



**BHARAT SANCHAR NIGAM LTD.**

BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR CELL, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

F. No. BSNL/38-1/SR/2016

Dated: 04.09.2018

Subject: Minutes of the meeting of Joint Committee for wage revision of non-executive employees w.e.f. 01.01.2017 in BSNL held on 27<sup>th</sup> August, 2018

The third meeting of the Jt. Committee was held on 9<sup>th</sup> August, 2018(Thursday) in 8<sup>th</sup> Floor Meeting Room Bharat Sanchar Bhawan, Janpath, New Delhi. The following were present in the meeting.

Official side:

|                         |               |                  |
|-------------------------|---------------|------------------|
| 1. Shri H.C. Pant       | CGM( Legal)   | Chairman         |
| 2. Shri Saurabh Tyagi   | Sr.GM (Estt.) | Member           |
| 3. Smt. Smita Chaudhary | Sr.GM(EF)     | Member           |
| 4. Shri A.M. Gupta      | GM(SR)        | Member           |
| 5. Shri A.K. Sinha      | DGM(SR)       | Member Secretary |

Staff side

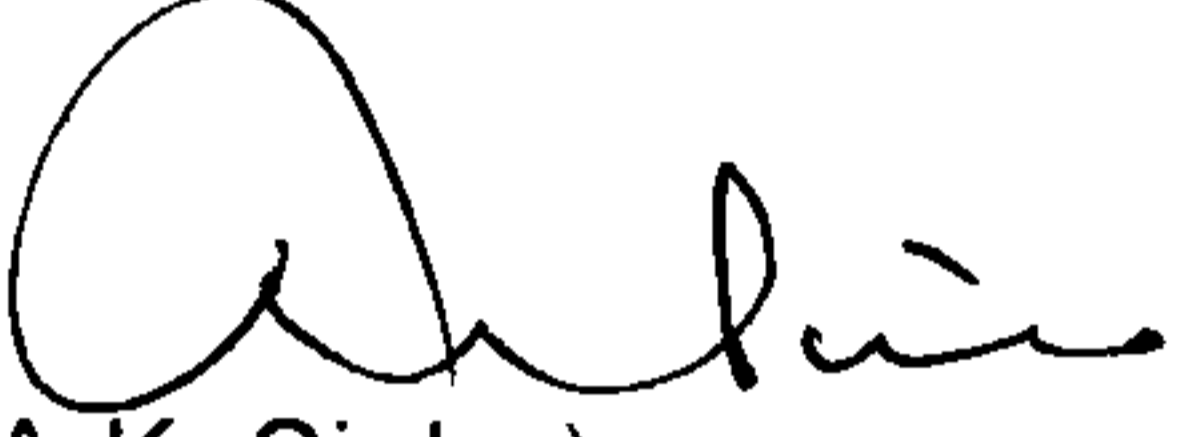
1. Shri Balbir Singh, President BSNLEU
2. Shri P. Abhimanyu, General Secretary BSNLEU
3. Shri Swapan Chakraborty, Dy. General Secretary BSNLEU
4. Shri P. Asokababu , Vice President BSNLEU
5. Shri Animesh Mitra, Vice President BSNLEU
6. Shri Islam Ahmed, President NFTE(BSNL)
7. Shri Chandeshwar Singh, General Secretary NFTE(BSNL)
8. Shri K.S. Seshadri, Dy. General Secretary NFTE(BSNL)

2. GM (SR) welcomed Chairman & all the participants from management & staff side members present in the meeting. Thereafter discussions on the new pay scales for non-executives started. The committee discussed different aspect like stagnation, pay anomaly in pay of new recruit and existing employee which were considered while framing the new pay scales. Management side suggested that maximum of new scales should not unnecessarily stretched high as the same if approved will result in increase in the burden of pension contribution on the company but at the same time it should not be so low that it may causes stagnation. The staff side members submitted some cases of stagnations in the pre-revised pay scales and the committee discussed theses case in detail.

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3. Staff side members suggested that some of their members may be given informal meetings with the Sub-Committee of the Joint Committee to discuss the issues related to minimum and maximum of revised pay scales so that their genuine concerns are taken into consideration by the management. They requested that their first meeting with the Sub-committee may be arranged on at 30.08.2018

4. The committee observed that some of the staff members may meet the Sub-Committee of the Joint committee and share their genuine concerns, so that the number of issues requiring further discussions are minimized. The next meeting was decided to be held on 10<sup>th</sup> September 2018 at 15.00 Hrs in the Meeting Room, 8<sup>th</sup> Floor, Bharat Sanchar Bhawan.

  
(A.K. Sinha)  
DGM (SR)

To,

1. All Members of the Joint Committee (By Name)
2. All members of the Sub-Committee of the Joint committee( By name)

Copy for information to:

PPS to Director (HR), BSNL Board