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SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS
(An Association of Junior Engineers Of BSNL)

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No. Memorandum/SNATTA/PAY.

Dated: 22/09/2023

To
Shri Arvind Vadnerkar Ji
Director (HR) ,BSNL
Bharat Sanchar Bhawan, Janpath,
New Delhi- 110001

SUB: Memorandum regarding Settlement of Pay-Structure issues of Junior Engineers & other Non-Executives in BSNL.

Respected Sir/Madam,

SNATTA(An Association of Junior Engineers of BSNL),on behalf of the Young Junior Engineers we want your kind attention towards long pending HR issues of Junior Engineers working in BSNL. We are very disheartened and completely demotivated by negativity from BSNL management towards the JE Cadre. Non-Implementation of 3rd PRC has already deprived the financial Progression scope of the Employees, and JE Cadre is the most Deprived one in this segment since 2nd PRC. Right from the formation of BSNL, Several roadblocks are created in the Pay Structures and Promotion Policies to destroy the Career Scope of the Employees and despite of these Negligence, We, the Employees, more specifically these JE cadre, have worked with tooth and nail in the field level for the Interest of the Department and the Nation.

Citing the Current Financial situation of the Junior Engineers and other Non-Executives of BSNL,We are the most deprived Employees as compared to the other PSU and Govt. Employees in terms financial stability . Despite of giving our Best for the Department that is Wholly Owned by GOI, We received the treatment in an asymmetrical manner when the subject of PRC comes in to effect.

We would like to highlight some key points to state that our Pay Structure finalisation process should be carried out by considering 7th CPC Report and other miscellaneous Reports

Some important points from 7th CPC Report are as below for your kind consideration:

1. The compensation package should be a well-defined function of prescribed educational and other entry level qualifications, job content, roles and responsibilities attached to the position etc. The Commission has, to the extent possible, while dealing with individual cadres, attempted to bring about uniformity in their qualification and pay structure. This should ameliorate grievances of many 'common' cadres across organizations. The Commission has also analysed the important question of whether wages are sufficient to attract and retain qualified staff.
2. After considering all relevant factors the Commission is of the view that the minimum pay in government recommended at 18,000 per month, is fair and reasonable and one which, along with other allowances and facilities, would ensure a decent standard of living for the lowest ranked employee in the Central Government. Calculation table as per report in attached below.

Report of the Seventh CPC

Annexure to Chapter 4.2

Calculation of Minimum Pay as on 01.01.2016 by the Commission							
		Per day PCU	Unit	Per month 3 PCU	Unit	Price/ Unit (₹)	Expenses (₹)
1.	Rice/Wheat	475	gm	42.75	kg	25.93	1108.30
2.	Dal (Toor/Urads/Moong)	80	gm	7.20	kg	97.84	704.44
3.	Raw Vegetables	100	gm	9.00	kg	58.48	526.28
4.	Green Vegetables	125	gm	11.25	kg	38.12	428.85
5.	Other Vegetables	75	gm	6.75	kg	32.80	221.42
6.	Fruits	120	gm	10.80	kg	64.16	692.93
7.	Milk	200	ml	18.00	litre	37.74	679.26
8.	Sugar/Jaggery	56	gm	5.04	kg	37.40	188.48
9.	Edible Oil	40	gm	3.60	kg	114.02	410.46
10.	Fish			2.50	kg	268.38	670.95
11.	Meat			5.00	kg	400.90	2004.51
12.	Egg			90.00	no.	4.27	383.98
13.	Detergents etc			₹/month		291.31	291.31
14.	Clothing			5.50	meter	164.88	906.83
15.	Total (1-14)						9217.99
16.	Fuel, Electricity, Water Charges						2304.50
17.	Total-(15) divided by 0.8						11522.49
18.	Marriage, Recreation, Festivals, etc.						2033.38
19.	Total-(17) divided by 0.85						13555.87
20.	Provide for Skill by adding 25% to (19)						3388.97
21.	Sum (19+20)						16944.84
22.	Housing @						524.07
23.	Total-Divide no.21 by 0.97						17468.91
24.	Step up of 3% on No.23 as DA is projected at 125% on 01.01.2016						524.07
25.	Final Minimum Pay as on 01.01.2016 (23+24)						17992.98
26.	Rounding off						18000

Table – 1

3. Rationalisation/MuF: An 'index of rationalisation' has been applied while making enhancement of levels from Pay Band 1 to 2, 2 to 3 and 3 onwards on the premise that role, responsibility and accountability increases at each step in the

hierarchy. At the existing PB-1, this index is 2.57, increasing to 2.62 for personnel in PB-2 and further to 2.67 from PB-3.

