

Minutes of the 2nd exploratory meeting on 'Wage Revision for Non-executive Employee in BSNL' held on 15th December, 2008.

[No.BSNL/38-1/SR/2006/ Dated 19.02.2009]

The following members of "Wage Revision Committee" were present in the meeting held on 15.12.2008 at 11:00 Hrs in 8th floor meeting room to discuss the memorandum, furnished by General Secretary, BSNLEU. The meeting was presided by GM (EF).

Participants:

Management Side

- (1) Mrs. A. Panda, GM (EF) Member
- (2) Shri Shakeel Ahmad, GM (SR), Member
- (3) Shri P.K. Purwar, GM (CA), Member (Co-opted)
- (4) Mrs. Anima Roy, DGM (SR), Convener
- (5) Shri L.M. Kandpal, AGM (SR-III)

Staff side

- (1) Shri V.A.N. Namboodiri
- (2) Shri V.Subburaman
- (3) Shri Devi Prasad Patwa
- (4) Shri Suresh Kumar
- (5) Shri R.S. Chauhan
- (6) Shri N. Kannadasan
- (7) Shri Satnam Singh Tomar

GM (SR) welcomed the members of the committee and representatives of unions. He stated that the memorandum by union needs to be revised because some of the issues are already settled in the recommendations of 2nd PRC and the approved report of Govt.

General Secretary, BSNLEU pointed out that the 6th CPC recommendations have been implemented in BSNL for non-absorbed employees & officers and arrears are also paid. He further stated that recommendations of DPE/Govt. on 2nd PRC for executives of CPSEs have been released and shortly will be implemented for executives of BSNL, but so far wage negotiation for non-executive employees has not yet started. GM (SR) clarified that guidelines from administrative ministry is still awaited. However, he suggested that the committee may start discussion on memorandum submitted by the recognised union.

Thereafter point wise discussion on memorandum of wage revision for non-executives in BSNL started.

- 1. Periodicity:** General Secretary, BSNLEU stated that in PSUs wage revision was after every 5 year till 5th round of wage revision but during the 6th round of wage revision w.e.f. 01.01.1997, the 10 year period was introduced. In the 7th round of wage revision, the DPE has again issued guidelines on 5 year wage revision. We demand that BSNL shall implement the 5 year wage revision policy. In reply, the official side stated that in a company wage revision period should be same. Moreover, the promotion policy has been finalized; it will have effect on that also. Secondly if 5 year proposal is considered, we require new IDA and government has to tell 2 series of DA, one for 10 years and another for 5 years. However, union has been requested to submit detailed methodology for execution in BSNL.
- 2. Merger of 50% IDA w.e.f. 01.01.2005:** Staff side members mentioned that the issue of IDA merger for working employees is resolved and requested to the management for early settlement of 50% IDA merger for pensioners also. The official side informed the members that the matter has already taken up with DoT.

3. **Interim Relief:** Staff side members mentioned that the implementation of wage revision for non-executives will take 3-4 months. Therefore, an amount 50% of pay subject to minimum of Rs.3000 may immediately be paid. The official side informed the members that the matter has already been referred to DoT by the management.
4. **Wage revision for Non-executives:** General Secretary, BSNLEU said that the existing ratio of pay between executives and non-executives is 1:7. He wanted that the ratio may be reduced so that the difference also is less. Staff side further demanded for minimum wage should be Rs.14000 for non-executives. Official side told that the maximum pay scale for non-executive is fixed as E-1 in the promotion policy and other scales can be derived during wage negotiation process.
5. **Pay scales be open ended:** Staff side demanded for open ended scales, for which management side members did not agree. Official side informed that pension contribution is to be paid on the maximum of the pay scales, therefore pay scales can't be kept open ended. The staff side understood the logic and said they will examine the suggestion.
6. **Retirement benefits:** the staff side members told that the pension and other retirement benefits are to be paid on revised IDA pay scales for DoT employees absorbed in BSNL as per government rules applicable for Central Govt. employees. Staff side members have been requested to submit their views on, whether the revision of pension mechanism is to be made according to 6th CPC or as per guidelines issued by Department of Pension in 2003.
7. **HRA and CCA:** Issue of HRA and CCA is not in the purview of wage revision committee. HRA and CCA for BSNL absorbed employees are being paid as per central government rules. The staff side wanted the increased HRA/CCA as per 6th CPC to be implemented early.
8. **Performance related pay:** Staff side was not convinced with proposal of performance related pay and they said that it will be very difficult to measure the individual performance. GM (CA) mentioned that revenue and wage revision are linked, therefore, we should have some mechanism like Performance related pay to make individual responsible. The staff side members have been asked to consider the proposal.
9. **Supplementary memorandum keeping in view 2nd PRC report:** Staff side members were requested to submit a revised proposal evaluating proposal in view of 2nd PRC report.

The meeting ended after thanks by Chairperson.
