



**No. BSNL/38-1/SR/2009**

**Dated, the 22<sup>nd</sup> April, 2009**

To

**All CGMs, BSNL**

Sub: **Wage revision of non-executive employees – regarding**

Sir,

In pursuance of the directives issued by the Government for 7<sup>th</sup> round of wage negotiations for unionised employees in the CPSEs w.e.f. 1.1.2007, wage negotiations are currently underway with the representatives of the recognised representative union of non-executive employees in BSNL.

2. Keeping in mind the wage revision of executive employees, the management has offered 30% fitment benefit on existing pay + DA as on 1.1.2007 with the same periodicity, as in the case of executives, in addition to three month's basic pay as adjustable advance on account of pay revision. Albeit the management has made very logical and reasonable offer, but the demand of the recognised union is for higher fitment benefit and interim relief, which BSNL can ill-afford at the present moment. It is understood that most of the non-executive employees are anxiously waiting for wage revision at par with executive employees. Further delay in finalization of wage revision seems to be intolerable for them. In this regard, Director (HRD) has addressed the General Secretary, BSNL Employees Union to consider the proposal made by the management side.

3. Emphasizing the fact that the non-executive employees are eagerly awaiting for their wage revision and the management has already offered the wage revision at par with the executive employees, unfortunately the adamant attitude of the recognised union is coming in the way. A copy of the d.o. letter, referred to above in the preceding paragraph, is enclosed herewith, the contents of which may be given wide publicity / suitably conveyed to the non-executive employees.

Yours faithfully,

**(Shakeel Ahmad)**  
**GM (SR), BSNL C.O.**

Copy to :-

1. PS to Director (HRD), BSNL C.O.
2. GSs, all applicant unions – for apprising their members suitably
3. Guard file