Regarding fixation of pay scale for Non-Executives as per 7th CPC recommendations:

Even though 7th CPC guidelines are implemented and scales are revised in majority of CPSE's and government organizations, BSNL employees are still deprived of it.

As on today, JE is the only cadre in Non-Executive category at which recruitment is being done in BSNL. JE's are the backbone of this organisation, which are working with same enthusiasm and efficiency as JTO's and SDE. However, it is very much embarrassing for us when we discuss our salary among peer JE's working in other government organizations. But our expectations are still high from BSNL that during pay-revision, we will get the respectful revised pay-scale. Entry scales matters a lot for employees.

To keep this cadre motivated, it is high time to revise the min and max pay-scale in such a way that each and every JE (either recruited earlier to 01.01.2017 or after) equally get profit and no one get stagnate before 31.12.2026

1. Historically, since 1st PRC minimum pay scale of BSNL employees has been kept higher than CDA scale.
2. In 2nd PRC also, lower limit of NE-9 pay scale 13600 kept higher than 6th CPC CDA Scale pay band (PB2) i.e. (9300+4200 GP= 13500).
3. Now pay scale of 13500 in 7th CPC pay band has been revised to 35400 by multiplying factor of 2.62. This multiplying factor of 2.62 is standard for group C employee across all government organizations. Based on this MUF of 2.62, newly minimum pay scale of NE-09 must be (13600*2.62) i.e. 35700.

Current scenario of wage revision in BSNL:

Here is what happened in last 3-4 meeting of unions and BSNL Management

1. NE1 minimum pay of Rs.19000/- as against Rs.18000/- Level 1 for Central Govt. employees 7th CPC w.e.f 2016 was proposed randomly without any reference and logic. And the difference again proposed only Rs.1000/- in basic pay between BSNL and Central Govt. during 3rd PRC meeting but was still proposed Rs. 1000/- higher than Central Govt. counterpart, which were Rs. 1450/- higher in 1st PRC and Rs. 760/- higher in 2nd PRC.
2. Randomly chosen NE-1=19000 higher than Level 1 of Central Govt. employees creating a

Imaginary multiplication factor 2.45 with respect to pre-revised NE-1=7760. (As $19000/7760=2.45$)

3. Now proposal is being made to multiply uniformly (imaginary multiplication factor 2.45) to all pre-revised NE which will lead to imaginary 33300 NE9 lower limit ($13600*2.45=33300$) and later efforts will be made to make it real by creating blunder to reduce in NE9 JE pay-scale with respect to central Govt. JE pay-scale Level 6 of 35400 which were previously kept on higher side i.e. Rs. 2100/- higher in 1st PRC and Rs. 100/- higher in 2nd PRC.

Our demand/Scales to be implemented:

1. This time, while with respect to inflation (Price of Rice, Wheat, Milk, Oil etc.) on Dec 2016, 7th CPC recommended minimum 2.57 uniform multiplication factor for Group D employees and 2.62 uniform multiplication factors for Group C employees all over India in pay-scale. Calculation of NE-01 is shown in table-1.
2. 2nd PRC mistake of pay-scale is being repeated, now Authority is about to make blunder by reducing 3rd PRC difference in PSU pay-scale of NE-09 JE. Any scales below 7th CPC Scale for JEs will not be acceptable in 3rd PRC. Because in the last two PRC, the NE-09 Scale (irrespective of Whatever the Fitment factor was settled) in BSNL was always kept higher than the CPC Scale that was given to JEs in central government."
3. In many PSU's they used even higher multiplication factor around 2.6 to 3 with respect to different cadre non-executive employee's example FCI, DMRC etc. Similarly, we demand 2.57 or higher multiplication factor for Group D and 2.62 or higher multiplication factor of group C employees with respect to different Non Executive nature of job and qualification condition in BSNL.

