

**No. GS/AIGETOA/2017/9 Dated 20.03.2017**

To,

**Smt. Sujata T Ray**

**Director (HR)**

**Bharat Sanchar Nigam Limited**

**New Delhi – 110001**

**Subject: Extending the pending benefits of 2nd PRC before implementation of 3rd PRC, Regarding.**

**R/Madam,**

As the report of 3rd PRC has already been submitted and it is understood that implementation of 3rd PRC benefits is being actively considered at various levels in BSNL. **In this regard, we would like to put forward that many mandatory provisions stipulated by 2nd PRC and which pertains mostly to the BSNL recruited executives are still pending to be implemented on one pretext or another.**

Till date BSNL/DoT has not notified the standard pay scales of E2 and E3 (after implementation of 2nd PRC scales) as replacement of erstwhile E1A and E2A despite the directions from Hon’ble CAT Chandigarh. Same is the case with the Pay Parity issue of BSNL recruited executives post 01.01.2007. The issue is affecting the pay of thousands and thousands of executives recruited post 01.01.2007. While BSNL has started working towards implementation of 3rd PRC, this issue which affects the youngest lot of BSNL executives is still to see the light of the day. In the absence of justified solution towards the Pay-Scale and Pay- Parity issue, to talk of implementation of 3rd PRC is basically an injustice to the BSNL recruited executives.

It is also pertinent to mention that the 2nd PRC has recommended for extending 30 Percent Superannuation Benefit to the executives recruited by PSUs. The stages of implementation have also been mentioned in the report and have been brought to your kind notice through representations from this association and in various meetings. Though, as first step the trust for managing the superannuation fund has been formed and various modalities are underway. However, the quantum of BSNL contribution stands today at a meager 3 percent making the overall contribution towards superannuation benefit around 21 percent as on date (Considering that BSNL creates a corpus by contributing 3 percent of Basic + DA for Post-Retirement Medical Benefits, the same is yet to be implemented in BSNL and not creating the same is in contravention to the recommendations of 2nd PRC). It can be seen that still there is a shortfall of around 9 percent. The date of implementation is also effective from the date of approval of the proposal by BSNL Board.

During discussions, it was told to us that the 3 percent quantum and date of implementation shall be reviewed after the actuarial analysis of contribution towards Post-Retirement Medical Benefits, which is in the case of BSNL recruited executives comes to a ‘Nil’ as till date Post-Retirement Medical Benefit fund has not been created in BSNL. However, it is understood that by now the actuarial analysis of the Post-Retirement Medical Benefits must have been done as almost a year has passed after the approval of the proposal by board. Further, the revenues of BSNL have also taken an upward turn and hence there is a remarkable improvement in the financial conditions of BSNL. These facts have already been captured in the proposal approved by BSNL Board and DoT.

Now when the talks of implementation of 3rd PRC are on and it is learnt that management is keen on providing the 3rd PRC Benefits to BSNL executives, it is high time to extend the pending provisions of 2nd PRC benefits for BSNL recruited executives i.e. Full 30 percent Superannuation Benefit along with revision in date of implementation from the beginning, Replacement of Non Standard Pay Scales of E1A and E2A by E2 and E3 respectively, resolution of Pay Parity issue and other pending recommendations of 2nd PRC.

Moving on to 3rd PRC without extending the mandatory 2nd PRC benefits which are mostly pertaining to the executives and employees recruited by BSNL shall be a huge injustice to the BSNL recruited fraternity and will incorporate a huge sense of resentment and injustice in the minds of the BSNL recruited employees. This association on behalf of the BSNL recruited fraternity requests your good self to incorporate all the pending benefits of 2nd PRC before moving on to the implementation of 3rd PRC. We sincerely hope that Management will take cognizance of the unrest and demotivation amongst the BSNL recruited fraternity and will take necessary action in this regard to prevent this unrest and demotivation growing further.

 With Regards

Ravi Shil Verma

GS, AIGETOA

Copy to:

1. CMD BSNL for kind information please.
2. PGM (Estt), BSNL CO
3. GM (SR), BSNL CO