



## A DECADE OF DETERMINATION – INJUSTICE OVER PENSION CONTRIBUTION REMOVED

For almost a decade, AIBSNLREA has been at the forefront of a sustained campaign to correct a long-standing injustice - the calculation of pension contribution for BSNL absorbed employees on the maximum of the pay scale rather than their actual pay. This flawed practice not only burdened BSNL financially but also became a major roadblock to pay revision—directly impacting pension revision for retirees.

AIBSNLREA has consistently raised this issue through a series of well-reasoned letters to the Prime Minister, Secretary, DoT, Member (Services), DoT, CMD, BSNL, Secretary, DoP&T, Secretary DoE and Secretary, DoP&PW. This issue was part of the resolutions passed in AIC Madurai and AIC Kolkata, which were duly submitted to the Prime Minister. These communications, spanning over a decade, emphasized the irrationality of the existing method and its cascading effect on pay and pension revision. Each letter was backed by policy references, financial implications, and a clear articulation of how resolving this would benefit BSNL, its employees, and pensioners alike.

Despite skepticism from some quarters—who questioned why a pensioners' association should concern itself with pension contribution in respect of employees, AIBSNLREA stood firm. It understood that “additional outgo on pension contribution far exceeds additional outgo on pay revision as per 3<sup>rd</sup> PRC recommendations, at 15%, 10% and 5% fitment, when paid at the maximum of the revised pay scales. Pay revision would remain a difficult task unless this impediment is addressed”. This strategic foresight set AIBSNLREA apart from other associations and unions, many of whom ignored or underestimated the issue.

AIBSNLREA's leadership had multiple meetings with senior DoT officials, including Member (S) several times, with the last one on 21.08.2025, when the Member (S) acknowledged AIBSNLREA's persistent efforts and assured resolution within the next few months. DoE's clearance has come earlier than expected, though falling short of expectation. These meetings were not mere formalities, they were the culmination of years of groundwork, data gathering, and policy advocacy. [\[Read this for full details\]](#)

It's worth noting that no other pensioners' association took up this issue and even service unions and associations remained largely indifferent. As the DoT's long-awaited orders are out, we see everyone scrambling to take the credit. But records will testify that it was AIBSNLREA that lit the torch and carried it through the storm.

With the pension contribution issue resolved, though prospectively, the baton now passes to service unions and associations. It is their responsibility to push for pay revision. Once that happens, pension revision for BSNL retirees will follow.

**Let this milestone remind us: clarity of vision, persistence in action, and courage to stand alone can move mountains.**