BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)
CORPORATE OFFICE
Establishment Branch
Bharat Sanchar Bhawan
H.C. Mathur Lane, New Delhi-01

BSNL
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F. No.: BSNLCO-A/11(11)/11/2026-ESTAB Dated: 18.11.2026

To,

The Director (PSU-I)
Department of Telecommunications
Sanchar Bhawan, New Delhi.

Subject: Clarification regarding implementation of 3rd PRC for Executives and Wage Revision for Non-Executives in BSNL w.e.f. 01.01.2017.

Ref: DoT letter No. 11-1/2017-SU-II dated 17.10.2026.

Sir,

With reference to the above letter, the para-wise clarifications regarding implementation of 3rd PRC for Executives and Wage Revision for Non-Executives in BSNL are furnished below:

Para (i): Payment of Arrears

It is clarified that the proposed pay revision for Executives and wage revision for Non-Executives shall be implemented on a notional basis w.e.f. 01.01.2017, with actual financial benefits payable prospectively, without payment of arrears. Accordingly, there shall be no financial implication on account of arrears for either category of employees.

Para (ii): Financial Implications

The earlier estimated annual financial implication of ₹4,303 crore was based on the employee strength as on 01.01.2017.

In view of the reduction in manpower, particularly after VRS-2019, the financial implications have been reassessed based on the serving employees as on 01.10.2026.

The estimated annual financial implications at different fitment levels are as follows:

Fitment	Executives (₹ Cr.)	Non-Executives (₹ Cr.)	Total (₹ Cr.)
0%	77.40	213.23	290.63
5%	317.88	275.59	593.47
10%	561.96	324.98	886.94
15%	809.28	362.22	1,171.50

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The above assessment indicates that the recurring financial liability varies considerably with the fitment factor adopted. Accordingly, the applicable fitment may be considered keeping in view the financial position of BSNL and the need to ensure long-term sustainability of the revised pay structure.

Para (iii): Internal Resources and Financial Sustainability

BSNL has shown improvement in its financial performance, with EBITDA increasing to ₹7,119 crore during FY 2025-26. The internal resource generation during the year was ₹3,537.68 crore.

BSNL meets its revenue expenditure, including salaries and wages, from its own resources.

The additional expenditure arising from pay revision/wage revision is proposed to be met through internal resources, without seeking budgetary support from the Government.

However, considering BSNL's continuing commitments towards network expansion, capital expenditure and other operational requirements, the recurring financial implications of pay revision would need to be assessed judiciously to ensure financial sustainability.

In view of the above, the proposal for implementation of 3rd PRC/Wage Revision may be considered taking into account the financial implications at different fitment levels and BSNL's capacity to sustain the recurring expenditure from its own resources.

This issues with the approval of CMD, BSNL.

Yours faithfully,

18/12/2026

(Sudhansu Shekhar Ray)
Assistant General Manager (Estt.-I)
BSNL Corporate Office

Copy to: PGM (SR), BSNL CO, for information.