Any fixation of NE-09 below 35700 will be a major discrimination with the cadre and it will demotivate young and dynamic employees.

Based on these facts and considering the recommendations of 7th CPC into mind, Min and Max pay-scales for Non-Executives (NE-01 to NE-12) are prepared by considering the fact that no one should face pay loss and stagnation before 31.12.2026. Details are mentioned below

	2nd PRC min	MuF.	3rd PRC Proposed min	2nd PRC max	MuF.	3rd PRC Proposed max
NE 1	7760	2.57	20000	13320	2.40	32000
NE 2	7840	2.57	20200	14700	2.58	38000
NE 3	7900	2.57	20300	14880	2.62	39000
NE 4	8150	2.57	21000	15340	3.19	49000
NE 5	8700	2.57	22400	16840	2.97	50000
NE 6	9020	2.62	23700	17430	2.93	51000
NE 7	10900	2.62	28600	20400	2.65	54000
NE 8	12520	2.62	32800	23440	2.69	63000
NE 9	13600	2.62	35700	25420	3.03	77000
NE 10	14900	2.62	39100	27850	2.91	81000
NE 11	16370	2.41	39500	30630	2.71	83000
NE 12	16390	2.43	39900	33830	2.51	85000

Table-2

Note:

1. New maximum of all scales have been derived by removing stagnation up-to 2026 by considering all stagnation cases reported up-to 2nd Dec-2022.
2. As in the case of 7th CPC, a standard has been followed with use of a multiplication factor of 2.57 uniformly to decide the new min. Of all scales pertaining to Group D employees and a multiplication factor of 2.62 uniformly for that of Group C employees.

Benefits of respectful pay scale:

An employee is a face of organization and represents it among public. A good salary structure not only increase confidence in employee's day to day work but also improve brand image of organization. Attractive pay structure also attracts young talent through recruitments and help in retaining existing young and talented employees. As an entry level pay scale, NE-09 should be take care in such a way to cater requirements of existing as well as future talented employee.

Financial implications:

There will be definitely unavoidable financial burden due to pay-revision on department. After our standard pay-scale requirement burden will be only 1-1.5 Cr. extra which is merely 1-2% of overall burden. Also, we will return more revenue in return to company with our work.

It is quite unbearable situation for the JE and other Non-Executivecadre to tolerate such a painful Pay-Structure proposed by the Management relentlessly in Wage Negotiation Meeting despite of knowing about the fact that 3rd PRC is due from 01.01.2017 in BSNL to provide financial relief and SNATTA ,on behalf of entire JE fraternity , would like portray its utmost dissent over the Negative intensions of the Management to derail the Financial Benefits of the 3rd PRC .

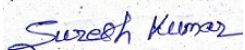
SNATTA would also like to summon up that every injustice towards the JE cadre would not be justified further as it was being done by the Management in different aspects and will request further to your high Office to issue notification of by taking their kind consideration in our said Proposals and to provide all Eligible JEs and other Non-executives a Fair Pay - Structure to get them uplifted in their financial Prospects in BSNL without violating their Rights as protected by our Justice System earlier.

Summarizing the all facts, SNATTA is therefore like to request the Management for considering all the issues as stated above prior to take any demotivational steps for JE cadre to destroy their Career in BSNL.

Your sincere acknowledgement and necessary action in this regard is highly solicited.

Thanks and Regards

Yours sincerely



SURESH KUMAR
General Secretary

Copy to,

1. CMD ,BSNL , BSNL CO, New Delhi for kind information and n/a please.
2. Chairman, Wage Negotiation Committee, BSNL for kind information and n/a please
3. Secretary(Telecom),DoT, GOI , for kind information and n/a please
4. PGM (Estt.),BSNL CO, New Delhi for kind information and n/a please
5. GM(SR), BSNL CO, New Delhi for kind information and n/a please
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