



NATIONAL CONFEDERATION OF OFFICERS' ASSOCIATIONS

(National Forum of the Executives of Central Public Sector Enterprises)

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Ref- NCOA/ PM/3rd PRC in CPSEs

Dated- 28-06-2023

To
Shri Narendra Modi
Hon'ble Prime Minister
Govt of India, New Delhi

Subject: Implementation of 3rd Pay revision in loss making CPSE w e f 01-01-2017

Respected sir

It is in continuation of our innumerable letters on above mentioned subject. Sir, salary in Central and State Govts, Railway, Banks as well as the public and private sector is revised after a certain period keeping in view the price rise of commodities/ inflation and other market/ social conditions irrespective of profitability. Central govt& state govts have revised the salary of their employees according to 7th CPC report w.e.f 01-01-2016, whereas salary of CPSE employees were revised wef 01-01-2017 as per 3rd PRC recommendations. But it has been implemented in very few profit making CPSEs leaving more than 100 CPSEs without revising pay of their employees for more than 15/25 years and in certain CPSEs both 2007 and 2017 PRCs are yet to be implemented on the ground of affordability condition imposed by the DPE OM. None other than CPSEs are denied the legitimate Pay revision by the lame excuse of profit. Entire Govt machinery can be termed as incurring loss to the exchequer. Similarly Railway and some of the Banks are also in loss. Irrespective of this fact everyone is awarded with their pay revision periodically without any tag.

This discrimination of pay revision made by the Govt for its own employees of Central Public Sector Undertakings is contrary to the Govt's own objective of creating public sector for rendering services to the people of our country and fulfilling the social responsibility of the Govt, because Public Sector's major objective is the service and not the profit. Moreover, profit and loss of any Public sector company is not because of the employees but because of policies and market conditions which are beyond the control of employees who work day and night to keep the company afloat in spite of the adverse policies and market conditions. Needless to mention that the stress and hard work of the employees of loss making as well as marginally profit making PSUs are much more than the profit making PSUs. Hence it is requested that employees should not be punished for the failure of policy decisions.

We are sure, had you been briefed properly by the concerned authorities, this injustice would not have been done to Lakhs of employees of loss making CPSEs. **We therefore request your good self to direct the concerned ministry, ie now Finance ministry under which DPE works to take corrective action and remove affordability condition to implement 2nd and 3rd pay revision in those CPSEs where it is yet to be implemented. Since the variable part of the Pay (PRP) is already linked to the profit/performance of the concerned CPSEs, basic part of the pay revision has to be implemented for all employees of CPSEs who are waiting for their pay revision for 16 to 26 years.**

This decision will strengthen your vision of AtamaNirbhar Bharat, Make in India, Digital India, Sabka Saath, Sabka Vikas, Sabka Vishvas, Sabka Priyash. We have high hopes on your good office and confident that this issue will be addressed in true spirit. We assure your good self that CPSEs' employees shall leave no stone unturned to achieve the goal which you have envisioned in **making India 5 trillion USD economy** and a **global economic powerhouse**.

With warm regards

Yours Sincerely



(V K Tomar)

Secretary General

Copy to

1. Hon'ble Finance Minister, Govt of India
2. Secretary, DPE, Govt of India

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