

CONFIDENTIAL



**BHARAT SANCHAR NIGAM LIMITED**  
(A Government of India Enterprise)  
Eastern Court, Janpath, New Delhi – 110 001

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

Dated: 31<sup>st</sup> March 2009

Sub:- Wage Revision for non-executive employees in BSNL.

Minutes of the meeting of the Committee

To discuss various issues relating to wage negotiation of non-executive employees a meeting of official and staff side members of the committee was held on 30.3.2009 at 1430 hours in Committee Room, 2<sup>nd</sup> Floor, Eastern Court, New Delhi. Following members attended the meeting.

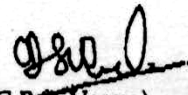
**Members of the Committee:**

<b>Official side</b> <b>S/Shri</b>	<b>Staff side</b> <b>S/Shri</b>
1. R.K. Batra, PGM (IR)	1. V.A.N. Namboodiri, GS BSNLEU
2. D.P.De, GM (Estt.)	2. P. Abhimanyu
3. Shakeel Ahmed, GM (SR)	3. V. Subburaman, GS. TEPU
4. Smt. Arundhati Panda, GM (EF)	4. Suresh Kumar, GS, BSNLMS
5. A.K. Gautam, DGM (DE)	5. P. Asoka Babu
	6. B.R. Jakhata, GS, SC/STEA
	7. Hari Singh, GSBTEU
	8. Vikas Kumar Gupta, Circle President, SNAITA
	9. K.R. Yadav, CP, BSNLEU
	10. G.M. Mathpati, AGS BSNLEU

The following points were discussed.

- 1) The committee was informed that due to administrative convenience and better coordination the competent authority has approved the change of Convener of the Committee and DGM (DE) will be the new Convener.
- 2) It was emphasized that recommendations of the committee are to be submitted at the earliest, so meetings have to be convened more frequently (say three in a week).
- 3) The inputs collected by the three sub-committees viz. Revision of Pay Scales, Perks & Allowances and Pension and Welfare and the comparative statement with the other PSUs prepared by the sub-committees were discussed.
- 4) It was also discussed that while deciding on the wage revision we should look at the data of different kind of companies and not just best of the companies.
- 5) GS, BSNLEU was again requested to limit the number of members for the meetings to maximum five. It was also requested that members of recognized union only may attend the wage negotiation committee meetings. It was brought to his notice that the agreement on wage revision will be entered into with the recognized union only.

- 6) The staff side was of the opinion that the recommendations of the wage negotiation committee and approval by the competent authority may take some time, so in the meantime they may be given Interim Relief/advance payment which may be adjusted at the time of final payment of arrears.
- 7) As per the present practice, the wage negotiation are being done every ten years. It was mentioned by GS. BSNIEU that as per the latest guidelines of DPE wage negotiation can be done every five years also. This has been agreed in Coal India and such demand has been raised in other PSUs also. The committee was of the opinion that both the options will be looked into and examined keeping in view the productivity per employee, profitability per employee and value addition per employee as per guidelines of DPE and also resources of the company.
- 8) The next meeting will be held on 01.04.2009 at 1030 hours in Committee Room, 2<sup>nd</sup> Floor, Eastern Court.

  
(C.P.S. Verma)  
AGM (Recit.I)

**Members of the Committee**

**Copy for information to:**

**PPS to Director (HRD).**