

Wage Revision to Non-Executives.

2nd PRC for Executives in BSNL was ordered on 5.3.2009. Though, on 22.4.2009 itself, the Management offered to revise the Wages of Non Executives in BSNL with the same fitment benefit, BSNLEU prolonged the Wage Revision till 7.5.2010 with no improvement on what was offered during April 2009.

But thankfully, this time around, Non Executive Unions and BSNL Management are ready with the Pay scales and further discussions are likely to be only on Allowances. As told to NFTE by the Director [PSU], DOT, Cabinet Note is being prepared for both the Executives and Non Executives of BSNL.

Whenever the Note is approved by the Cabinet, Wage Revision in BSNL will be implemented to all. To get the Cabinet Note approved, we have miles to go.

This being the situation, FNT0, which could not move beyond NE -1 scale and that too who were appointed in NE-1 on or after 1.1.2017, is criticising Recognised Unions. Their only point is that NE-1 scale has to start at Rs.20000/-. Sadly, FNT0 is not even able to differentiate between the Fitment benefit and Multiplication factor used to arrive at the Pay Scales.

Another criticism doing rounds is that CMD BSNL has recommended 15% fitment benefit to Executives and 11.3% benefit to Non Executives but recognised Unions are not doing anything on this. Actually, there is no such differentiation in letters written by CMD to DOT.

Only those ATTs, Sr.TOAs and TTAs appointed on or after 1.1.2017 will get benefit ranging from 11.2 to 11.5%. This also happens to a JTOs appointed on or after 1.1.2017.

Cadre	Basic Pay in case of getting appointed on 31.12.2016.	Basic Pay in case of getting appointed on 1.1.2017.	Actual Pay+IDA drawn	Benefit	Increase
ATT	19590	19000	17033	1967	11.55%
Sr.TOA	27520	26600	23926	2674	11.18%
TTA	34330	33200	29852	3348	11.22%
JTO	41400	40000	35998	4002	11.12%

This 11 point something percentage to those appointed after 1.1.2017 is now propagated as the one recommended by CMD to Non Executives. The New Pay scales for Non Executives have been worked out for 15% fitment benefit and all those who were appointed on or before 31.12.2016 will get 15% benefit.

It may be recalled that, during the last Wage Revision, ATTs, Sr.TOAs and TTAs appointed on or after 1.1.2007 were actually put to loss.

Hereafter, all our attention has to be only on getting the approval of the Cabinet Note as early as possible, with 15% benefit. The urgency is because the term of the present Government expires in May 2019. Our CMD is also retiring in June 2019. As well, Membership verification for Non Executives is due in May 2019. But, as it happens always, the Cabinet Note has not moved past DOT and is pending with DOT Finance. Representatives of Unions and Associations are unable to meet Secretary, DOT in this regard after Feb'2018.

May be we need to go on some sort of agitations about which AUAB will decide in due course.