K Sharma | DGM (Estt.) | Special Invite |

Staff Side:

| | |
|---------------------------|---------------------|
| 1. Shri Animesh Mitra | Member BSNLEU |
| 2. Shri P. Abhimanyu | Member BSNLEU |
| 3. Shri John Verghese | Member BSNLEU |
| 4. Shri Suresh Kumar | Member BSNLEU |
| 5. Shri Manu Mehra | Member BSNLEU |
| 6. Shri Islam Ahmed | Member NFTE (BSNL) |
| 7. Shri Chandeshwar Singh | Member, NFTE (BSNL) |
| 8. Shri K S Seshadri | Member NFTE (BSNL) |

At the outset, PGM (SR) welcomed the worthy Chairman and all the participants from the management and staff side.

Chairman welcomed all the participants and stated that the deliberations may not be posted on the union websites as the negotiations have not concluded yet.

2.0 Discussion

In continuation of last meeting on wage negotiation held on 5.3.2024, discussion on pay scales, fitment and allowance were held. Management side emphasised on the discussions held on 28.11.2022 and 2.12.2022 and apprised the staff side that these pay scales will largely address the stagnation issue. The stagnation cases submitted by staff side have been analysed.

2.1 Stagnation issue

Cases submitted by staff side were discussed.

Staff side apprehended whether the proposed pay scales will largely address stagnation issues or not.

Management side informed that in order to largely address the stagnation issues, management is ready for small tinkering with maximum of proposed pay scale from NE-2 to NE-5.

2.2 Allowances issue

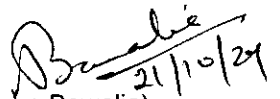
Staff side requested for revision of allowances to Non- Executives. The staff side stated that the Management should accept at least revision of HRA.

Management side informed that wage revision even at 0% fitment, if approved, will result in considerable financial burden. Revision in allowances can be dealt separately after basic pay scale and fitment are approved by competent authority.

It was agreed that staff side will provide data/live cases of stagnation before moving on for further discussion/meeting.

Vote of thanks was conveyed by CGM, J&K. The meeting concluded in a positive note.

This is issued with the approval of competent authority.


(Asha Bawalia)
21/10/24
DGM (SR)

To

All Members of the Joint Committee

Copy to:

1. PS to Director (HR), BSNL