



# Sanchar Nigam Pensioners' Welfare Association

Reg.No: SOCIETY/WEST/2021/8902564

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**SNPWA/ CHQ/ M( S)/3/26**

**Dated 4th May. 26**

To

Sh Deb Kumar Chakrabarti,

M( S)/ DOT, ND.

**Subject: Removal of anomalous and discriminatory remuneration disparity faced by BSNL/MTNL retirees engaged as Consultants in DoT – reg.**

Respected Sir,

We wish to draw your kind attention to a long-standing and glaring anomaly in the fixation of remuneration of Consultants engaged in the Department of Telecommunications, particularly affecting retired officers and officials of BSNL/MTNL.

At present, retirees from other Central Government Departments engaged as Consultants in DoT are granted remuneration broadly equivalent to nearly 50% of the last pay drawn, in terms of Department of Expenditure O.M. dated 09.12.2020, as endorsed by DoT letter dated 08.02.2021. However, retired BSNL/MTNL personnel, despite possessing identical qualifications, comparable experience, and rich domain expertise in the telecom sector, are governed by a separate order dated 29.03.2022, under which remuneration is fixed at substantially lower levels of ₹30,000 per month(consolidated ).

This has resulted in an indefensible situation where candidates selected through the same competitive process, discharging the same duties in the same office, are paid vastly different remuneration solely because of the organization from which they retired.

Such a distinction is:

1. Arbitrary and unjust, having no nexus with the work performed.
2. Contrary to the constitutional principle of equality and the doctrine of equal pay for equal work.
3. Demoralising and humiliating for highly experienced BSNL/MTNL retirees who devoted decades to nation-building in the telecom sector.

4. Contradictory to prevailing practices in other DoT-controlled organizations.

It is pertinent to mention that even organizations under the administrative control of DoT have adopted fairer and more rational policies:

- Telecommunications Consultants India Limited, in its Advertisement dated 18.11.2024, provides lump sum remuneration equal to 50% of last pay drawn for PSU/IDA retirees.

- ITI Limited, in its Advertisement dated 24.02.2025, offers consolidated remuneration of ₹75,000 per month for Consultants.

When such enlightened standards are followed elsewhere, the continuation of a depressed and discriminatory structure within DoT itself becomes even more anomalous.

It is reliably learnt that a file has already been initiated in the office of DGT regarding enhancement of remuneration of Consultants and is presently under consideration at your esteemed level. We earnestly request that this opportunity may kindly be utilised to remove the existing injustice once and for all.

We therefore humbly urge that:

1. The discriminatory distinction between Central Government retirees and BSNL/MTNL retirees be abolished.
2. Consultants retired from BSNL/MTNL be granted remuneration on par with other similarly engaged Consultants.
3. A uniform, fair, transparent and equitable policy be issued for all Consultants engaged in DoT, irrespective of parent organization.

Sir, BSNL/MTNL retirees are not outsiders to telecom administration. They are seasoned professionals who carried forward the legacy of DoT itself and possess unmatched field experience. Denial of parity to such officers is neither administratively prudent nor morally sustainable.

We sincerely hope that your good office will intervene decisively and render long-overdue justice.

Regards,  
Yours Sincerely



G. L. Jogi  
General Secretary

Copy to

Sh Manish Lodha, DDG[ Estt], for kind information and n/a pl.