



राष्ट्र हित

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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

G Veerabhadra Rao
9440648648

General Secretary

Ravi Shil Verma
8373967633

Finance Secretary

Yogendra Jharwal
9414000877

All communication at E-mail - "chqaigetoa@gmail.com" only

GS/AIGETOA/2026-27/66

Dated 17.10.2026

To,

Shri A Robert J Ravi Ji,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
Corporate Office, New Delhi - 110001.

Subject: AIGETOA demand for intervention on ensuring the waiver from affordability clause for implementation of 3rd PRC in BSNL, implementation of E2/E3 pay scales, and increase in SAB contribution for BSNL Recruits – Regarding.

Respected Sir,

This is with reference to the discussions held and conclusions reached during the agenda meeting held under the chairmanship of Director(HR) on 6th October 2026 with BSNL Management on various agenda points. We sincerely appreciate the time given by the Management to address the concerns raised by AIGETOA. During the course of discussions, following demands of AIGETOA required intervention from your good self with DoT as stated below:

- 1. Waiver from Affordability Clause for Implementation of 3rd PRC in BSNL – Need for a fresh communication directly from CMD BSNL to DoT containing justifications:**

During the meeting, we had highlighted that the matter is receiving positive attention, considering BSNL's strategic importance as the national telecom carrier and its contribution to national objectives through projects such as BharatNet, 4G saturation, and the rollout of indigenous 4G technology. We also informed that the issue is being pursued actively by the AIGETOA, BDM and BMS Team at various levels.

We had highlighted that post approval of the proposal to extend 3rd PRC by BSNL Board for executives, BSNL had sent multiple communications directly from CMD BSNL/Director (HR) to DoT explaining the need for an affordability waiver. In this background, we have requested for a fresh communication directly from CMD BSNL to DoT, highlighting BSNL's present role in projects of national importance and the need to extend the benefits of the 3rd PRC to its employees, considering their extraordinary role in Nation building, realizing the national dream of Swadeshi 4G stack and bridging the digital divide between Rural & Urban India by strengthening the Rural Connectivity and providing Network to all the uncovered villages through 4G Saturation Project.

As discussed in the agenda meeting, we seek your kind directions to the concerned section to ensure that this communication is issued at the earliest so that with the strong backing of BSNL Management and justification thereof, the matter can be pursued more effectively further with the concerned authorities and departments by AIGETOA team, BDM and BMS.

- 2. Implementation of E2/E3 Pay Scales for JTO/JAO and SDE/AO - directions to the concerned cell for sending a fresh communication to DoT presenting all the relevant facts and reiterating the Board Decisions:**

During the meeting, we had once again emphasized the **need to resolve the long-pending issue of implementation of E2 pay scales for JTO/JAO and equivalent cadres and E3 pay scales for SDE/AO and equivalent cadres pending since 01.01.2007**. During the discussion, we placed on record, **our objection to the contention of BSNL that the matter had attained finality**, particularly **in view of the ongoing examination of the issue by DoT and BSNL's own affidavit in the court case filed by AIGETOA**, wherein the recommendation of the BSNL Board for E2 and E3 scales was reiterated.

AIGETOA also submitted that **DPE had directed the adoption of standard pay scales and had not given concurrence to the introduction of any intermediary scales** in the manner being suggested. The Association requested that the **matter be pursued afresh with DoT** instead of **repeatedly producing the earlier communication issued in 2022 to SNEA and accepted by them during the CLC Proceedings on which AIGETOA was not even a party**.

We seek your kind intervention in directing the concerned cell dealing with the subject, **so that a comprehensive communication be sent to DoT, presenting the relevant facts and the Board's recommendations**, so that this long-pending issue can be resolved by DoT in the interest of the affected executives of BSNL.

3. Increase in SAB Contribution - intervention in issuance of the Orders for increase in SAB Contribution and its further enhancement thereof:

In the meeting, we had highlighted that **the issue of increasing the SAB contribution received renewed attention following the sustained efforts of AIGETOA and BDM and the intervention of the Hon'ble MoSC**. After continuous persuasion, it was informed that BSNL Management Committee has recommended an increase in the SAB contribution. **However, despite this recommendation, the necessary orders have not yet been issued.**

We once again seek your kind intervention to ensure that that the **approved increase in SAB contribution is notified without further delay**. We also demand that a **greater enhancement in SAB contribution be considered at least to the quantum of 3% as was assured from your good self during various discussions starting from October 2024 itself**, keeping in view, the welfare and retirement security of BSNL Recruited employees. It will be pertinent to mention that **there is an extreme disparity in the Pensionary Benefits of BSNL Recruited Employees who are covered by DPE guidelines and the other set of BSNL Employees covered by the Central Civil Services (CCS) Pension Rules**. This disparity can only be addressed if the SAB contribution is enhanced to full 30% as mandated by DPE in the recommendations of 2nd PRC Benefits.

Sir, we sincerely hope that the positive assurances given by Management during the agenda meeting held on 6th October 2026 on these issues as well as other issues will translate into concrete action and a tangible output in the form of resolution. AIGETOA remains committed to constructive engagement with BSNL Management and will continue to extend its support in resolving these issues. We look forward to your personal intervention for expeditious action on the above matters.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

- 1. Shri Kalyan Sagar Nippani Ji, Director HR BSNL Board** for kind information and necessary directions in this matter.
- 2. Shri Ashok Kumar**, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and taking up the matter with central leadership of BMS please.
- 3. Shri Rajeev Kumar Kaushik Ji, PGM (Restg/SR/Pers) BSNL**, New Delhi for kind intervention and necessary action please.