



BDPA (INDIA)

**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprise)  
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No. BSNL/38-1/SR/2016

Dated, the 31<sup>st</sup> Oct. 2016.

To  
All CGMs, BSNL


**Subject:** Constitution of Wage revision Committee of Non-Executive Employees in BSNL reg..

This office has been receiving request from recognised Unions for Constitution of Wage revision Committee of Non-Executive Employees in BSNL. It is informed that on last occasion, we had received instructions on 09.11.2006 from DPE providing guidelines/policy for Wage Negotiations for unionized workers in CPSEs w.e.f. 01.01.2007. Such types of guidelines/policy from DPE have not been received till date.

It is informed that we have been pursuing the matter with DoT constantly to issue the guidelines/instructions for constitution of Wage Revision Committee to start the negotiation with the recognised Unions. A D.O. letter from Director (HR) to Joint Secy., Admn. DoT has also been sent, in this regard. The said permission/instructions are required from DoT/DPE because:

- (1) Wage negotiation Committee is constituted on the basis of parameters set by DPE for Wage Revision.
- (2) The Wage Negotiation Committee has to take into account all the guidelines/policy for revision of Pay on the basis of different criteria decided by DPE & after submission of approximate estimate to DoT.
- (3) The Administrative Ministry/Department also has to be consulted before reaching to any agreement.

Hence, BSNL would constitute Wage Negotiation Committee at the earliest on the receipt of guidelines/policy from DPE/DoT.

  
(A.K. Sinha)  
Dy.GM (SR)

Copy for information to:  
(1) GM (Estt), BSNL CO.  
(2) GSs, recognised Unions, BSNL.