

## 1. INTRODUCTION AND BACKGROUND

- 1.1 After formation of BSNL, IDA pay scales were introduced w.e.f. 1.10.2000 as per BSNL order no. BSNL/26/SR/2002 dated 07/08/2002 which were effective for the period ending 31.12.2006. After the expiry of this period, the next pay revision fell due from 1.1.2007. DPE vide its OM No. 2(7)/2006-DPE (WC)-GL-XIV dated 9.11.2006 conveyed the guidelines of the Govt. for the commencement of wage negotiation by the Managements of CPSEs with the trade unions.
- 1.2 Further, DPE vide its OM No. 2(7)/06-DPE(WC)-GL VI dated 1.5.2008 conveyed the decision of the Govt. that the validity of wage settlement could be for a period less than 10 years but not less than 5 years and the other provisions of the guidelines dated 9.11.2006 will continue.
- 1.3 BSNL Employees Union being the majority representative union of BSNL had submitted their charter of demands vide letter dated 3.9.2008 requesting BSNL Management for the revision of pay and allowances and other related benefits to the non-executives effective from 1.1.2007.
- 1.4 DPE vide its OM No. 2(70)/08-DPE (WC) dated 26.11.2008 issued orders for pay revision of executive employees of CPSUs. In pursuance of Presidential Directive issued by DoT vide its order no. 61-01/2009-SU dated 27.02.09, pay of executives was revised from 01.01.07, and HRA and other allowances were revised w.e.f. 27.02.09 i.e. the date of issue of Presidential Directive.
- 1.5 Wage Revision Committee with representatives from recognised union and management side was formed by BSNL vide order dated 19.12.2006, which was reconstituted on 05.03.2009 & 10.08.2009 with change of members/ chairperson. The recommendations on wage revision were finalized after detailed discussions in a series of meetings of this committee. The recommendations of the Wage Revision Committee are as contained in the following paras.

*C. H. N. G. N. 12.*  
*15/1/10*

*F. K.*  
*20/10/10*